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Scope

The Trade Union (Facility Time Publication Requirements) Regulations 2017 require the College to publish the total cost of paid facility time before 31 July* in the calendar year in which the relevant period to which the information relates ends (1 April to 31 March).

Introduction

What is facility time?

Trade union representatives are entitled to reasonable time away from their substantive jobs to fulfil their trade union role. These roles comprise both trade union activities and trade union duties, which may involve, for example:

- Negotiations with the college relating to terms and conditions such as pay, hours of work, holidays and pensions;
- Supporting individual union members with disciplinary and grievance procedures;
- Attending branch, area or regional meetings of the union;
- Fulfilling a specialist role such as Health & Safety representative.

Facilities time is the provision of paid or unpaid time off from an employee's normal role to undertake trade union activities and trade union duties.

The information below relates to the period from 1 April 2020 to 31 March 2021.

Relevant Trade Union Officials

Number of employees who were relevant trade union officials during the period.	Full-time equivalent employee number.
8	7.7

Percentage of time spent on facility time

Percentage of time	Number of employees
0%	0
1-50%	8
51-99%	0
100%	0

Percentage of pay bill spent of facility time

Total pay bill	Total cost of facility time	Percentage of pay spent on facility time
£31,013,650.60	£37,214.24	0.12%

Paid Trade Union Activities

Hours spent on paid facility time	Hours spent on paid trade union activities	Percentage of total paid facility time spent on paid trade union activities
1508	100	6.60%

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