

Trade Union Facilities Time Recording 2020/21

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 Central 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 13,768. 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 13,768 staff of which 3,650 are teachers and continues to restructure and change its services in response to government austerity measures and resulting budget reductions. This will continue for the foreseeable future and trade union input is a legal requirement for each change and individual affected. In the period 2020-21 there were 15 schools transferring to Academies resulting in a decrease in total pay bill for schools. In addition, the impact of covid has resulted in significantly changed working arrangements for all NYCC and school staff much of which required union input.

Unions Recognised	UNISON (Central)	NEU (was NUT/ATL) (Education)	VOICE (Education)	ASCL (Education)	NAHT (Education)	NAS/UWT (Education)
Number of relevant Union Officials during the period	6	3	1*	1	0	3
FTE of Union Officials during the period	4.34	1.64	0.004	0.04	0	1.21
Percentage of working time spent on facility time	100%	100%	100%	100%	100%	100%
Total cost of facility time	£223,947	£76,663	£168	£2,005	£0	£55,765
Total pay bill	£211,319,019	£205,625,501	£205,625,501	£205,625,501	£205,625,501	£205,625,501
Percentage of pay bill for <u>facility time</u>	0.106%	0.037%	0%	0.001%	0%	0.027%
Paid trade union <u>activities</u> percentage of the hours spent on trade union activities	2.71%	0% - voluntary	0% - voluntary	0% - voluntary	0% - voluntary	0% - voluntary

*Voice Union changed to Community Union at the end of April 2020, however we have not been informed of a replacement elected representative.