

Facility Time Publication

1 April 2019 – 31 March 2020

Introduction

The Trade Union (Facility Time Publication Requirements) Regulations 2017 came in to effect on 1 April 2017. Relevant public sector employers are required to collect and publish annually, data which demonstrates the usage and spend of trade union facility time in respect of the employees who are trade union representatives.

Facility time is the paid or unpaid time off from an employee's substantive role to undertake duties and activities as a trade union representative. Union 'duties' carry a statutory entitlement to paid time off whereas union 'activities' do not carry the same entitlement to paid time off.

The purpose of these regulations is to promote transparency and allow for public scrutiny of facility time to ensure taxpayers' money is spent on justifiable and accountable union activities that provide value for money.

Facility Time Data

1. Relevant Union Officials

The total number of employees who were relevant union officials during the relevant period.

| Number of employees who were relevant union officials 1 April 2019 – 31 March 2020 | Full-time equivalent employee number |
|--|--------------------------------------|
| 18 | 16.8 |

2. Percentage of Time Spent on Facility Time

How many employees who were relevant union officials during the relevant period spent a) 0%, b) 1%-50%, c) 51%-99% or d) 100% of their working hours on facility time?

| Percentage of Time | Number of Employees |
|--------------------|---------------------|
| 0% | 0 |
| 1-50% | 17 |
| 51-99% | 1 |
| 100% | 0 |

3. Percentage of Pay Bill Spent on Facility Time

| | |
|---|--------------|
| Total Cost of Facility Time | £16,029.32* |
| Total Pay Bill | £138,417,195 |
| Percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time / total pay bill) x 100 | 0.01% |

* Where representatives hold more than one position, the higher rate of pay has been used for the calculations.

4. Paid Trade Union Activities*

As a percentage of total paid facility time hours, how many hours were spent by employees who were relevant union officials during the relevant period on paid trade union activities?

*Definitions of Activities and Duties as per the Gov. UK Guidelines <https://www.gov.uk/rights-of-trade-union-reps>

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|---|-------------------------|
| Calculated as: (Total hours spent on paid trade union activities / total paid facility time hours) x 100 | (334/616) x 100 = 54.2% |
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