

Publishing rules on trade union facility time

The Trade Union (Facility Time Publication Requirements) Regulations 2017 took effect on 1 April 2018. This means that we are now required to publish certain information on trade union officials and facility time on our website annually, including that relating to LA maintained schools.

Local Authorities are subject to the new rules if they have at least one employee who is a trade union official, a trade union learning representative or a safety representative.

North Somerset Council believes that the provision of facility time to union representatives is a vital part of ensuring good employment relations. Independent studies have found facility time has a key role to play in collective bargaining, resolving conflict before issues can escalate into more serious and costly problems, whilst assisting in making necessary workplace changes efficiently and effectively. The Council encourages its staff to join a union.

What does facility time cover?

As part of these new regulations, facility time will cover duties carried out for the trade union or as a union learning representative, for example, accompanying an employee to disciplinary or grievance hearing. It also covers training received and duties carried out under the Health and Safety at Work Act 1974.

Information to be published

The regulations require the following information to be published on the employer's website:

- table 1: the number of employees who were relevant union officials during the relevant period, and the number of full time equivalent employees
- table 2: the percentage of time spent on facility time for each relevant union official
- table 3: the percentage of pay bill spent on facility time
- table 4: the number of hours spent by relevant union officials on paid trade union activities as a percentage of total paid facility time hours.

The council's data for North Somerset Schools for the financial year 2018/19 is provided below.

North Somerset Council's Information for North Somerset schools (i.e. schools where North Somerset is the employer)

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>
0	0

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%	0
1-50%	0
51%-99%	0
100%	0

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	Nil
Provide the total pay bill	£20,017,495
Provide the percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time ÷ total pay bill) x 100	Nil

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>	Nil
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<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>	
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