

HWFRS Trade Union Facility Time for the period 01/04/2025 - 31/03/2026

The Local Government Transparency Code 2015 requires local authorities to publish information on the names of the recognised trade unions, the number of staff who are union representatives, and an estimate of the authorities' spending on unions as a percentage of the total pay bill. This document is updated annually.

Required Data	Comments	2025/26
Total number (absolute number and full time equivalent) of staff who are union representatives (including general, learning and health and safety representatives)	Based on roles identified within the Service's Joint Protocol for Industrial Relations policy	8
Total number (absolute number and full time equivalent) of union representatives who devote at least 50% of their time to union duties	Based on actual recorded time submitted from all union representatives within organisation	0
Names of all trade unions represented in the local authority	Trade Unions as at start of financial year	Unison Fire Brigades Union (FBU) Fire & Rescue Services Association (FRSA) Fire Officers Association (FOA)
A basic estimate of spending on unions (calculated as the number of full-time equivalent days spent on union duties multiplied by the average salary)	Recorded as actual time multiplied by actual salary on cost for each official	£12,210.00
A basic estimate of spending on unions as a percentage of the total pay bill (calculated as the number of full-time equivalent days spent on union duties multiplied by the average salary divided by the total pay bill)	See note above: calculated cost divided by total pay bill.	0.038%