



Trade Union Facility Time for 2024/25

The [Local government transparency code 2015 - GOV.UK](#) 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 updated annually.

Trade Union Facility Time	
Organisation name	Avon Fire & Rescue Service
Financial year	2024-25 (as of the 31 March 2025)
Total number (absolute number and full time equivalent - FTE) of staff who are union representatives (including general, learning and health and safety representatives)	Absolute/FTE: 27 for FBU which includes Branch reps, and reps for Women, Black & Ethnic Minorities, H&S, Officers and Control Absolute/FTE: 1 member of Corporate Staff (Green Book) who is the Unison representative FTE (relates to member of staff substantive role within AF&RS not their time spend on union activity)
Total number (absolute number and full time equivalent - FTE) of union representatives who devote at least 50 per cent of their time to union duties	FBU - Absolute 1 / FTE 1 (this individual spends 50% of their working time on trade union activities)
Names of all trade unions represented in the local authority	Fire Brigades Union (FBU) Unison (we do have some members of staff who are Unite members but there is currently no union rep)
A basic estimate of spending on unions (calculated as the number of FTE days spent on union duties by authority staff that spend the majority of their time on union duties multiplied by the average salary*)	Average spend is £18,113 per annum. (see text below)
A basic estimate of spending on unions as a percentage of the total pay bill (calculated	Estimate 0.04%

as the number of full-time equivalent days spent on union duties multiplied by the average salary divided by the total pay bill*).	
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*Please note the figure given is an estimation of trade union costs. Due to one member of staff (FBU secretary) being identified as devoting 50% of their working time to trade union activity, we are unable to publish their salary details under Section 40(2) of the Data Protection Act (DPA) 2018. We are therefore stating £18,113 per annum, which is 50% of the full median basic pay of £36,226 per annum for Fire Authority's whole workforce as per below extract from the AF&RS Pay Policy Statement 2024/25

The median basic pay of the Fire Authority's whole workforce FTE (excluding on-call staff, auxiliary staff and community safety & staff engagement casuals) being £36,226.