

Requirement to Publish Facility Time Taken by Trade Union Officials

Employees who are union representatives of a trade union recognised by their employer are entitled to reasonable time off, during work hours and without loss of pay, to carry out union duties and undergo relevant training.

Relevant public sector employers (including all types of Schools and Academies) are required to report on time taken by trade union officials representing their members or other union activities, whether this is release time internally or by contributing to pooled arrangement.

The trade union (Facility Time Publication Requirements) Regulations 2017 came into force on 1 April 2017. The regulations require relevant public sector employers to publish specified information related to facility time taken by trade union officials. The regulations can be found at: <http://www.legislation.gov.uk/ukxi/2017/328/made>

Who do the Regulation apply to?

The reporting requirements apply to the public authorities set out in Schedule 1 of the Regulations, which include:

- Local Authorities
- The Governing Body of a Foundation School or Voluntary Aided School
- The proprietor of an Academy or a Multi Academy Trust
- The register of Independent Schools.

The regulations require the employer to report their provision of facility time if they have more than 49 full-time equivalent (FTE) employees during any seven months within the 12-month reporting period. Your FTE can be found on your monthly Employee Information Report under the Download reports section of the portal (for Trusts this is available as a MAT Employee Information Report if set up has been requested) For Multi-Academy Trusts the FTE is determined at Trust level.

What is the deadline for publishing the information?

The deadline for publishing the information is 31 July 2019, in respect of the period 1 April 2018 to 31 March 2019. The information will have to be published annually thereafter.

Where are we required to publish the information?

The information must be published in the following places:

- The school or trusts websites
- The school or trusts Annual Report, where an Annual Report is published on the Government maintained website,

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

What information has to be published? (see Appendix 1 for CLPT details)

- The number of union representatives employed during each reporting year
- The number of FTE representatives employed
- The number of relevant union representatives who spent 0 per cent, 1-50 per cent, 51-99 per cent or 100 per cent of their time on facility time
- The total costs of facility time
- The total pay bill and the percentage of the total pay bill spent on facility time
- The percentage of facility time which is used for union activities.



Central Learning Partnership Trusts Facility Time

Appendix 1

Table 1 Relevant Union Officials

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

| Number of employees who were relevant union officials during the relevant period | Full-time equivalent employee number |
|--|--------------------------------------|
| 2 | 1.32% |

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?

| Percentage of time | Number of employees |
|--------------------|---------------------|
| 0% | |
| 1%-50% | |
| 51%-99% | 2 |
| 100% | |

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.

| First Column | Figures |
|--|-----------------------|
| Provide the total cost of facility time | £54,808.49 |
| Provide the total pay bill | £22,696,972.89 |
| Provide the percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time ÷ total pay bill x100) | 0.24% |

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

| | |
|---|----------------------|
| <p>Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as:</p> <p>(total hours spent on paid trade union activities by relevant union officials during the relevant period ÷ total paid facility time hours) x 100</p> | <p>73.45%</p> |
|---|----------------------|