

TRADE UNION FACILITY TIME

The Trade Union (Facility Time Publication Requirements) Regulations 2017 came into effect on 1st April 2017. The legislation requires public sector employers with more than 49 fte employees to publish information annually about their usage and spend on trade union facility time.

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 trade union duties.

Minerva Learning Trust meets its statutory obligations to provide facility time to trade union representatives by pooling resources with other schools and academies within Sheffield City Council to cover the time spent by trade union representatives across several different employers.

Our first publication showed we spent 0.06% of the total pay bill on facility time for the reporting period 2017/2018. Our current information shows we spent 0.08% of the total pay bill for the period 1st April 2018 to 31st March 2019. The increase is due to part year reporting in the previous period as three schools joined the Trust in that time.

Employees within our organisation

Between 50 to 1500 employees

Number of trade union representatives and full-time equivalents

1 trade union representative

0.6 fte trade union representative

Percentage of working hours spent on facility time

0 representatives – 0% of working hours

0 representatives – 1 to 50% of working hours

0 representatives – 51 to 99% of working hours

1 representative – 100% of working hours

Total pay bill and facility time costs

Total pay bill: £20573751

Total cost of facility time: £15956

Percentage of pay spent on facility time: 0.08%

Paid trade union activities

Hours spent on paid facility time: 19.5

Hours spend on paid trade union activities: 0

Percentage of total paid facility time hours spent on paid TU activities: 0%