

Union Time – 1 April 2017 to 31 March 2018

Further to the new Facility Time Publication Requirements that came in with effect from 1st April 2017, the College have a responsibility to report on an annual basis the facility time that is spent on official trade union duties. This information will be published before 31st July every year. The information will be made available each year on the College website, within the annual financial report and also submitted on www.gov.uk

For the purpose of employee relations, the College recognises UNISON and UCU working collectively together to resolve any employee relation issues. Therefore, a number of the College's employees also carry out Union duties as part of their role; please see further information below regarding this:

UCU – 5 employees

UNISON – 6 employees

Of the above, all 11 of these employees have spent 1-50% of their working hours on facility time. This can vary on a month by month basis depending on casework and/ or College plans during that time. However, these hours would not go above the 50% mark.

During an academic year, UCU reps are allocated 318 hours per individual (5 in total). Therefore, during this period UCU have spent 1,590 hours on facility time. These hours are used for anything Union related such as meetings, hearings, discussions etc. The hours set for remission are set at the beginning of the academic year and UCU ensure that they do not go beyond these hours.

Unison have spent 1,000 hours during this period. The hours used per month can vary throughout the year therefore; this may alter slightly as a year on year comparison. Again, these hours are used for anything Union related such as meetings, hearings, discussions etc.

The total percentage spent for paid trade union activities against the total pay bill amount equates to 0.248%.

The total percentage of total paid facility time hours spent on paid TU activities equates to 5.45%.

If anyone has any queries regarding the above, please do not hesitate to contact Laura Holroyd, HR Business Partner on 01484 437009 ext 7239 or alternatively on lholroyd@kirkleescollege.ac.uk

This information will next be published before 31st July 2019.