



Trade Union Facility Time

The Trade Union (Facility Time Publication Requirements) Regulations 2017 came into force on 1 April 2017. These regulations require relevant public sector employers to collate and publish, on an annual basis, data on the amount and cost of facility time within their organisation.

Facility time is time an employer gives a union representative to carry out their trade union role. Sometimes this means a representative is fully seconded from their regular job, enabling them to work full time on trade union tasks. It can also mean an employer allows a representative to carry out trade union duties, instead of their substantive job, for a certain amount of time per week or month.

Invictus Education Trust is covered by the requirement and the figures for 2024/25 are provided below.

	2024/25	2023/24	2022/23	2021/22	2020/21	2019/20
Relevant Union Officials						
Number of employees who were relevant union officials during the relevant period	7	5	2	2	7	4
Full-time equivalent employee number	7	5	2	2		
Percentage of time spent on facility time						
0%	5	5	2		7	3
1-50%	1			2		1
51-99%						
100%						
Percentage of pay bill spent on facility time						
Total cost of facility time	£2,462.87	£97.05	£18.78	£198.48	0	£438.27
Total pay bill	£26,436,294	£32,062,625	£22,295,859	£25,973,470	£23,849,272	£22,318,118
Percentage	0.009%	0.0003%	0.008%	0.0008%	0.000%	0.002%
Paid trade union activities						
Time spent on trade union activities as a percentage of total paid facility time hours	21.74%	0%	0%	0%	0%	0%

