Learning in Harmony Trust - Trade Union Facility Time Data

In accordance with the Trade Union (Facility Time Publication Requirements) Regulations 2017, we are required to publish certain information on trade union officials and facility time.

Facility time covers duties carried out for the trade union or as a union learning representative, for example, accompanying an employee to a disciplinary or grievance hearing. It also covers training received and duties carried out under the Health and Safety at Work Act 1974.

The regulations require the following information to be published on the employer's website:

- The number of employees who were relevant union officials during the relevant period, and the number of full-time equivalent employees
- The percentage of time spent on facility time for each relevant union official
- The percentage of the pay bill spent on facility time
- The number of hours spent by relevant union officials on paid trade union activities as a percentage of total paid facility time hours.

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LiHT 2024/2025 - Trade Union Facility Time Data

Number of employees who were relevant union officials	Full-time equivalent employees
1	1.00

Percentage of working hours' time spent on facility time by relevant union officials	Number of employees who were relevant union officials
0%	0
1-50%	1
51-99%	0
100%	0

Percentage of pay bill spent on facility time	0.09%
Total cost of facility time	£44,254
Total pay bill	£49,655,923
Percentage of the total pay bill spent on facility time	0.09%

Time spent on paid trade union activities as a percentage of total paid facility time hours	20%