

Date 22 June 2026
Your Ref FOI-2026-3374
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Enquiries to [REDACTED]
Email psd.foi@nhs.scot

Dear [REDACTED]

Freedom of Information Reference: FOI-2026-3374

Thank you for your information request received on 22 May 2026 by Public Services Delivery Scotland (PSD Scotland).

From 1 April 2026, NHS National Services Scotland (NSS) and NHS Education for Scotland (NES) joined to form PSD Scotland, enabling transformation in health, social care, and the wider public sector. More information regarding PSD Scotland can be found at the following URL:

[Public Services Delivery Scotland \(PSD Scotland\)](#)

Your Request

I am writing to formally request a detailed breakdown of trade union facility time and the associated costs within the organisation for the most recent reporting period.

To ensure a comprehensive understanding of the resources allocated, please provide the following information:

- ***Trade Union Time (Facility Time): The total number of hours allocated for trade union duties and activities, broken down by recognised trade unions within the organisation.***
- ***Staff Headcount: The total number of employees who were relevant union officials during this period, including a distinction between full-time and part-time staff.***
- ***Pay Banding: A breakdown of the pay bandings (or salary scales) of the staff members who have been granted facility time.***
- ***Financial Cost: The total cost incurred by the organisation for trade union facility time, alongside the percentage of the total pay bill spent on it.***
- ***Time Allocation Percentage: The number of representatives who spent 0%, 1–50%, 51–99%, or 100% of their working hours on facility time.***

Chair Mr Keith Redpath
Chief Executive Professor Karen Reid

I wish to advise under the Freedom of Information (Scotland) Act 2002 (FOISA), that PSD Scotland can provide a partial response to your request, as detailed within the 2 part response below.

PART 1 – NHS EDUCATION FOR SCOTLAND (NES)

Trade Union Time (Facility Time): The total number of hours allocated for trade union duties and activities, broken down by recognised trade unions within the organisation.

NES as a predecessor of PSD Scotland demonstrated a commitment to working in partnership as described within the NHS Scotland national framework for partnership working as set out in [Local Partnership Agreements, NHS MEL\(1999\)59](#), ensuring full engagement and involvement of staff and Trade Unions/Professional Organisations.

Within NES there was a well-established Partnership Forum and Joint Local Negotiating Committee in place to negotiate and discuss workforce issues and arrangements. Further detail on the role of Employee Director(s) can be found in the [Guidance on the Role and Support for Employee Directors, CEL18\(2013\)](#).

Facilities arrangements for Trade Unions and Professional Organisations are set out within the NHS Scotland [Facilities Arrangements for Trade Unions and Professional Organisations Policy](#).

Not all trade union facility time for NES was recorded. Under the [FOISA Section 17 exemption for “Information not held”](#) this information is not available.

The below table details the information available for the 2025-26 period.

Trade Union	Trade Union Duties Hours	Trade Union Activities Hours
Unite	1	8
UNISON	116	12
Total hours	117	20

Staff Headcount: The total number of employees who were relevant union officials during this period, including a distinction between full-time and part-time staff.

Within NES there were a total of seven employees who carried out the role in a part-time capacity. Several of the cohort only served for part of 2025/26 financial year.

Pay Banding: A breakdown of the pay bandings (or salary scales) of the staff members who have been granted facility time.

Steward 1 – Band 6
Steward 2 – Band 6
Steward 3 – Band 7
Steward 4 – Band 8c
Steward 5 – Band 6
Steward 6 – Band 7
Steward 7 – Band 7

Financial Cost: The total cost incurred by the organisation for trade union facility time, alongside the percentage of the total pay bill spent on it.

As detailed above not all trade union facility time records are available. Based on the available information, the total cost incurred by NES for trade union facility time for the 2025-26 period was £4,312.23. This equated to 0.0015% of the total payroll bill.

Time Allocation Percentage: The number of representatives who spent 0%, 1–50%, 51–99%, or 100% of their working hours on facility time.

The available information for the representatives' details that 1-50% of their working hours were spent on facility time.

PART 2 – NHS NATIONAL SERVICES SCOTLAND (NSS)

Similarly to the NES response to Question 1 above, NSS as a predecessor of PSD Scotland demonstrated a commitment to working in partnership as described within the NHS Scotland national framework for partnership working as set out in [Local Partnership Agreements, NHS MEL\(1999\)59](#), ensuring full engagement and involvement of staff and Trade Unions/Professional Organisations.

Within NSS there was a well-established Partnership Forum in place to negotiate and discuss workforce issues and arrangements. Further detail on the role of Employee Director(s) can be found in the [Guidance on the Role and Support for Employee Directors, CEL18\(2013\)](#).

For information following changes to the Trade Union Act in February 2026 organisations are no longer required to publish Facilities Time data.

Facilities arrangements for Trade Unions and Professional Organisations are set out within the NHS Scotland [Facilities Arrangements for Trade Unions and Professional Organisations Policy](#).

Trade Union Time (Facility Time): The total number of hours allocated for trade union duties and activities, broken down by recognised trade unions within the organisation.

a) 2025/26

I have established that under the [FOISA Section 17 exemption for "Information not held"](#) PSD Scotland does not hold the information that you have requested as this information is no longer recorded.

b) 2024/25

Trade Union	Trade Union Duties Hours
British Medical Association	200
UNISON	5,198
Unite the Union	356
Federation of Clinical Scientists	51
Total hours	5,249

Staff Headcount: The total number of employees who were relevant union officials during this period, including a distinction between full-time and part-time staff.

a) **2025/26**

Total number of employees was 32, two of which were on full-time release.

b) **2024/25**

Under the [FOISA Section 25 exemption for “Information otherwise accessible”](#) if the information that is requested is publicly available, a Scottish public authority does not need to provide this information but must direct an applicant to the information.

This information is available on the NSS website at the URL [NHS National Services Scotland – Facility time publishing requirements refers.](#)

Pay Banding: A breakdown of the pay bandings (or salary scales) of the staff members who have been granted facility time.

a) **2025/26**

I have established that under the [FOISA Section 17 exemption for “Information not held”](#) PSD Scotland does not hold the information that you have requested as this information is no longer recorded.

b) **2024/25**

Pay bands range from band 2 to band 8a; also including Medical & Dental.

Financial Cost: The total cost incurred by the organisation for trade union facility time, alongside the percentage of the total pay bill spent on it.

a) **2025/26**

I have established that under the [FOISA Section 17 exemption for “Information not held”](#) PSD Scotland does not hold the information that you have requested as this information is no longer recorded.

b) **2024/25**

Under the [FOISA Section 25 exemption for “Information otherwise accessible”](#) if the information that is requested is publicly available, a Scottish public authority does not need to provide this information but must direct an applicant to the information.

This information is available on the NSS website at the URL [NHS National Services Scotland – Facility time publishing requirements refers.](#)

Time Allocation Percentage: The number of representatives who spent 0%, 1–50%, 51–99%, or 100% of their working hours on facility time.

a) 2025/26

I have established that under the [FOISA Section 17 exemption for “Information not held”](#) PSD Scotland does not hold the information that you have requested as this information is no longer recorded.

b) 2024/25

Under the [FOISA Section 25 exemption for “Information otherwise accessible”](#) if the information that is requested is publicly available, a Scottish public authority does not need to provide this information but must direct an applicant to the information.

This information is available on the NSS website at the URL [NHS National Services Scotland – Facility time publishing requirements refers.](#)

I trust you will find the information of assistance and if you require any further information, please do not hesitate to contact me using the email address psd.foi@nhs.scot

If you are unhappy with any aspect of how we have dealt with your request, you can make representations to us asking us to review the handling of your request. Please write to the Associate Director Corporate Governance using the email address psd.foi@nhs.scot within 40 working days of the date of this correspondence.

If after a review you are still unhappy, you also have the right to apply to the Scottish Information Commissioner, who can be contacted at Kinburn Castle, St Andrews, Fife, KY16 9DS, or via their [online Appeal form](#).

Yours sincerely,

