



Reigate & Banstead Borough Council: Trade Union Facility Time 2020/21

This information is published in line with the Union (Facility Time Publication Requirements) Regulations 2017 and describes the amount of time our employees who are also representatives for a trade union, spent on Trade Union duties in the 2020/21 financial year.

Reigate & Banstead Borough Council recognise two Trade Unions; Unison and GMB.

Total union representatives

During 2020/21, 2 employees acted as representatives for the GMB, and 6 employees acted as representatives of Unison; bringing the total to 8 employees.

These 8 employees fulfil the employee duties of 7.21 full time equivalent (FTE) roles, as two employees are employed on a part time basis.

Majority duty union representatives

This is defined as the actual number of staff who devote at least 50% of their time to union duties and the number of full-time equivalent roles that this is equivalent to.

RBBC has zero employees who also act as union representatives, who fall into this category.

Estimated spending

Whilst performing their union duties, the Council is required by law to continue to pay the employees who also act as union representatives, their salary, where it is reasonable to do so.

This is expressed below in two ways; using the amount of time spent by the 8 employees on union duties, with the average employee salary (inclusive of on-costs at 24%); and the proportion of this salary spend against the whole Council salary bill for the year.

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The Council's estimated financial spend on employees' salaries while undertaking trade union duties is calculated as:

Annual number of full time equivalent (FTE) days spent on union duties	x	Average salary of employee union representatives (inclusive of on-costs)	=	The Council's estimated financial spend on employees' salaries while undertaking trade union duties
0.24 FTE or 443 hours	x	£52911.37	=	£12,486.89

The Council's estimated financial spend on employees' salaries while undertaking trade union duties, expressed as a proportion of the Council's total salary bill, is calculated as:

The Council's estimated financial spend on employees' salaries while undertaking trade union duties	÷	Total 2019/20 salary bill (inclusive of on-costs)	=	Estimated financial spend, as a proportion of the 2019/20 salary bill
£12,486.89	÷	£21,000,000 x 100%	=	0.059%