



St Joseph's Catholic High School Trade Union Facility Time

St Joseph's Catholic High School must publish details of the amount of time off taken each year by staff who are union officials.

The responsibility to do this lies with the staff's employer which are the St Joseph Catholic High School Governors.

For the relevant period 1 April 2018 and ending 31 March 2019, St Joseph's Catholic High School had at

In this document, we refer to the following legislation and guidance:

[The Trade Union \(Facility Time Publication Requirements\) Regulations 2017, legislation.gov.uk](https://www.legislation.gov.uk/uksi/2017/1000/contents/part/1)

[Trade Union and Labour Relations \(Consolidation\) Act 1992, section 172A, legislation.gov.uk](https://www.legislation.gov.uk/ukpga/1992/172/section/172A)

[Trade Union Facility Time Publication Service, GOV.UK - Cabinet Office](https://www.gov.uk/guidance/trade-union-facility-time-publication-service)

Relevant union officials

| Number of employees who were relevant union officials during the relevant period | Full-time equivalent employee number |
|--|--|
| <ul style="list-style-type: none"> One | <p>Calculated as:</p> <p>(Total number of full-time employees) + (the total fractions of full-time employee hours worked by all employees who are not full-time)</p> |

Percentage of time spent on facility time

Facility time in this context includes:

- Paid time off for the purpose of carrying out trade union duties as a union representative, union learning representative or union health and safety representative
- Paid time off for the purpose of undergoing training relevant to the carrying out of trade union duties
- Paid time off for accompanying another of the employer's workers to grievance or disciplinary hearings
- Paid and unpaid time off for taking part in trade union activities when acting as a union representative

| Percentage of time | Number of employees |
|--------------------|---------------------|
| 0% | 1 |
| 1% to 50% | |
| 51% to 99% | |
| 100% | |

Percentage of pay bill spent on facility time

Provide the figures requested in the first column of the table below to determine the percentage of your total pay bill spent on paying employees who were relevant union officials for facility time during the relevant period.

| | |
|--|----|
| Total cost of facility time | £0 |
| Total pay bill | £0 |
| Percentage of the total pay bill spent on facility time | 0% |

* The hourly cost is calculated by:

- Adding:
 - The gross amount spent on wages by the employer in respect of the employee during the period
 - The amount spent on pension contributions by the employer in respect of the employee during the period
 - The amount of National Insurance contributions paid by the employer in respect of the employee during the period
- Dividing the above amount by the working hours of the employee during the period

A notional hourly cost must be used here where the employee is identifiable (i.e. a person reading this would be able to identify the individual employee's wages). The notional hourly cost is what 'reasonable pay' would be for the type of work the identifiable employee ordinarily did for the employer over the relevant period

** Paid facility time hours do not include unpaid time off to undertake trade union activities.

Paid trade union activities

As a percentage of total paid facility time hours, how many hours were spent by employees who were relevant union officials during the relevant period on paid trade union activities?

| | |
|---|----|
| Time spent on paid trade union activities as a percentage of total paid facility time hours | 0% |
|---|----|

* Do not include unpaid time off to undertake trade union activities