

**Hereford and Worcester Fire Authority
Trade Unions Facility Time Report
1 April 2017- 31 March 2018**

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. Hereford and Worcester Fire Authority is committed to working in partnership with our recognised trade unions.

The Trade Unions (Facility Time Publication Requirements) Regulations 2017 came into effect on 1 April 2017. These regulations place a legislative requirement on relevant public sector employees to collate and publish, on an annual basis, a range of data on the amount and cost of facility time within their organisations. The purpose of these regulations is to promote transparency and allow for public scrutiny of facility time. A link to the Statutory Instrument that has laid out the new requirements can be found [here](#)

The range of data required for the relevant period is detailed below.

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> |
|---|---|
| 9 | 8.1 |

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 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% | 1 |
| 1-50% | 8 |
| 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.

| <i>First Column</i> | <i>Figures</i> |
|---|----------------|
| Provide the total cost of facility time | £7348.80 |
| Provide the total pay bill | £19,889,100.65 |
| Provide the percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time ÷ total pay bill) x 100 | 0.04% |

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 union officials during the relevant period on paid trade union activities?

| | |
|--|-----|
| <i>Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as: (total hours spent on paid trade union activities by relevant union officials during the relevant period ÷ total paid facility time hours) x 100</i> | 65% |
|--|-----|