

### Trade Union Facility Time at Harlow College

As part of the Trade Union (Facility Time Publication Requirements) Regulations 2017, which took effect from 1<sup>st</sup> 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 1<sup>st</sup> April 2022 to 31<sup>st</sup> March 2023 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
£3,258.18
Total pay bill
£17,487,461
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
23%