



## Trade Union Facility Time for 2019/20

The [‘Local Government Transparency Code 2015’](#) requires local authorities to publish information on the names of the recognised trade unions, the number of staff who are union representatives, and an estimate of the authorities’ spending on unions as a percentage of the total pay bill. This document is to be updated annually.

Trade Union Facility Time	
Organisation name	Avon Fire & Rescue Service
Financial year	2019/20
Total number (absolute number and full time equivalent) of staff who are union representatives (including general, learning and health and safety representatives)	Absolute: 20 (17 FBU and 3 support )  FTE 18.8 (relates to member of staff substantive role within AF&RS)
Total number (absolute number and full time equivalent) of union representatives who devote at least <b>50 per cent</b> of their time to union duties	Absolute 1 FTE 1
Names of all trade unions represented in the local authority	Fire Brigades Union (FBU) Fire Officers Association (FOA) Retained Firefighter Union (RFU) Unison
A basic estimate of spending on unions (calculated as the number of FTE days spent on union duties by authority staff that spend <b>the majority of their time</b> on union duties multiplied by the average salary*	£32,043 (see text below)
A basic estimate of spending on unions as a percentage of the total pay bill (calculated as the number of full time equivalent days spent on union duties multiplied by the average salary divided by the total pay bill*).	0.1%

\* Due to one member of staff being identified as devoting at least 50% of their working time to trade union activity, we are therefore unable to publish their salary details due to data protection. For this reason, we use the figure quoted for the median basic pay of the Fire Authority’s whole workforce FTE (excluding on call staff) as being £32,043. This figure is taken from the Avon Fire Authority Pay Policy Statement 2019/20. Please note that the above is an estimation of trade union costs and not an actual.