

Trade Union (Facility Time Publication Requirements) Regulations 2017

The Regulations require the following information to be published, annually, by the end of July, for the preceding April – March period.

The information below is for the period from 1 April 2017 to 31 March 2018

A Central Function Employees

Table 1

Relevant union officials

What was the total number of your employees who were relevant union officials during the relevant period?

<i>Number of employees who were relevant union officials during the relevant period</i>	<i>Full-time equivalent employee number</i>
13	11

Table 2

Percentage of time spent on facility time

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

<i>Percentage of time</i>	<i>Number of employees</i>
0%	8
1-50%	3
51%-99%	0
100%	2

“**Facility Time**” means time off, that is permitted by the employer, to:

- Carry out trade union duties,
- Carry out the duties of a learning representative;
- Carry out duties and/or receiving training as a safety representative;
- Accompany a worker to a disciplinary or grievance hearing (we would widen this to other meetings to where our policy allows a Union representative to attend);
- Take part in activities in relation to which an employee is acting as a representative of the Union.

Table 3

Percentage of pay bill spent on facility time

Provide the figures requested in the first column of the table below to determine the percentage of your total pay bill spent on paying employees who were relevant union officials for facility time during the relevant period.

<i>First Column</i>	<i>Figures</i>
Provide the total cost of facility time <i>This is calculated for each relevant union official who is an employee by</i> <i>(a) the hourly cost</i> <i>(b) the number of paid facility time hours spent by that employee</i>	£91,891
Provide the total pay bill <i>This is the gross amount spent by the employer in respect of its employees on:</i> <i>(a) wages; (b) pension contributions; and (c) NI contributions.</i>	£77,044,668
Provide the percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time ÷ total pay bill) x 100	0.1192697%

Table 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?

<i>Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as:</i> <i>(total hours spent on paid trade union activities by relevant union officials during the relevant period ÷ total paid facility time hours) x 100</i> <i>“paid trade union activities” means paid time taken off under s 170(1)(b) of the 1992 Act i.e. time off for taking part in any activities in relation to which the employee is acting as a representative of the union</i>	0%
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B Education Function Employees

Table 1

Relevant union officials

What was the total number of your employees who were relevant union officials during the relevant period?

<i>Number of employees who were relevant union officials during the relevant period</i>	<i>Full-time equivalent employee number</i>
2	2

Table 2

Percentage of time spent on facility time

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

<i>Percentage of time</i>	<i>Number of employees</i>
0%	2
1-50%	0
51%-99%	0
100%	0

“**Facility Time**” means time off, that is permitted by the employer, to:

- Carry out trade union duties,
- Carry out the duties of a learning representative;
- Carry out duties and/or receiving training as a safety representative;
- Accompany a worker to a disciplinary or grievance hearing (we would widen this to other meetings to where our policy allows a Union representative to attend);
- Take part in activities in relation to which an employee is acting as a representative of the Union.

Table 3

Percentage of pay bill spent on facility time

Provide the figures requested in the first column of the table below to determine the percentage of your total pay bill spent on paying employees who were relevant union officials for facility time during the relevant period.

<i>First Column</i>	<i>Figures</i>
Provide the total cost of facility time <i>This is the sum de-delegated for trade union facilities, plus the cost of each relevant union official who is employed within the Education function by</i> (a) the hourly cost (b) the number of paid facility time hours spent by that employee	£53,797
Provide the total pay bill <i>This is the gross amount spent by the employer in respect of its employees on:</i> (a) wages; (b) pension contributions; and (c) NI contributions.	£48,689,893
Provide the percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time ÷ total pay bill) x 100	0.110489%

Table 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?

<i>Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as:</i> <i>(total hours spent on paid trade union activities by relevant union officials during the relevant period ÷ total paid facility time hours) x 100</i> <i>“paid trade union activities” means paid time taken off under s 170(1)(b) of the 1992 Act i.e. time off for taking part in any activities in relation to which the employee is acting as a representative of the union</i>	0%
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