

**Trade Union Facility Time
April 2019**

The following Trade Unions are represented at Hertfordshire County Council:

- UNISON
- Fire Brigades Union (FBU)
- Fire Officers Association (FOA)
- Retained Firefighters Union (RFU)
- Association of Educational Psychologists (AEP)
- Association of Professionals in Education (ASPECT)
- National Education Union (NEU) – National Union of Teachers (NUT) section and Association of Teachers and Lecturers (ATL) section
- National Association of School Masters Union of Women Teachers (NASUWT)
- Community and Youth Workers Union (CYWU)
- 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 2018 to the 31st March 2019, the total working days spent on Trade Union activities was 37.77. This does not include the time of those full time representatives outlined above.

This equates to £5,308.97 annually or 0.002% 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	18.77	£2,623.35	0.001%
Fire Brigades Union (FBU)	19	£2,685.62	0.001%
TOTAL	37.77	£5,308.97	0.002%