

Trade Union (Facility Time Publication Requirements) Regulations 2017

This document records the information that South Thames Colleges Group is required to publish in respect of the Trade Union (Facility Time Publication Requirements) Regulations 2017. The information provided below is for the period 1 April 2018 to 31 March 2019.

Table 1 - Relevant trade union Officials

This is the total number of employees who were relevant union officials during the relevant 12-month period, together with the full-time equivalent employee number.

| Number of employees who were relevant trade union officials during the relevant period | Full-time equivalent number of trade union officials during the relevant period |
|--|---|
| 24 | 22.6 |

Table 2 – Percentage of time spent on facility time

This requires information to be given as to the number of union officials employed during the relevant period who spent a percentage of their working hours on facility time.

| Percentage of time | Number of employees |
|--------------------|---------------------|
| 0% | |
| 1-50% | 24 |
| 51% - 99% | |
| 100% | |

Table 3 – Percentage of pay bill spent on facility time

In addition to the percentage of total pay bill spent on facility time, employers must also publish the total cost of facility time and the total pay bill.

| | Detail | Calculation | Figures to publish |
|---|---|-------------|---|
| a | Calculate the hourly cost for each relevant union official employed during the period * | | (a1) £31.58 (a2) £32.84 (a3) £29.87 (a4) £26.41 (a5) £54.75 (a6) £28.69 (a7) £37.87 (a8) £35.27 (a9) £33.04 (a10) £31.58 (a11) £31.39 (a12) £31.45 |

| | | | |
|---|---|--|--|
| | | | (a13) £31.64 (a14) £31.64 (a15) £31.64 (a16) £40.02 (a17) £50.45 (a18) £21.09 (a19) £15.44 (a20) £22.54 (a21) £15.44 (a22) £34.83 (a23) £18.15 (a24) £21.13 |
| b | Number of paid facility time hours per official over 12 months | | (b1) 21.6 (b2) 216 (b3) 64.8 (b4) 43.2 (b5) 21.6 (b6) 21.6 (b7) 43.2 (b8) 43.2 (b9) 43.2 (b10) 43.2 (b11) 259.2 (b12) 259.2 (b13) 86.4 (b14) 43.2 (b15) 43.2 (b16) 43.2 (b17) 216 (b18) 178.1 (b19) 178.1 (b20) 89 (b21) 89 (b22) 267.1 (b23) 89 (b24) 89 |
| c | Calculate the total annual facility time cost per relevant employee | (a1 x b1) = c1 (a2 x b2) = c2 etc. | (c1) £682.07 (c2) £7,092.62 (c3) £1,935.48 (c4) £1,140.88 (c5) £1,182.71 (c6) £619.81 (c7) £1,636.00 (c8) £1,523.85 (c9) £1,427.11 (c10) £1,364.14 (c11) £8,135.23 (c12) £8,151.10 (c13) £2,733.57 (c14) £1,366.78 (c15) £1,366.78 (c16) £1,728.82 (c17) £10,896.37 (c18) £3,757.35 (c19) £2,749.48 (c20) £2,007.14 (c21) £1,374.74 (c22) £9,305.02 |

| | | | |
|---|---|---------------|------------------------------------|
| | | | (c23) £1,616.66 (c24) £1,881.71 |
| d | Total cost of facility time | c1 + c2 etc. | £75,675.39 |
| e | Total pay bill | | £35,764,141.00 |
| f | Percentage of total pay bill spent on facility time <u>Total cost of facility time</u> x 100 Total pay bill | (d/e x 100) = | 0.21% |

Table 4 – Paid trade Union Activities

This is the time spent on *paid* trade union activities as a percentage of total paid facility time hours.

| | Detail | Figures to publish |
|---|---|--------------------|
| g | Time spent on paid trade union activities as a percentage of total paid facility time hours <u>Total hours spent on trade union activities</u> x 100 Total paid facility time hours | 100% |