

The Trade Union (Facility Time Publication Requirements) Regulations 2017

Provided below are responses to the information required for the Trade Union (Facility Time Publication Requirements) Regulations 2017 in respect of West Yorkshire Police and for the Office of the Police and Crime Commissioner for West Yorkshire.

The information provided relates to the period from the 1st April 2019 to the 31st March 2020 unless otherwise stated.

This information covers both West Yorkshire Police and the Office of the Police and Crime Commissioner for West Yorkshire because trade union representatives support and assist staff members at both organisations and facilities time is not separately recorded.

Relevant union officials

What was the total number of your employees who were relevant union officials during the relevant period?

<i>Number of employees who were relevant union officials during the relevant period</i>	<i>Full-time equivalent employee number</i>
Total 47* Head Count Total 43.44* FTE	Police staff in West Yorkshire Police at 31st March 2020 4235.7 (Full Time Equivalents) Staff members in the Office of the Police and Crime Commissioner for West Yorkshire at 31st March 2020 80.04 (full time equivalent)

*This is the number Force trade union officials and the number of trade union representatives who are recorded as active on the Force Duties Management System or who have been identified as a representative by their trade union as at April 2020. It also includes any other staff members who had trade union facilities time between the 1st April 2019 and the 31st March 2020.

Percentage of time spent on facility time

How many of your employees who were relevant union officials employed during the relevant period spent a) 0%, b) 1%-50%, c) 51%-99% or d) 100% of their working hours on facility time?

<i>Percentage of time</i>	<i>Number of employees</i>
0%	24*
1-50%	20
51%-99%	0
100%	3

*This is the number of trade union officials who had no recorded trade union facilities time between 1st April 2018 and the 31st March 2019 and those with less than 1% of their working hours recorded as facilities time during this period..

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.

<i>First Column</i>	<i>Figures</i>
Provide the total cost of facility time	£150,745 based on standard costs
Provide the total pay bill	<p>Total pay bill for police staff working in West Yorkshire Police in 2019/20 was £150.855 million</p> <p>Total pay bill for staff members working in the Office of the Police and Crime Commissioner for West Yorkshire in 2019/20 was £1.658 million</p>
<p>Provide the percentage of the total pay bill spent on facility time, calculated as:</p> <p>(total cost of facility time ÷ total pay bill) x 100</p>	<p>0.099% of the combined pay bills for police staff working in West Yorkshire Police and for staff members working in the Office of the Police and Crime Commissioner for West Yorkshire.</p>

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?

<p><i>Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as:</i></p> <p><i>(total hours spent on paid trade union activities by relevant union officials during the relevant period ÷ total paid facility time hours) x 100</i></p> <p>61%*</p> <p>*This is an estimated percentage as the breakdown of the activities for full time trade union officials is not recorded.</p>
