



### Trade Union Facility Time for 2025/26

The [Local government transparency code 2015 - GOV.UK](https://www.gov.uk/government/transparency) 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	2025-26 (as of the 31 March 2026)
Total number (absolute number and full time equivalent - FTE) of staff who are union representatives (including general, learning and health and safety representatives)	<p>Absolute/FTE: 27 for Fire Brigades Union, which includes Branch reps, and reps for Women, Black &amp; Ethnic Minorities, H&amp;S, LGBT+, Officers, On Call and Control</p> <p>Absolute/FTE: 1 member of Corporate Staff (Green Book) who is the Unison representative.</p> <p>FTE (relates to member of staff substantive role within AF&amp;RS not their time spend on union activity)</p>
Total number (absolute number and full time equivalent - FTE) of union representatives who devote at least <b>50 per cent</b> 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	<p>Fire Brigades Union (FBU) Unison</p> <p>(we do have some members of staff who are Unite members but there is no current union representative)</p>
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*)	Average spend is £18,837.50 per annum. (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*).	Estimate 0.04%

\*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. This information is exempt under Section 40(2) of the Freedom of Information Act (FoIA) 2000 as releasing it would contravene data protection laws, including the UK GDPR and the Data Protection Act 2018.

We are therefore stating £18,837.50 per annum, which is 50% of the full median basic pay of £37,675 per annum for the Fire Authority's whole workforce as per below extract from the AF&RS Pay Policy Statement 2025/26

*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 £37,675.*

*END*