Trade Union Facility Time at Colchester Institute

The Trade Union (Facility Time Publication Requirements) Regulations 2017 came into force on the 1st April 2017.

These regulations place a legislative requirement on relevant employers, including Colchester Institute, to collate and publish, on an annual basis, a range of data on the amount and cost of facility time within their organisation.

Colchester Institute recognises two trade unions: UCU and UNISON.

For the period 1\textsuperscript{st} April 2017 to 31\textsuperscript{st} March 2018 the following applies

Number of employees who were trade union officials: 7

Full-time equivalent number of employees who were trade union officials: 5.8

Percentage of working hours spent on facility time:

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>0%</td>
<td>0</td>
</tr>
<tr>
<td>1-50%</td>
<td>7</td>
</tr>
<tr>
<td>51-99%</td>
<td>0</td>
</tr>
<tr>
<td>100%</td>
<td>0</td>
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</tbody>
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Total cost of facility time: £11,846.75

Total pay bill: £23,730,340.08

Percentage of total pay bill spent on facility time: 0.05%

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

[Signature]

Shaun McConnell
Executive Director: Human Resources