



03/03/2021

CITB  
Head Office  
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PE2 8TY

Email: [REDACTED]

Email: [information.governance@citb.co.uk](mailto:information.governance@citb.co.uk)  
[www.citb.co.uk](http://www.citb.co.uk)

Dear [REDACTED]

**Freedom of Information Request: 422020**

Thank you for contacting CITB requesting information under the Freedom of Information Act (FOIA). Your email, dated 2 February 2021, asked for the following information:

**Directly-employed staff**

1. Which trade unions are recognised for collective bargaining for directly-employed staff in Scotland?
2. Which collective agreement or collective agreements cover those staff?
3. How many of your directly-employed staff in Scotland are covered by each collective agreement (head count rather than full-time equivalent please)?

**Contracted-out staff**

1. Which contractors, if any, deliver your contracted-out services in Scotland (for example, cleaning or catering)?
2. How many staff, approximately, do the largest contractors each employ there?
3. Do those contractors demonstrate Fair Work Practices (such as the Living Wage, trade union recognition, and collective bargaining)?

Our response is as follows:

**Directly-employed staff**

1. Unite and GMB.
2. Employees on grades D-H.  
Employees on grades A-C are supported by elected management representatives.
3. The collective agreements cover 567 people who are employed on grades D-H across the three nations. Unfortunately, the CITB database of employees does not break down an employee's nation as we have a number of mobile employees working across all 3 nations.

**Contracted-out staff**

1. Sodexo.
2. Sodexo employ 10 people in Scotland to provide the services to CITB.
3. Sodexo pay a living wage but have a neutral policy on trade union recognition which includes local recognition agreements with a number of trade unions around Great Britain.

If you are unhappy with this response, or you wish to complain about any aspect of the handling of your request, then you should contact me in the first instance. If informal resolution is not possible and you are still dissatisfied, then you may apply for an independent internal review by contacting Adrian Beckingham, Corporate Performance Director, CITB, Sand Martin House, Bittern Way, Peterborough, PB2 8TY or email [adrian.beckingham@citb.co.uk](mailto:adrian.beckingham@citb.co.uk).



If you remain unhappy following an internal review, you may take your complaint to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Further details of the role and powers of the Information Commissioner can be found on the Commissioners website: <https://ico.org.uk/>

Yours sincerely

For and on behalf of  
Jonathan Francis  
Information Risk & Data Governance Manager