

Trade Union Facility Publication

The Trade Union Act 2016 introduced a requirement for public sector employers to publish certain information annually in respect of facility time. The regulations were published in March 2017 and came into force on 1st April 2017. Employers in scope must publish the required information relating to the 12-month “relevant period”. This is from 1st April to 31st March every year (with four months’ to publish the information).

Below is the required information for 1st April 2021 to 31st March 2022. Please note that whilst Abingdon and Witney College recognise both UCU and UNISON, the latter have not elected a representative during this period. Therefore, the figures below reflect the agreed hours for UCU. Further plans are in place to support UNISON in electing a representative and for the College to work with the unions on tracking actual hours spent on union activity.

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>
3	2.8

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 on 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%	3
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.

Total cost of facility time	£7,705.92
Total pay bill	£15,841,000
Percentage of total pay bill spent on facility time, calculated as (total cost of facility time / total pay bill) x 100	0.05%

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 trade 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>$(520/520) \times 100 = 100\%$</p>
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Kelly Haddrell
Head of HR

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