Trade Union Facility Time Publication

Publication Date: 29th July 2025
Relevant Period: 1st April 2024 – 31st March 2025

The Trade Union (Facility Time Publication Requirements) Regulations 2017 came into force on 1st April 2017 which requires public sector employers to publish specified information relating to facility time provided to trade union officials. Under the regulations, the relevant information will need to be published on an annual basis for the (relevant) period 1st April to 31st March. The information below is the information that is required to be published for the London Borough of Havering for the period 1st April 2024 to 31st March 2025.

Table 1 – Number of Relevant Trade Union Representatives

The total number of employees who are trade union representatives is:	
Headcount	Full Time Equivalent (FTE)
18	**16.43**

Table 2 - Percentage of time spent by Trade Union officials on Facility Time:

Percentage of time	Number of employees
0%	**0**
1-50%	**13**
51%-99%	**0**
100%	**5**

Table 3 - Percentage of pay bill spent on facility time:

Total cost of facility time	**£157,008**
Total pay bill	**£107,662,964**
Percentage of pay bill	**0.15%**

Table 4 – Paid Trade Union Activities

Time spent on paid trade union activity as a percentage of total paid facility time:	**25%**