

**Trade Union Facility Time  
April 2020**

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)
- Association of Professionals in Education (ASPECT)
- National Education Union (NEU)
- 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 2019 to the 31st March 2020, the total working days spent on Trade Union activities was 55.27. This does not include the time of those full-time representatives outlined above.

This equates to £4,764.58 annually or 0.0018% of the annual pay bill. A further breakdown of the spending on each union is provided below:

<b>Union</b>	<b>Total Working Days</b>	<b>Annual Spend</b>	<b>Percentage of Pay Bill</b>
Unison	12.27	£789.63	0.0003%
Fire Brigades Union (FBU)	42.00	£3,799.53	0.0015%
Association of Educational Psychologists (AEP)	1.00	£175.42	0.0001%
<b>TOTAL</b>	<b>55.27</b>	<b>£4,764.58</b>	<b>0.0018%</b>