Trade Union Facility Time

22/07/2025

See all updates

We recognise the value of Trade Union representatives and provide PCS and FDA trade unions with reasonable levels of facility time and resources to enable them to carry out their union duties and activities.

All Trade Union representatives play certain roles in the workplace and have a statutory right for reasonable paid time off during normal working hours to complete union duties. This is according to their Trade Union role and to undertake Trade Union activities.

Under this statutory instrument, we are required to disclose information about trade union facility time and relevant employee expenditure. This information covers both our grant in aid and National Lottery distribution activities.

Your organisation

The Trustees of National Heritage Memorial Fund – 1 April 2024 to 31 March 2025

Employees in your organisation

50 to 1,500 employees

Trade union representatives and full-time equivalents

- Trade union representatives: 18
- FTE trade union representatives: 17.63

Percentage of working hours spent on facility time

- 0% of working hours: 2 representatives
- 1 to 50% of working hours: 16 representatives
- 51 to 99% of working hours: 0 representatives
- 100% of working hours: 0 representatives

Total pay bill and facility time costs

- Total pay bill: £19,629,146.28
- Total cost of facility time: £22,555.65
- Percentage of pay spent on facility time: 0.11%

Paid trade union activities

- Hours spent on paid facility time: 842.5

- Hours spent on paid trade union activities: 155.5
- Percentage of total paid facility time hours spent on paid TU activities: 18.46%