



Crown Prosecution Service

Facility time report for 1 April 2018 - 31 March 2019

Introduction

1. Facility Time is the provision of paid or unpaid time off from an employee's normal role at the CPS to undertake Trade Union (TU) duties and activities as a TU representative. There is a statutory entitlement to reasonable paid time off for undertaking union duties. However, there is no such entitlement to paid time off for undertaking union activities.
2. The Trade Union (Facility Time Publication Requirements) Regulations 2017 requires the CPS to collate and publish, on an annual basis a range of data on the amount and cost of facility time within the organisation for those employees who are TU representatives.
3. The data for the CPS for the reporting period 1 April 2018 to 31 March 2019 is shown below.

Relevant Union Officials

4. What was the total number of employees at the CPS who were relevant union officials from 1 April 2018 to 31 March 2019?

| | |
|---|--|
| Number of employees who were relevant union officials | Full-time equivalent number of employees who were relevant union officials |
| 71 | 67.61 |

Total amount of time spent on facility time

5. What was the total amount of time spent on facility time by employees at the CPS who were relevant union officials employed from 1 April 2018 to 31 March 2019?

| | |
|-------------------------------------|--------|
| Time spent on facility time (hours) | 11,469 |
|-------------------------------------|--------|

Percentage of time spent on facility time

6. How many of the employees at the CPS who were relevant union officials employed from 1 April 2018 to 31 March 2019 spent a) 0%, b) 1%-50%, c) 51%-99% or d) 100% of their working hours on facility time?

| Percentage of time | Number of employees |
|--------------------|---------------------|
| 0% | 8 |
| 1-50% | 63 |
| 51-99% | 0 |
| 100% | 0 |



Total amount of time spent on paid facility time

7. What was the total amount of time spent on paid facility time by employees at the CPS who were relevant union officials employed from 1 April 2018 to 31 March 2019?

| | |
|-------------------------------------|--------|
| Time spent on facility time (hours) | 11,469 |
|-------------------------------------|--------|

Paid trade union activities

8. As a percentage of total paid facility time hours, how many hours were spent by employees at the CPS who were relevant union officials from 1 April 2018 to 31 March 2019 on paid trade union activities?

| | |
|---|---|
| Time spent on paid trade union activities as a percentage of total paid facility time hours | 0 |
|---|---|

Percentage of pay bill spent on facility time

9. What percentage of the CPS' total pay bill was spent on paying employees who were relevant union officials for facility time from 1 April 2018 to 31 March 2019?

| | |
|---|--------------|
| Total cost of facility time | £290,987 |
| Total pay bill | £311,770,000 |
| Percentage of the total pay bill spent on facility time | 0.09 |

**Crown Prosecution Service
July 2019**