

### Relevant union officials

What was the total number of your employees who were relevant union officials during the relevant period?

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
9	7.8

### Percentage of time spent on facility time

How many of your employees who were relevant union officials employed during the relevant period spent a) 0%, b) 1%-50%, c) 51%-99% or d) 100% of their working hours on facility time?

Percentage of time	Number of employees
0%	5
1-50%	1
51%-99%	0
100%	3

### Percentage of pay bill spent on facility time

Provide the figures requested in the first column of the table below to determine the percentage of your total pay bill spent on paying employees who were relevant union officials for facility time during the relevant period.

First Column	Figures
Provide the total cost of facility time	£110,017.54
Provide the total pay bill	£96,242,864.00
Provide the percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time ÷ total pay bill) x 100	0.11%

### Paid trade union activities

As a percentage of total paid facility time hours, how many hours were spent by employees who were relevant union officials during the relevant period on paid trade union activities?

Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as: (total hours spent on paid trade union activities by relevant union officials during the relevant period ÷ total paid facility time hours) x 100	We don't have the facility to
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**List of Recognised Trade Unions****UNISON****GMB****GMB: MPO** (Managerial and Professional Officers)**UNITE THE UNION – T&G SECTION****UNITE THE UNION – AMICUS SECTION**

<b>NEU</b>	National Education Union
<b>UCATT</b>	Union of Construction and Allied Trade and Technicians
<b>PAT</b>	Professional Association of Teachers
<b>NAHT</b>	National Association of Head Teachers
<b>NASUWT</b>	National Association of Schoolmasters Union of Women Teachers
<b>CYWU</b>	Community and Youth Workers Union
<b>ASCL</b>	Association of School and College Leaders
<b>AEP</b>	Association of Educational Psychologists
<b>ASPECT</b>	Association of Professionals in Education and Children's Trusts
<b>APYCO</b>	Association of Principal Youth and Community Officers

Warrington Borough Council believes that facility time is a vital part of ensuring good employment relations. UNISON have supplied the Council with information which states that independent studies have found facility time to play a key role in resolving conflict before issues escalate into more serious and costly problems, as well as ensuring necessary changes to operations are managed efficiently.

This research has shown that for every £1 spent on trade union facility time taxpayers receive £2.31 back in savings and employee representatives in the workplace result in:

- 13,000 to 25,000 fewer dismissals each year across the UK, creating a benefit of £107m to £213m for employers.
- 17,000 to 34,000 fewer voluntary 'exits', worth a saving of £72m to £143m to employers.
- 8,000 to 13,000 fewer injuries, equivalent to 161,000 to 241,000 fewer working days lost. Benefits to society range from £136m to £371m.
- 3,000 to 8,000 fewer cases of work related illness equivalent to 125,000 to 375,000 fewer working days lost. Benefits to society range from £45m to £207m.