**Trade Union Facility Time**

Local authorities are required by the [The Trade Union (Facility Time Publication Requirements) Regulations 2017](https://www.legislation.gov.uk/uksi/2017/328/made) to publish a range of data on the amount and cost of facility time within their organisation on an annual basis.

As set out in the regulations, Local Authorities (LA’s) must publish data separately for the following categories:

* Central function employees
* Education function employees
* Fire and rescue function employees

The council does not have a fire and rescue function so the reported figures will only relate to central function and education function employees.

The information that is required to be published is set out in Schedule 2 of the Regulations and takes the form of several tables. This report uses that format to set out the required information broken down by central and education functions.

* total number (absolute number and full time equivalent) of staff who are union representatives (e.g. general, learning and health and safety representatives)
* total number (absolute number and full time equivalent) of union representatives who devote at least 50 per cent of their time to union duties
* names of all trade unions represented in the local authority
* a basic estimate of spending on unions (calculated as the number of full time equivalent days spent on union duties by authority staff that spent the majority of their time on union duties multiplied by the average salary), and
* a basic estimate of spending on unions as a percentage of the total pay bill (calculated as the number of full time equivalent days spent on union duties by authority staff that spent the majority of their time on union duties multiplied by the average salary divided by the total pay bill).

The data below relates to the period 1 April 2019 – 31 March 2020.

Links to the data for previous years can be found at the bottom of the page.

Medway Council currently recognises the following trade unions:

* AEP
* ASCL
* Prospect
* BMA
* GMB
* NAHT
* NASUWT
* NEU
* RCN
* SWU
* UCU
* Unison
* Unite
* Voice – The Union

**Central function employees – Medway Council**

Information to be published – 1 April 2019 – 31 March 2020

**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 |
| 10 | 8.78 |

**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% | 6 |
| 1%-50% | 3 |
| 51%-99% | 1 |
| 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.

|  |  |
| --- | --- |
| **First column** | **Figures** |
| Provide the total cost of facility time | £17,880.44 |
| Provide the total pay bill | £110,626,205.30 |
| Provide the percentage of the total pay bill spent on facility time calculated as:  (total cost of facility time / total pay bill) \* 100 | 0.02 |

**Table 4**

**Paid training 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 of paid trade union activities?

|  |  |
| --- | --- |
| Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as:  (total hours spent on paid trade union activities by relevant union officials during the relevant period / total paid facility time hours) \* 100 | 0 |

**Education function employees – Medway Council**

Information to be published – 1 April 2019 – 31 March 2020

**Table 1: Education function return**

**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 | 0.22 |

**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% | 0 |
| 1%-50% | 0 |
| 51%-99% | 0 |
| 100% | 2 |

**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 | £9,223.27 |
| Provide the total pay bill | £110,626,205.30 |
| Provide the percentage of the total pay bill spent on facility time calculated as:  (total cost of facility time / total pay bill) \* 100 | 0.01 |

**Table 4**

**Paid training 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 of paid trade union activities?

|  |  |
| --- | --- |
| Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as:  (total hours spent on paid trade union activities by relevant union officials during the relevant period / total paid facility time hours) \* 100 | 0 |

Data for previous years

Trade Union Facility Time report – 2018/19

Trade Union Facility Time report – 2017/18