



FREEDOM OF INFORMATION REQUEST

FOI Reference number: 40/2013

Date: 15 August 2013

Request: Trade Union Membership - Answers in bold below

I am writing to obtain information about the total amount of money paid to trade unions by your organisation, the amount of staff time spent on trade union duties and/or activities and the payment of subscriptions.

To outline my query as clearly as possible, I am requesting:

1. A list of trade unions which received payments from your organisation and the total amounts paid to each union for financial years a) 2011-12 and b) 2012-13. If it is not possible to list the amount paid to each union, please provide a total amount paid to all unions. Please **do not include** membership dues or salary costs. Please only include direct payments.

Answer –

The Northern Ireland Policing Board (NIPB) did not make any payments to any Union. The Northern Ireland Public Service Alliance (NIPSA) is the only recognised union with NIPB.

2. Please state:

a) Which trade unions your organisation provide staff time to work on trade union duties and / or activities (sometimes called 'Trade Union facility time') in i) 2011-12 and ii) 2012-13.

b) The number of full-time equivalent (FTE) staff that were provided for each trade union in i) 2011-12 and ii) 2012-13. For example, if a member of staff spends 2 days per week on union business, this is equal to 0.4 FTE.

Answer –

- a) **NIPSA**
- b) **0**

3.

a) Does your organisation provide the facility to deduct trade union subscriptions from staff salaries in the payroll process?

b) If so, for each union please state what your organisation charged for this service (whether as a fixed amount per employee or a percentage), and the total amount collected in:

i) 2011-12

ii) 2012-13

Answer –

a) Payroll is outsourced to HRConnect who provide an HR & Payroll Function to the NI Civil Service and this facility is provided via HRConnect.

b) There is no charge for this service.

Please note that the guidelines issued by ACAS state that: “An employee who is a member of an independent trade union recognised by the employer in respect of that description of employee is to be permitted reasonable time off during working hours to take part in any trade union activity. An employee who is a member of an independent and recognised trade union is also permitted to take reasonable time off during working hours for the purposes of accessing the services of a Union Learning Representative (provided those services are services for which the Union Learning Representative is entitled to time off).”

If the information is not recorded, there is no way of ascertaining whether the time off provided is reasonable. I therefore do not expect the response that the organisation does not hold this information. If a formal record is not kept then I will accept a reasonable estimate.

If the response to any of the questions is ‘nil’ or you are unable to answer any of them, please continue to respond to the other questions

If you have queries about this request or the decision please contact the Board quoting the reference number above. If you are unhappy with the service you have received and wish to make a complaint or request a review you should write to the Board’s Chief Executive at the following address:

Northern Ireland Policing Board
Waterside Tower
31 Clarendon Road
Clarendon Dock
Belfast BT1 3BG

Email: foi@nipolicingboard.org.uk

If you are not content with the outcome of your complaint, you may apply directly to the Information Commissioner. Generally, the Information Commissioner's Office cannot investigate or make a decision on a case unless you have exhausted the complaints procedure provided by the Board. The Information Commissioner can be contacted at:-

The Information Commissioner's Office – Northern Ireland
3rd Floor
12 Cromac Place
Gasworks
Ormeau Road
Belfast
BT7 2JB.

Telephone: - 02890 269 380
Email: - ni@ico.org.uk

Please be advised that all Policing Board replies under Freedom of Information will be released into the public domain via our website @ www.nipolicingboard.org.uk.

Personal details in respect of your request have, where applicable, been removed to protect confidentiality.