

Trade Union Facility Time – 2024/2025

The Trade Union (Facility Time Publication Requirements) Regulations 2017 came into force on the 1st April 2017. These regulations place a legislative requirement on relevant public sector employers, including local authorities, to collate and publish, on an annual basis, a range of data on the amount and cost of facility time within their organisation. This note includes data required under these Regulations and data required under the Department for Communities and Local Government Transparency Code which took effect on 2nd February 2015.

The Regulations require data to be published by function. This detail is set out below. Central Function employees are defined as employees other than those employed in the Education Function of the Council. Education Function employees are defined as persons employed by virtue of section 35(2) of the Education Act 2002 (staffing of community, voluntary controlled, community special and maintained nursery schools).

The total cost of trade union facility time across both Central and Education functions for 2024/2025 was £76,871 which represents 0.04% of the authority's total pay bill. Costs can vary on an annual basis as they are based on the actual salary of the individual representatives.

Relevant union officials spent no paid time on trade union activities.

1. Central Function employees 2024/2025

In accordance with the national terms and conditions, the Council recognises the following trade unions for collective bargaining purposes in the Central Function:

UNISON
GMB
UNITE
AEP

Percentage of time spent on facility time 2023/24:	No. of representatives	FTE
Less than 1%	6	4.11
1- 50%	3	2.69
51 - 99%	0	0.00
100%	2	1.81
Total	11	8.61*

* NB this is the total number and includes current representatives only.

There were 11 (8.61 FTE) employees who were trade union representatives employed in the Central Function. They spent the equivalent of 1.71 FTE carrying

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out Trade Union duties in 2024/2025 of which 0.04 FTE relates to duties in the Education Function.

The cost of facility time spent on the Central Function which included employer pension and national insurance contributions was £71,092. This represented 0.07% of the Council's Central Function's pay bill.

Relevant union officials spent no paid time on trade union activities.

2. Education Function employees 2024/2025

In accordance with national terms and conditions of service, the Council recognises the following trade unions for collective bargaining purposes in the Education Function:

UNISON
GMB
UNITE

The following trade unions are also recognised under the School Teachers' Pay & Conditions document:

ASCL (Association of School and College Leaders)
NAHT (National Association of Head Teachers)
NASUWT (National Association of Schoolmasters and Union of Women Teachers)
NEU (National Education Union) including ATL (Association of Teachers and Lecturers) and NUT (National Union of Teachers)

Percentage of time spent on facility time 2023/2024	No. of representatives	FTE
Less than 1%	18	16.70
1- 50%	0	0
51 - 99%	0	0
100%	0	0
Total	18*	16.70

* NB this is the total number and includes current representatives only.

There were 18 (16.70 FTE) employees who were trade union representatives employed in the Education Function.

The cost of facility time spent on the Education Function was £5,779. This includes the costs incurred under a pooled arrangement including external employers such as academies. This represented 0.01% of the Education Function's pay bill.

Relevant union officials spent no paid time on trade union activities

3. Fire and Rescue Function employees

The Council is not a Fire and Rescue authority.

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