



Trade Union Facility Time

The Trade Union (Facility Time Publication Requirements) Regulations 2017, which took effect from 01 April 2017, have placed a requirement on the Trust to publish certain information regarding facility time on an annual basis.

This first report covers the year from April 2017 to March 2018, and includes information relating to the 12 academies who were part of the Trust for all or part of this period.

Further details of the reporting requirements can be found here:

<https://www.gov.uk/government/publications/trade-union-facility-time-publication-requirements>

Table 1 – relevant union officials

Number of employees who were relevant union officials during the relevant period	19
Full time equivalent employee number	16.74

Table 2 – percentage of time spent on facility time

0%	7
1 - 50%	9
51 - 99%	1
100%	2

The three colleagues who spent 51% or more of their time on trade union duties were seconded full or part time to local officer roles outside of their academy. The full costs of this release were reimbursed to the Trust.

The remaining 16 colleagues did occasional trade union work, with those categorised as 0% spending no more than 0.4% of their working hours on trade union duties.



Table 3 – percentage of pay bill spent on facility time

total cost of facility time	£33,164
total pay bill	£36,726,863
% of pay bill spent on facility time	0.09%

The cost of facility time takes in to account the paid time spent by relevant union officials on trade union work, and the money paid by academies in to local authority shared facility arrangements, as well as the money reimbursed for salaries of colleagues seconded to local officer roles.

Table 4 – paid trade union activities

time on paid activities, as % of all paid TU work	5.50%
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This reflects the proportion all paid time spent on trade union work which has been spent on activities where there is no statutory entitlement to paid time off, such as attending meetings related to internal union affairs.

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