

Information for Statement of Accounts on Trade Union Facility Time 2023/24 relating to North Yorkshire Council

North Yorkshire 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 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 15,474. 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 Council (including locally maintained schools and academies receiving NYC HR support) covers some 15,474 staff of which 2,433 are teachers. The higher number of staff in this report reflects Local Government Reorganisation, that on 1 April 2024, the Authority incorporated services replacing the county council and seven district and borough councils across North Yorkshire and became a Unitary Council. This has involved and continues to involve joint working with Unison on reviewing and developing workforce policies, procedures, and a pay structure and terms and conditions for the new council. In the period 2023-24 there were 8 schools transferring to Academies resulting in a decrease in total pay bill for schools.

Unions Recognised	UNISON (Corporate)	NEU (was NUT/ATL) (Education)	ASCL (Education)	NAS/UWT (Education)	NAHT (Education)
Number of relevant Union Officials during the period	8	2	0	2	0
FTE of Union Officials during the period	7.43	2.3	0.0	1.32	0
Percentage of working time spent on facility time	100%	100%	100%	100%	n/a
Total cost of facility time	£282,875	£139,300	0	£62,677	£0
Total pay bill	£367,331,964	£196,249,586	£196,249,586	£196,249,586	£196,249,586
Percentage of pay bill for <u>facility time</u>	0.08%	0.071%	0.000	0.032%	0%
Paid trade union <u>activities</u> percentage of the hours spent on trade union activities	1.98%	0% - voluntary	n/a	0% - voluntary	n/a