Trade Union Facility Time Report March 2025

Trade Unions play an important role in the modern workplace and there are considerable benefits to both employers and employees when organisations and unions work well together. At North Warwickshire and South Leicestershire College, we are committed to working in partnership with our recognised trade unions.

The Trade Union (Facility Time Publication Requirements) Regulations 2017 place a legislative requirement on relevant public-sector employers, to report on an annual basis information relating to time spent on union duties and activities (i.e., 'facilities time') by its staff who are union representatives. There is also a requirement to report on the percentage of the pay bill spent on union activities and duties.

The information the College is required to publish is:

- ***Relevant Trade Union officials*:** The number of FTE employees who were relevant union officials during the relevant reporting period
- ***Percentage of time spent on facility time**:* the percentage of working hours spent by each relevant union official on facility time
- ***Percentage of pay bill spent on facility time***: The percentage of the total wage bill spent on facility time
- ***Paid Trade Union activities:*** The time spent on paid union activities as a percentage of total paid facility hours.

The reference period of this report is 1 April 2023 to 31 March 2024. The reporting tables for this period are shown below:

Relevant union officials

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
2	1.8

Percentage of time spent on facility time

Percentage of total working time spent on facilities time	Number of employees
0%	0
1-50%	2

Percentage of total working time spent on facilities time	Number of employees
51%-99%	0
100%	0

Percentage of pay bill spent on facility time

Total	Figures
Total cost of facility time	£26,216
Total pay bill	£23,705,988
Percentage of the total pay bill spent on facility time.	0.11%

Paid trade union activities

Time spent on paid trade union activities (as opposed to trade union duties) as a percentage of total paid facility time hours	0%

Declaration

I confirm that the College's Trade Union facility time calculations are accurate and meet the requirements of the Regulations. The calculations have been collected and presented within this report in accordance with The Trade Union (Facility Time Publication Requirements) Regulations 2017.

Colin Butler
Executive Director People and Culture