

Northampton College Facility Time Publication

In accordance with the Trade Union (Facility Time Publications Requirements) Regulations 2017, this document fulfils Northampton College’s obligation, as a relevant public sector employer with more than 49 Full Time Equivalent (FTE) staff, to collate and publish, on an annual basis, a range of data on the amount and cost of facility time within the organisation.

In publishing this data, Northampton College, recognises the important role that unions play in our workplace.

The facility time data that the College are required to collate and publish under the 2017 regulations are:

- The number of employees who were relevant union officials during the relevant period
- How many employees who were relevant unions officials during the relevant period spent a) 0%, b)1-50%, c)51-99% or d)100% of their working time on facility time
- Percentage of the total pay bill spent on facility time
- Time spent on paid trade union activities as a percentage of total paid facility time hours

The period in scope for this year’s publication is 1 April 2023-31 March 2024 inclusive.

In accordance with the legislation, this data has been published by 31 July 2024 on the central publishing portal maintained by/on behalf of the government (the College published data on this portal on 29 July 2024) and will be recording in the Annual Report and Accounts (ARA). Additionally, this report is published on the College’s website.

Facility Time Data

Relevant Union Officials

Number of employees who were relevant union officials during the relevant period	Full-time equivalent number
2	2

Percentage of time spent on facility time

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

Percentage of pay bill spent on facility time

Total cost of facility time	£11,309.00
Total pay bill	£21,045,717.00
Percentage of total pay bill spent on facility time	0.05%

NB The government strongly encourages all public sector organisations to ensure facility time spend represents value for money and sets a benchmark of facility time spend being a maximum of 0.06% of an organisation's pay bill.

Paid trade union activities

Hours spent on paid facility time	465.25
Hours spent on paid trade union activities	10
Percentage of total paid facility time hours spent on paid TU activities	2.15%

NB There is distinction between union activities and union duties, the latter forming the majority of the College's facility time. Specifically, as arises under: (a) section 168, section 168A of the 1992 Act (TULR(C)A); (b) section 10(6) of the Employment Relations Act 1999, regulations made under section 2(4) of the Health and Safety at Work etc. Act 1974, there is a statutory right to reasonable paid time off during working hours to undertake recognised duties and to complete training relevant to union representatives' trade union role. Conversely, as per section 170(1) (b) of the 1992 Act (TULR(C)A section 170), there is no statutory entitlement to paid time off to undertake TU activities. However trade union representatives are entitled to be granted reasonable unpaid time off to participate in trade union activities.

Further information on the differential between trade union duties and activities can be found in the ACAS Code of Practice on time off for trade union duties and activities, which can be found via the following link: [Acas Code of Practice on time off for trade union duties and activities | Acas](#)

Jan Hutt
Vice Principal – People and Organisational Development