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Regional Secretary Mike McDonald

9<sup>th</sup> March 2020

## **NEU report on facility time for Middlesbrough Borough Council - School Management Forum**

During the last 12 months the NEU has significantly underspent against their facility time allocation. A total of approx. 16-20 days has been used against an allocation of 160 days for the year.

NEU representatives have claimed facility time for a range of work including sickness absence review meetings, capability meetings, requests for flexible working and attending various consultations

This underspend does not reflect a reduced requirement for facility time. The last twelve months has seen a number of new representatives take up roles who have been gradually introduced to dealing with casework starting at the more routine – as their experience builds, they will gradually take on more complex casework.

While these representatives have been building experience, the NEU Regional Office has been providing a high level of support – this has included a Regional Official being designated to pick up substantial levels of casework which would ordinarily be done by representatives, membership queries being diverted to our adviceline and other Regional staff doing work on new/changed policy consultations etc.

It is expected that by the 2020-21 school year the NEU representatives will have completed all the relevant training, have built up their experience and will take on the full range of trade union duties which would normally be expected of lay representatives. This will lead to a marked increase in their facility time usage where it is likely that will use all or most of the NEU allocation, which we would like to see remain the same as was agreed for the 2019-20 school year.

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