



## Local Authority Facility Time

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Facility time is paid time-off taken by trade union representatives to carry out 'duties'. It has been the focus of major reforms in central and local government, as well as the civil service over the past few years.

The TaxPayers' Alliance has previously revealed how trade unions have received large amounts of taxpayers' money. In 2014, TPA research showed that £108 million of taxpayers' money had gone to trade unions, both directly and through facility time. Trade unions have also benefited from office space provided free of charge<sup>1</sup>.

Our research shows that local authorities continue to provide millions of pounds worth of facility time to unions. Many local authorities do not make their data on trade union payments easily available, and the most recently-available data varies by year. This means that our figures significantly downplay the overall total amounts.

For instance, our 'total amount spent' figure is the total of all the most recent figures we could find going back to 2012-13. In some cases that was for 2012-13, and in some it was for 2015-16. The real costs across the years described will therefore be considerably higher than our 'total amount spent' figure suggests.

### Key findings

In 2015-16:

- The total amount spent on facility time by local authorities was at least **£14,666,610.42**.
- The average local authority saw at least **0.10 per cent** of their wage bill go to trade unions, compared to just **0.04 per cent** in the private sector<sup>2</sup>.
- This would be enough to fix **276,728 potholes**<sup>3</sup>.
- There were at least **371 full-time local authority staff members** who worked for trade unions at least **50 per cent of the time**.
- Almost a third of those local authorities analysed did not publish data on facility time, in contravention of the law.

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<sup>1</sup> TPA Research Note 141 | 17 October 2014 Trade union office space

<sup>2</sup> 25 October 2011 - Hansard Column 127W

<https://www.publications.parliament.uk/pa/cm201011/cmhansrd/cm111025/text/111025w0001.htm>

<sup>3</sup> [https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/514524/160321-highways-maintenance-201516-201617.csv/preview](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/514524/160321-highways-maintenance-201516-201617.csv/preview)

- The local authority that spent the most on facility time was Birmingham City Council: £1,124,924.
- The local authority that spent the next most on facility time was Leeds City Council: £502,095.
- At Birmingham City Council, the equivalent of **40 full-time staff members** spent half or more of their time on trade union duties.
- The local authority that spent the most on facility time in the **North East** was **Sunderland**, with £258,697.
- The local authority that that spent the most on facility time in the **North West** was **Bolton**, with £390,481.
- The local authority that that spent the most on facility time in **Scotland** was the **City of Edinburgh**, with £244,576.
- The local authority that spent the most on facility time the **East Midlands** was **Leicester City Council**, with £494,544.
- The local authority that spent the most on facility time in the **South West** was **Cornwall County Council**, with £142,983.
- The local authority that spent the most on facility time in the **East of England** was **Suffolk County Council**, with £189,741.
- The local authority that spent the most on facility time in **London** was **Lambeth Borough Council**, with £281,000.
- The local authority that spent the most on facility time in the **South East** was **Brighton and Hove City Council**, with £262,016.

## Facility Time

The Advisory, Conciliation and Arbitration Service (ACAS) guidelines describe some of the appropriate duties that can be carried out during facility time:

- Negotiating terms and conditions of employment.
- Helping with disciplinary or grievance procedures on behalf of trade union members (including accompanying workers at disciplinary or grievance hearings.)
- Accompanying trade union members to meetings to discuss flexible working requests and requests not to retire.
- Negotiating issues about trade union membership.
- Discussing issues that affect trade union members (e.g. redundancies or the sale of the business).

They are also entitled to reasonable unpaid time off for separate trade union 'activities':

- Going to workplace meetings to talk about and vote on negotiations with employers, such as a pay increase or changes to terms and conditions.
- Going to a meeting with a full-time trade union official away from the workplace to discuss workplace issues.
- Voting in a trade union election, for example to elect a shop steward.
- Consulting a trade union learning representative.

The coalition government saw that facility time was by civil service staff was excessive and began publishing central government facility time figures in April 2013. Before the election, the government announced that the direct cost had been cut by £26 million, and the number of civil servants who worked full-time for trade unions reduced from 200 to 8<sup>4</sup>.

In this parliament, the government's Trade Union Bill ended 'checking off', whereby the government administered the automatic collection of union subsidies in its payroll on behalf of the trade union. The TPA called for an end to 'checking off' in Policy 34 of The Spending Plan, because unions, as voluntary bodies, should be responsible for their own finances.

### Legal View

The TPA previously published a legal briefing from Francis Hoar, a barrister, on trade union facility time. His conclusions remain relevant in light of these findings:

*"Employers have important legal responsibilities to their employees to permit them adequate representation by their trade union. As has been seen, there are strict requirements that, when not met, can lead to expensive litigation in the Employment Tribunal; and are there to ensure good industrial relations.*

*Yet it appears that many public sector employers have not approached union 'facility' time in the manner envisaged by industrial relations law. Rather than arbitrating over individual requests for time off (as the law envisages), many have delegated those responsibilities to full time union officials.*

*"Public sector employers moving away from paying full time union representatives should not expect to do so without opposition. But, as public officials, they have a duty to ensure that their expenditure is adequately accounted for and spread fairly. Quite apart from their clear legal right to require union members to request permission before taking time off, their duty is not only to their employees but to those receiving – and paying for – their services."*

### Sources and Methodology

Clause 13 of the Trade Union Act called for all public sector employers to publish all information 'relating to facility time for relevant union officials'. This included:

- The total amount spent by an employer in a specified period on paying relevant union officials for facility time
- How many of an employer's employees are relevant union officials
- The percentage of an employer's total pay bill for a specified period spent on paying relevant union officials for facility time

This data was never clearly presented on council websites, and we instead gathered the data from entering 'Freedom of Information Trade Union Facility Time' in the search bar and accessing relevant FoI responses. Sometimes, this was still not sufficient, and we turned to whatdotheyknow.com. The information was then collated in the below tables for analysis.

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<sup>4</sup> Hansard, House of Commons, 25 Mar 2015 : Column 1416

Local Authority	Number of staff who spend at least 50% of their time on trade union duties (FTE)	Estimate of spending on unions (£)	Spending on unions as percentage of pay bill (%)
Adur	Unavailable	Unavailable	Unavailable
Allerdale	0.00	£28,035.00	0.43
Amber Valley	Unavailable	Unavailable	Unavailable
Ashfield	0.00	£6,673.43	0.04
Ashford	Unavailable	Unavailable	0.17
Aylesbury Vale	Unavailable	£22,821.00	0.16
Babergh	Unavailable	£6,920.00	0.05
Barking and Dagenham	Unavailable	£186,410.00	0.17
Barnet	0.97	£93,000.00	0.01
Barnsley	Unavailable	£227,922.00	0.12
Barrow-in-Furness	Unavailable	Unavailable	Unavailable
Basingstoke and Deane	Unavailable	Unavailable	Unavailable
Bassetlaw	1.00	Unavailable	0.33
Bath and North East Somerset	Unavailable	Unavailable	Unavailable
Bedford	1.00	£22,425.00	0.04
Bexley	1.43	£48,961.00	0.07
Birmingham	39.64	£1,124,924.00	0.13
Blaby	Unavailable	Unavailable	Unavailable
Blackburn with Darwen	1.20	£107,935.00	0.18
Blackpool	Unavailable	Unavailable	Unavailable
Bolsover	0.00	£19,176.00	0.16
Bolton	7.80	£390,481.00	0.33
Boston	Unavailable	Unavailable	Unavailable
Bournemouth	Unavailable	Unavailable	Unavailable
Bracknell Forest	Unavailable	£24,570.00	0.02
Bradford	3.80	Unavailable	0.14
Braintree	0.00	£0.00	Unavailable
Breckland	Unavailable	Unavailable	Unavailable
Brent	Unavailable	Unavailable	Unavailable
Brentwood	Unavailable	£796.65	0.00
Brighton and Hove	7.91	£262,016.00	0.15
Bristol	5.00	£134,931.03	0.09
Broadland	Unavailable	Unavailable	Unavailable
Bromley	Unavailable	Unavailable	Unavailable
Bromsgrove	Unavailable	Unavailable	Unavailable
Broxbourne	Unavailable	Unavailable	Unavailable
Broxtowe	Unavailable	Unavailable	Unavailable
Buckinghamshire	0.50	£77,547.00	0.07
Burnley	Unavailable	Unavailable	Unavailable
Bury	3.60	Unavailable	0.05
Calderdale	1.00	£30,058.27	0.04
Cambridge	1.00	£0.01	Unavailable
Cambridgeshire	Unavailable	£151,590.00	0.06

Local Authority	Number of staff who spend at least 50% of their time on trade union duties (FTE)	Estimate of spending on unions (£)	Spending on unions as percentage of pay bill (%)
Camden	5.20	£120,000.00	0.07
Cannock Chase	Unavailable	£9,018.36	0.07
Canterbury	0.50	£13,544.00	0.10
Carlisle	0.00	£0.00	0.00
Castle Point	Unavailable	£0.00	0.00
Central Bedfordshire	2.87	£52,811.60	0.07
Charnwood	0.00	£9,442.18	0.00
Chelmsford	0.00	£0.00	0.00
Cheltenham	Unavailable	Unavailable	Unavailable
Cherwell	0.00	£15,588.11	0.00
Cheshire East	3.00	£86,903.69	0.10
Cheshire West and Chester	2.00	£54,720.00	0.06
Chesterfield	Unavailable	Unavailable	Unavailable
Chichester	Unavailable	£3,030.00	0.02
Chiltern	Unavailable	Unavailable	Unavailable
Chorley	Unavailable	Unavailable	Unavailable
Christchurch	0.00	£5,348.00	0.00
City of Edinburgh	7.80	£244,576.00	Unavailable
City of London	Unavailable	Unavailable	Unavailable
Colchester	0.00	£10,000.00	0.04
Copeland	Unavailable	Unavailable	Unavailable
Corby	Unavailable	Unavailable	Unavailable
Cornwall	4.80	£142,983.00	0.00
Cotswold	Unavailable	£1,888.32	0.03
Coventry	Unavailable	Unavailable	Unavailable
Craven	Unavailable	Unavailable	Unavailable
Crawley	Unavailable	£14,437.00	0.00
Croydon	Unavailable	£182,520.00	0.15
Cumbria	7.00	£169,211.00	0.08
Dacorum	0.00	£7,000.00	0.00
Darlington	1.00	£31,846.00	0.08
Dartford	Unavailable	Unavailable	Unavailable
Daventry	Unavailable	Unavailable	Unavailable
Derby	7.70	£259,026.00	0.20
Derbyshire	Unavailable	£320,788.00	0.19
Derbyshire Dales	Unavailable	Unavailable	Unavailable
Devon	Unavailable	Unavailable	Unavailable
Doncaster	Unavailable	Unavailable	Unavailable
Dorset	3.60	£66,153.45	0.00
Dover	0.00	£9,876.00	0.00
Dudley	3.90	£158,046.00	0.10
Dundee City	Unavailable	Unavailable	Unavailable
Durham	Unavailable	£127,118.00	0.06

Local Authority	Number of staff who spend at least 50% of their time on trade union duties (FTE)	Estimate of spending on unions (£)	Spending on unions as percentage of pay bill (%)
Ealing	4.00	£229,020.00	0.19
East Cambridgeshire	0.00	Unavailable	Unavailable
East Devon	0.00	Unavailable	Unavailable
East Dorset	Unavailable	Unavailable	Unavailable
East Hampshire	Unavailable	Unavailable	0.10
East Hertfordshire	Unavailable	Unavailable	Unavailable
East Lindsey	Unavailable	£10,849.00	0.14
East Northamptonshire	0.00	Unavailable	Unavailable
East Riding of Yorkshire	Unavailable	Unavailable	Unavailable
East Staffordshire	Unavailable	Unavailable	Unavailable
East Sussex	4.28	£218,383.00	0.04
Eastbourne	0.00	£2,600.31	0.02
Eastleigh	Unavailable	Unavailable	Unavailable
Eden	0.00	£0.00	0.00
Elmbridge	Unavailable	Unavailable	Unavailable
Enfield	Unavailable	Unavailable	0.01
Epping Forest	Unavailable	Unavailable	Unavailable
Epsom and Ewell	Unavailable	Unavailable	Unavailable
Erewash	Unavailable	Unavailable	0.02
Essex	2.00	£117,565.00	0.04
Exeter	Unavailable	£0.00	0.00
Fareham	Unavailable	Unavailable	Unavailable
Fenland	1.00	Unavailable	0.77
Forest Heath	Unavailable	Unavailable	Unavailable
Forest of Dean	Unavailable	Unavailable	Unavailable
Fylde	0.00	£1,378.80	0.00
Gateshead	5.00	£172,424.00	0.00
Gedling	Unavailable	Unavailable	Unavailable
Glasgow City	Unavailable	Unavailable	Unavailable
Gloucester	Unavailable	£0.00	0.00
Gloucestershire	Unavailable	£20,954.00	0.02
Gosport	0.00	£6,920.00	0.10
Gravesham	Unavailable	Unavailable	0.03
Great Yarmouth	Unavailable	Unavailable	Unavailable
Greenwich	9.20	£273,677.00	0.10
Guildford	Unavailable	Unavailable	Unavailable
Hackney	3.60	£118,670.40	0.11
Halton	3.00	Unavailable	0.10
Hambleton	0.00	£0.00	0.00
Hammersmith and Fulham	2.00	£109,594.00	0.00
Hampshire	1.10	£91,747.00	0.29
Harborough	Unavailable	Unavailable	Unavailable
Haringey	1.16	£80,646.00	1.20



Local Authority	Number of staff who spend at least 50% of their time on trade union duties (FTE)	Estimate of spending on unions (£)	Spending on unions as percentage of pay bill (%)
Harlow	0.00	£0.00	0.00
Harrogate	Unavailable	Unavailable	Unavailable
Harrow	Unavailable	Unavailable	Unavailable
Hart	Unavailable	Unavailable	Unavailable
Hartlepool	1.00	£18,211.00	0.03
Hastings	0.00	£1,537.00	0.00
Havant	Unavailable	Unavailable	0.01
Havering	Unavailable	Unavailable	Unavailable
Herefordshire	Unavailable	Unavailable	Unavailable
Hertfordshire	3.00	£3,052.26	0.00
Hertsmere	Unavailable	£7,042.00	0.08
Staffordshire Moorlands/High Peak	Unavailable	Unavailable	Unavailable
Hillingdon	Unavailable	£92,116.00	0.09
Hinckley and Bosworth	0.00	Unavailable	Unavailable
Horsham	Unavailable	Unavailable	Unavailable
Hounslow	1.00	£31,986.00	0.02
Huntingdonshire	Unavailable	£0.00	0.00
Hyndburn	Unavailable	Unavailable	Unavailable
Isle of Wight	Unavailable	£44,274.39	0.08
Isles of Scilly	0.00	£497.45	0.01
Islington	Unavailable	Unavailable	Unavailable
Kensington and Chelsea	2.00	£120,000.00	0.00
Kent	1.00	£23,990.00	0.01
Kettering	0.00	Unavailable	Unavailable
King's Lynn and West Norfolk	0.00	£7,090.00	0.05
Hull	Unavailable	Unavailable	Unavailable
Kingston upon Thames	0.79	£25,769.00	0.06
Kirklees	16.90	£482,562.00	0.38
Knowsley	4.60	Unavailable	0.37
Lambeth	Unavailable	£281,000.00	0.33
Lancashire	Unavailable	Unavailable	Unavailable
Lancaster	Unavailable	Unavailable	0.03
Leeds	15.60	£502,095.00	0.12
Leicester	14.80	£494,544.00	0.25
Leicestershire	Unavailable	Unavailable	Unavailable
Lewes	0.00	£2,938.00	0.03
Lewisham	Unavailable	£166,926.00	0.06
Lichfield	Unavailable	Unavailable	Unavailable
Lincoln	0.40	£34,997.69	0.20
Lincolnshire	Unavailable	Unavailable	Unavailable
Liverpool	Unavailable	Unavailable	Unavailable
Luton	Unavailable	£85,932.00	0.08

Local Authority	Number of staff who spend at least 50% of their time on trade union duties (FTE)	Estimate of spending on unions (£)	Spending on unions as percentage of pay bill (%)
Maidstone	Unavailable	Unavailable	Unavailable
Maldon	Unavailable	Unavailable	Unavailable
Malvern Hills	Unavailable	Unavailable	Unavailable
Manchester	10.00	£229,370.00	0.10
Mansfield	0.00	£6,751.00	0.05
Medway	Unavailable	Unavailable	Unavailable
Melton	Unavailable	£870.00	0.02
Mendip	Unavailable	£12,018.00	0.00
Merton	2.00	£93,000.00	0.11
Mid Devon	Unavailable	Unavailable	Unavailable
Mid Suffolk	0.00	£6,920.00	0.05
Mid Sussex	0.00	£0.00	0.00
Middlesbrough	Unavailable	£85,526.00	0.05
Milton Keynes	2.00	£45,874.00	0.08
Mole Valley	0.00	£0.00	0.00
New Forest	0.00	£18,191.00	0.07
Newark and Sherwood	0.00	Unavailable	0.06
Newcastle upon Tyne	Unavailable	Unavailable	Unavailable
Newcastle-under-Lyme	0.00	£34,533.00	0.29
Newham	Unavailable	Unavailable	Unavailable
Norfolk	2.50	£90,034.00	0.04
North Devon	0.00	Unavailable	0.04
North Dorset	0.00	£1,486.00	0.05
North East Derbyshire	Unavailable	Unavailable	Unavailable
North East Lincolnshire	3.30	£80,603.84	0.21
North Hertfordshire	0.30	£10,237.00	0.06
North Kesteven	Unavailable	Unavailable	1.00
North Lincolnshire	2.00	£43,837.00	0.05
North Norfolk	0.00	£3,009.00	0.04
North Somerset	0.00	£34,020.00	Unavailable
North Tyneside	Unavailable	Unavailable	Unavailable
North Warwickshire	Unavailable	Unavailable	Unavailable
North West Leicestershire	Unavailable	Unavailable	Unavailable
North Yorkshire	6.06	£184,830.00	0.00
Northampton	Unavailable	Unavailable	Unavailable
Northamptonshire	3.00	£50,892.00	0.04
Northumberland	3.77	£14,672.33	0.04
Norwich	Unavailable	Unavailable	Unavailable
Nottingham	10.90	£429,724.87	0.17
Nottinghamshire	2.50	£175,357.00	0.08
Nuneaton and Bedworth	Unavailable	Unavailable	Unavailable
Oadby and Wigston	Unavailable	Unavailable	Unavailable
Oldham	Unavailable	Unavailable	0.17



Local Authority	Number of staff who spend at least 50% of their time on trade union duties (FTE)	Estimate of spending on unions (£)	Spending on unions as percentage of pay bill (%)
Oxford	1.17	Unavailable	0.13
Oxfordshire	Unavailable	£129,000.00	0.08
Pendle	0.00	Unavailable	Unavailable
Peterborough	2.00	£77,751.00	0.00
Plymouth	Unavailable	£67,302.00	Unavailable
Poole	1.00	£30,667.18	0.00
Portsmouth	3.54	£55,388.48	0.04
Preston	0.00	£7,700.00	0.05
Purbeck	0.00	£355.62	0.01
Reading	Unavailable	Unavailable	Unavailable
Redbridge	Unavailable	£61,494.00	0.06
Redcar and Cleveland	1.00	£27,702.22	0.03
Redditch	Unavailable	Unavailable	Unavailable
Reigate and Banstead	0.00	£2,400.00	0.02
Ribble Valley	0.00	£0.00	0.00
Richmond upon Thames	0.77	£35,301.00	0.11
Richmondshire	0.00	Unavailable	0.03
Rochdale	5.40	Unavailable	0.07
Rochford	Unavailable	Unavailable	Unavailable
Rossendale	Unavailable	Unavailable	Unavailable
Rother	0.00	£7,237.00	0.08
Rotherham	8.11	Unavailable	0.08
Rugby	Unavailable	Unavailable	0.21
Runnymede	0.00	£2,660.11	0.02
Rushcliffe	Unavailable	Unavailable	Unavailable
Rushmoor	Unavailable	Unavailable	Unavailable
Rutland	0.00	£407.00	0.00
Ryedale	0.00	£0.00	0.00
Salford	Unavailable	Unavailable	Unavailable
Sandwell	3.00	£83,400.00	0.06
Scarborough	Unavailable	Unavailable	Unavailable
Sedgemoor	0.00	£3,153.00	0.03
Sefton	7.00	Unavailable	0.28
Selby	0.00	£0.00	0.00
Sevenoaks	Unavailable	Unavailable	Unavailable
Sheffield	Unavailable	£438,763.00	0.16
Shepway	0.00	Unavailable	Unavailable
Shropshire	1.00	£34,174.00	0.03
Slough	Unavailable	£32,171.00	0.11
Solihull	3.31	£98,447.00	0.10
Somerset	Unavailable	£82,592.00	0.08
South Bucks	Unavailable	Unavailable	Unavailable
South Cambridgeshire	Unavailable	Unavailable	Unavailable

Local Authority	Number of staff who spend at least 50% of their time on trade union duties (FTE)	Estimate of spending on unions (£)	Spending on unions as percentage of pay bill (%)
South Derbyshire	Unavailable	Unavailable	Unavailable
South Gloucestershire	1.00	£23,950.69	0.78
South Hams	Unavailable	Unavailable	Unavailable
South Holland	0.00	£144.09	0.01
South Kesteven	0.00	£4,000.00	0.03
South Lakeland	Unavailable	Unavailable	Unavailable
South Norfolk	0.50	£16,581.00	0.17
South Northamptonshire	Unavailable	Unavailable	Unavailable
South Oxfordshire	Unavailable	Unavailable	Unavailable
South Ribble	0.00	Unavailable	Unavailable
South Somerset	Unavailable	Unavailable	Unavailable
South Staffordshire	0.00	£2,811.00	0.04
South Tyneside	Unavailable	Unavailable	Unavailable
Southampton	5.30	Unavailable	0.18
Southend-on-Sea	Unavailable	Unavailable	Unavailable
Southwark	Unavailable	£142,901.00	0.10
Spelthorne	0.00	£3,674.00	0.04
St Albans	0.00	£9,596.00	0.07
St Edmundsbury	0.00	£3,439.00	0.02
St. Helens	Unavailable	£200,518.00	0.12
Stafford	Unavailable	Unavailable	Unavailable
Staffordshire	Unavailable	Unavailable	Unavailable
Staffordshire Moorlands/High Peak	Unavailable	Unavailable	Unavailable
Stevenage	0.00	Unavailable	Unavailable
Stockport	3.50	£115,146.00	0.00
Stockton-on-Tees	1.00	£23,929.00	0.03
Stoke-on-Trent	Unavailable	£147,000.00	0.10
Stratford-on-Avon	Unavailable	Unavailable	Unavailable
Stroud	Unavailable	Unavailable	Unavailable
Suffolk	Unavailable	£189,741.00	0.05
Suffolk Coastal	Unavailable	Unavailable	Unavailable
Sunderland	9.20	£258,697.00	0.12
Surrey	1.50	£46,700.00	0.20
Surrey Heath	0.00	Unavailable	Unavailable
Sutton	2.00	£7,121.92	0.11
Swale	Unavailable	Unavailable	Unavailable
Swindon	1.00	£29,191.00	0.04
Tameside	2.67	£73,993.00	0.04
Tamworth	0.00	£2,259.91	0.03
Tandridge	Unavailable	Unavailable	Unavailable
Taunton Deane	Unavailable	£16,553.00	0.13
Telford and Wrekin	0.00	£52,273.00	Unavailable

Local Authority	Number of staff who spend at least 50% of their time on trade union duties (FTE)	Estimate of spending on unions (£)	Spending on unions as percentage of pay bill (%)
Tendring	0.00	Unavailable	Unavailable
Test Valley	0.00	£0.00	0.00
Tewkesbury	0.00	£1,122.05	0.02
Thanet	Unavailable	Unavailable	Unavailable
Three Rivers	Unavailable	Unavailable	Unavailable
Thurrock	1.00	£45,101.51	0.09
Tonbridge and Malling	0.00	£1,800.00	0.02
Torbay	1.00	£7,900.00	0.10
Torridge	Unavailable	Unavailable	Unavailable
Tower Hamlets	5.50	£199,605.00	0.15
Trafford	7.00	Unavailable	0.28
Tunbridge Wells	Unavailable	Unavailable	Unavailable
Uttlesford	0.00	£4,853.00	Unavailable
Vale of White Horse	Unavailable	Unavailable	Unavailable
Wakefield	6.50	£201,893.00	0.13
Walsall	Unavailable	Unavailable	Unavailable
Waltham Forest	Unavailable	Unavailable	Unavailable
Wandsworth	0.60	£22,433.00	0.01
Warrington	Unavailable	Unavailable	Unavailable
Warwick	Unavailable	Unavailable	Unavailable
Warwickshire	Unavailable	Unavailable	Unavailable
Waveney	Unavailable	Unavailable	Unavailable
Waverley	Unavailable	Unavailable	0.10
Wealden	Unavailable	£3,066.00	0.04
Wellingborough	0.10	£3,591.00	0.00
Welwyn Hatfield	Unavailable	£1,020.76	0.01
West Berkshire	Unavailable	Unavailable	Unavailable
West Devon	Unavailable	Unavailable	Unavailable
West Dorset	0.00	£27,725.00	0.00
West Lancashire	0.00	£7,195.00	0.04
West Lindsey	Unavailable	Unavailable	Unavailable
West Oxfordshire	0.00	£0.00	0.00
West Somerset	1.00	£16,203.00	0.13
West Sussex	1.55	£59,014.00	0.26
Westminster	3.00	£154,495.00	0.10
Weymouth and Portland	Unavailable	Unavailable	Unavailable
Wigan	Unavailable	£311,000.00	0.20
Wiltshire	Unavailable	£93,594.00	0.09
Winchester	Unavailable	Unavailable	Unavailable
Windsor and Maidenhead	0.00	Unavailable	Unavailable
Wirral	5.00	£149,559.00	0.15
Woking	Unavailable	£5,632.44	0.05
Wokingham	0.00	£0.00	0.00

Local Authority	Number of staff who spend at least 50% of their time on trade union duties (FTE)	Estimate of spending on unions (£)	Spending on unions as percentage of pay bill (%)
Wolverhampton	Unavailable	Unavailable	Unavailable
Worcester	0.00	£0.00	0.00
Worcestershire	1.00	£34,876.00	0.03
Worthing	Unavailable	Unavailable	Unavailable
Wycombe	0.00	£8,976.00	0.70
Wyre	0.00	£0.00	0.00
York	1.80	£41,859.00	0.06
<b>Total</b>	<b>370.99</b>	<b>£14,523,770</b>	<b>0.10</b>