

# Trade union facility time report

1 April 2024 – 31 April 2025

**Author:** Helen Ginty

**Contact:** HR Strategy Team

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# Introduction

Trade Unions play an important role in the modern workplace and there are considerable benefits to both employers and employees when organisations and unions work well together. At Luton Council we are committed to working in partnership with our recognised trade unions.

The Trade Union (Facility Time Publication Requirements) Regulations 2017 place a legislative requirement on relevant public sector employers to collate and publish, on an annual basis, a range of data on the amount and cost of facility time within their organisation. The purpose of these regulations is to promote transparency and allow for public scrutiny of facility time.

The reporting tables for the period 1 April 2024- 31 March 2025 are shown below.

## Central functions

### Table 1 - Relevant union officials - central functions

Number of employees who were union officials during the relevant period	Full time equivalent employee number
13	12.25

### Table 2 - Percentage of time spent on facility time - central functions

Percentage of time	Number of employees
0%	6
1 to 50%	5
51 to 99%	0
100%	2

### Table 3 - Percentage of pay bill spent on facility time - central functions

Total	Figures
Total cost of facility time	£101,983
Total pay bill	£122,747,016
Percentage of total pay bill spent on facility time	0.08%

### Table 4 - Paid trade union activities - central functions

Total	Figure
Time spent on paid trade union activities (as opposed to trade union duties) as a percentage of total paid facility time hours	3.80%

## Education functions

Table 1 - Relevant union officials - education functions

Number of employees who were relevant union officials during the relevant period	Full time equivalent employee number
8	5.91

Table 2 - Percentage of time spent on facility time - education functions

Percentage of time	Number of employees
0%	6
1 to 50%	2
51 to 99%	0
100%	0

Table 3 - Percentage of pay bill spent on facility time - education functions

Total	Figures
Total cost of facility time	£6,337
Total pay bill	£103,153,454
Percentage of total pay bill spent on facility time	0.01%

Table 4 - Paid trade union activities – education functions

Total	Figures
Time spent on paid trade union activities (as opposed to trade union duties) as a percentage of total paid facility time hours	0%