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representative works flexible hours, such as night shift, but needs to perform representative duties during normal hours. Staff who work part-time will be entitled to be paid if staff who work full-time would be entitled to be paid.

4. Facilities for Union Representatives

- 4.1. The University will support union representatives to take time off for Trade Union duties and will pay them for the time off taken at the rate they would have earned had they worked during that period

- ensure that union representatives are aware of their role, responsibilities and functions;
- inform the Vice-Chancellor's Group, in writing, as soon as possible of appointments or

- ensure that no individual union representative is granted more than 0.4fte of time for union duties; and
- ensure that union representatives give reasonable notice to their managers of faculty.

