

Trade Union Facilities Time Recording 2021/22

North Yorkshire County Council's facilities agreement (legally all employers with union membership in their workforce have to have one of these) covers time off for trade union duties, attending trade union meetings, training, physical facilities and time off for trade union activities. Only certain meetings and attendance at national/local union conferences attract paid time off.

The data detailed includes trade union time, cost and input for corporate services as well as North Yorkshire schools, other than for a number of academies which have their own arrangements. This is because schools access Trade Union time and input from the County Council as part of the service they purchase from Human Resources. This means that the cost of the Trade Union support for schools is included in the figures which cover a workforce inclusive of schools staff of some 13,402. The vast majority of teaching union time and cost relates to schools as does at least half of Unison time and costs. The data requirements require the total cost of facility time to include on-costs (pension and national insurance contributions on top of salary).

To provide some context to this information, North Yorkshire County Council (including locally maintained schools and academies receiving NYCC HR support) covers some 13,402 staff of which 2,821 are teachers. In the period 2021-22 there were 8 schools transferring to Academies resulting in a decrease in total pay bill for schools. Similarly to 20-21, the impact of covid has resulted in significantly changed working arrangements for NYCC and school staff much of which required union input. Additionally during 2021-22 the Government agreed a new unitary authority will commence in April 2023 replacing the current county council and seven district and borough councils. This has involved and continues to involve joint working with Unison as on reviewing and developing workforce policies, procedures, and a pay structure and terms and conditions for the new council.

Unions Recognised	UNISON (Corporate)	NEU (was NUT/ATL) (Education)	ASCL (Education)	NAS/UWT (Education)	NAHT (Education)	VOICE (Education)
Number of relevant Union Officials during the period	6	4	1	4	0	0
FTE of Union Officials during the period	4.47	1.85	0.04	1.32	0	0
Percentage of working time spent on facility time	100%	100%	100%	100%	n/a	n/a
Total cost of facility time	£233,814	£82,046	£822	£54,699	£0	£0
Total pay bill	£219,870,537	£194,446,723	£194,446,723	£194,446,723	£194,446,723	£194,446,723
Percentage of pay bill for <u>facility time</u>	0.106%	0.042%	0.0004%	0.028%	0%	0%
Paid trade union <u>activities</u> percentage of the hours spent on trade union activities	2.71%	0% - voluntary	0% - voluntary	0% - voluntary	n/a	n/a