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Trade Union Facility Time Data 2022 - 2023

1 Introduction

Facility time publication legislation requires public sector employers with more than 49 full-time equivalent employees to publish information every year about their usage and spend 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 arrangements.

Facility time is the provision of paid or unpaid time off from an employee's normal role to undertake trade union duties and activities as a trade union representative. There is a statutory entitlement to reasonable paid time off for undertaking union duties (but not activities).

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/uksi/2017/328/made>

The deadline for publishing the information is 31st July each year, in respect of the period 1st April to 31st March immediately prior to that date. The information is required to be published annually.

The information must be published in the following places:

- The school or trust's website
- The school or trust's annual accounts
- The Government maintained website

The Tame River Educational Trust recognises that there are positive benefits for employers, employees and for union members in encouraging the efficient performance of union representatives' work, for example in aiding the resolution of problems and conflicts at work.

The Trust also recognises that the role of trade union officials can be both demanding and complex and in order to perform effectively, union representatives need to have reasonable paid time off from their normal role, in appropriate circumstances.

2 Number of employees who are Trade Union Representatives

The total number of our employees who were relevant union officials during the relevant period was 2 employees.

3 Percentage of time spent on facilities time/trade union duties

The table below shows the percentage of their working hours that employees spent on facility time:

Percentage of Time	Number of Employees
0%	1
1 – 50%	1
51 – 99%	0
100%	0

The number of hours spent on paid facility time (release time internally) was 1 hour. This was entirely spent on fulfilling trade union duties.

The number of hours spent on trade union activities was 0.

4 Cost of time off for Trade Union duties and facility time

Tame River Educational Trust currently pays into facility time arrangements with Tameside Local Authority to cover the time spent by trade union representatives across the Trust.

The total cost for paying into those facility time arrangements for 2022-2023 was £4,873. The total cost of release time internally for 2022-23 was £36.78.

Therefore, the total cost of facility time for 2022-23 was £4,909.78.

5 Declaration

The information collated in the report has been drawn from our employee records and is an accurate reflection of the position relating to trade union facility time in our academy.