The County Council has well established local consultation, representation and, in some cases, collective bargaining arrangements in place with Trade Unions in line with the different employment groups.

The data provided excludes schools, which are covered by different arrangements for funding and consultation. The data does include the Fire & Rescue Service.

The framework put in place is in accordance with the law, and the ACAS Code of Practice ‘Time off for Trade Union Duties and Activities’.

1. Total number of staff who are union representatives:
   61 (57.56 FTE)

2. Total number of union representatives who devote at least 50% of their time to union duties:
   4 (3.03 FTE)

3. Trade unions represented in the local authority:
   - UNISON
   - Fire Brigade Union
   - Fire & Rescue Services Association
   - Fire Officers Association

4. Estimate of spending on unions (annual hours spent on trade union duties and activities multiplied by hourly rate*):
   £86,554

5. Estimate of spending on unions as a percentage of the total pay bill*:
   0.03%

*Pay bill and hourly rate include basic pay, employers National Insurance and Pension contributions.