

Trade Union Facility Time
April 2025

The following Trade Unions are represented at Hertfordshire County Council:

- UNISON
- Fire Brigades Union (FBU)
- Fire Officers Association (FOA)
- Fire & Rescue Services Association (FRSA)
- Association of Educational Psychologists (AEP)
- Education and Children Services Group of PROSPECT (ECS Group of PROSPECT)
- National Education Union (NEU)
- National Association of School Masters Union of Women Teachers (NASUWT)
- Community, Youth and Play Workers section of Unite (CYPW)
- Association of School and College Leaders (ASCL)
- National Association of Head Teachers (NAHT)

The total number of staff who are union representatives is 3, representing a full time equivalent of 3.

The total number of staff devoting at least 50% of their time to undertaking Trade Union Duties is 3, representing a full time equivalent of 3.

In total for the period 1st April 2024 to the 31st March 2025, the total working days spent on Trade Union activities was 33.91. This does not include the time of those full-time representatives outlined above.

This equates to £4,158 annually or 0.0011% of the annual pay bill. A further breakdown of the spending on each union is provided below:

Union	Total Working Days	Annual Spend	Percentage of Pay Bill
Unison	23.41	£2,913.43	0.00076%
Fire Brigades Union (FBU)	4.5	£442.36	0.00011%
Association of Educational Psychologists (AEP)	2.0	£323.60	0.00008%
National Education Union (NEU)	4.0	£478.83	0.00012%
TOTAL	33.91	£4,158	0.0011%