

Glossary of terms relating to the Trade Union (Wales) Bill

Research Briefing:

Ballot threshold for industrial action (Trothwy pleidlais ar gyfer gweithredu diwydiannol) – A minimum turnout requirement for all industrial action ballots.

Check-off (Didynnu drwy'r gyflogres) – The process of deducting union subscription fees from an employee's wages by public sector employers.

Deduction of union subscriptions (Didynnu taliadau tanysgrifio i undebau) – The process of deducting union subscription fees from an employee's wages by public sector employers, also known as 'check-off'.

Devolved Welsh authority (Awdurdod Ddatganoledig yng Nghymru) – A public authority that exercises functions that are (a) only exercisable in relation to Wales and (b) are wholly of mainly functions that do not relate to reserved matters.

Disapply/Disapplication (Datgymhwyso) – To remove as a legal requirement so that it is not applicable or invalid.

Facility Time (Amser cyfleuster) – The time during working hours taken by relevant union officials that is permitted by the official's employer to carry out certain trade union duties.

Government of Wales Act 2006 (Deddf Llywodraeth Cymru 2006)

Important public services (Gwasanaethau cyhoeddus pwysig) – The Trade Union Act 2016 introduces a minimum threshold of 40% support that must be satisfied in ballots for industrial action in important public services. The sectors included are health, education (for under 17), fire, transport, decommissioning nuclear installations and border security.

Industrial Action (Gweithredu diwydiannol)

Legislative Competence (Cymhwysedd Deddfwriaethol) – The National Assembly for Wales can pass legislation on matters where it has legislative competence. The areas of Assembly competence are set out within the Government of Wales Act 2006.

Legislative Consent Motion (LCM) (Cynigion Cydsyniad Deddfwriaethol (MCD)) – When the UK Parliament wishes to legislate on a matter that is devolved to the National Assembly for Wales, the convention requires it to obtain the consent of the National Assembly before it can pass the legislation concerned. Such consent is given by the Assembly through Legislative Consent Motions (LCM's).

Regulatory Impact Assessment (RIA) (Aseiad Effaith Rheoleiddiol)

Safety representative (Cynrychiolydd diogelwch) – A safety representative appointed under regulations made under section 2(4) of the Health and Safety at Work Act 1974.

Social Partnership (Partneriaeth gymdeithasol) – The approach taken by Welsh Government to manage public sector staff and industrial relations in public services.

Trade Union (Undeb Llafur)

Trade Union Act 2016 (Deddf yr Undebau Llafur 2016) – A UK Government Act to make provision about industrial action, trade unions, employers' associations and the functions of the Certification Officer.

Trade Union and Labour Relations (Consolidation) Act 1992 (Deddf yr Undebau Llafur a Chysylltiadau Llafur (Cydgrynhoi) 1992) – An Act to consolidate the enactments relating to collective labour relations, that is to say, to trade unions, employers' associations, industrial relations and industrial action.

Trade union learning representative (Cynrychiolydd dysgu undeb llafur) – A union official with responsibilities in providing information, advice and arranging learning or training for its members, and in doing so consulting with the employer about any such activities.

Trade union official (Swyddog yr undeb llafur)

Trade Union (Wales) Bill (Bil yr Undebau Llafur (Cymru)) – An Act of the National Assembly for Wales to make provision about industrial action and trade union activity in relation to the operations of, and services provided by, devolved public authorities.

Further Information

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