

Trade Union Facility Time at Harlow College

As part of the Trade Union (Facility Time Publication Requirements) Regulations 2017, which took effect from 1st April 2017, we are required to publish information on trade union facility time.

Harlow College recognises three trade unions: UCU, Unison and NEU.

For the period 1st April 2024 to 31st March 2025 the following applies:

Number of employees who were relevant trade union officials	Full –time equivalent employee number
4	4
Percentage of time spent on facility time	Number of employees
0%	0
1-50%	4
51-99%	0
100%	0

Total cost of facility time
£3,409.88
Total pay bill
£20,775,596.55
Percentage of total pay bill spent on facility time
0.02%
Time spent on paid trade union activities as a percentage of total paid facility time hours
18.38%