

# Core brief

Friday, 26 February 2016

## Introduction

This issue of Core Brief details a Joint Statement on the Trade Union Bill 2015.

---

## Joint Statement on Trade Union Bill 2015

Monday 29 February will be a day of Trades Union activity in workplaces across Scotland supported by the STUC; Scottish Government and NHSScotland. We are very proud of our model of partnership working in NHS Scotland and on behalf of the Scottish Partnership Forum.

The day of activity is in response to proposed changes to the Trade Union Bill by the UK Government. It is an opportunity for colleagues across the NHS in Scotland to recognise and promote our collaborative model of partnership engagement.

Below is the jointly agreed statement between the NHS Board and the Joint Trade Unions which amplifies our support for partnership working.

Her Majesty's Government has introduced to Parliament a Bill in relation to trade unions and their regulation. The Board and the Area Joint Trade Unions and Professional Organisations Committee of the Area Partnership Forum therefore thought it appropriate to issue this joint statement.

The Board and its recognised trade unions are rightly proud of the good employee relations they have achieved in working together in partnership. They would be concerned to protect such partnership working and would, therefore, refer to the recent statement by the Scottish Government, "Protect partnership working" (see link below).

The Board believes there is value in staff participating as members of a trade union, while recognising the right of staff not to join a trade union. In order to facilitate this it has long been the practice to allow employees the opportunity to pay their trade union subscription by means of a direct deduction from their pay.

The Board, like the rest of NHS Scotland, works within a Partnership Model of employee relations that has been applauded in various reviews. Key to this model of industrial relations is involvement of staff through their independent trade union representatives. To allow this to happen, the Board has given appropriate facility time to lay-elected representatives of staff in line with the national Partnership Information Network Facilities Policy. The Area Partnership Forum would be concerned should there be any maximum applied to the granting of such necessary time. We, the joint parties, have always operated this on a basis of transparency, but however, we would be concerned if there was a requirement to publish this in such detail outwith our own internal recording mechanism that it becomes overly bureaucratic and burdensome.

We, the Board and the Area Joint Trade Unions and Professional Organisations Committee, jointly affirm our commitment to working in partnership and the commitment we have both made within our Partnership Agreement.

**ROBERT CALDERWOOD**  
Chief Executive

**DONALD SIME**  
Employee Director

**\*Protect partnership working:**

<https://scottishgovernment.presscentre.com/News/Protect-partnership-working-1f38.aspx>

Are your contact details up-to-date? [Click here](#) to check