

Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	Musicians' Union		
Year ended:	31 December 2021		
List no:	154T		
Head or Main Office address:	30 Snowfields		
	London		
Postcode	SE1 3SU		
Website address (if available)	https://www.musiciansunion.org.uk/		
Has the address changed during the year to which the return relates?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	('X' in appropriate box)
General Secretary:	Naomi Pohl		
Telephone Number:	020 7582 5566		
Contact name for queries regarding the completion of this return	Carol Rudge		
Telephone Number:	020 7388 7000		
E-mail:	crudge@hwfisher.co.uk		

Please follow the guidance notes in the completion of this return

Any difficulties or problems in the completion of this return should be directed to the Certification Officer as below or by telephone to: 0330 109 3602

You should send the annual return to the following email address stating the name of the union in subject:

For Unions based in England and Wales: returns@certoffice.org

For Unions based in Scotland: ywm@tcyoung.co.uk

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Return of Members

(see notes 10 and 11)

	Number of members at the end of the year				
	Great Britain	Northern Ireland	Irish Republic	Elsewhere Abroad (including Channel Islands)	Totals
Male		242	11	21,178	21,431
Female		130	3	10,177	10,310
Other				210	210
Total		372	14	31,565	A 31,951

Number of members at end of year contributing to the General Fund

30,118

Number of members included in totals box 'A' above for whom no home or authorised address is held:

2

Change of Officers

Please complete the following to record any changes of officers during the twelve months covered by this return

Position Held	Name of Officer ceasing to hold Office	Name of Officer Appointed	Date of change
No changes in the year.			

State whether the union is:

a. A branch of another trade union?

Yes	
-----	--

No	
----	--

If yes, state the name of that other union:

--

b. A federation of trade unions?

Yes	
-----	--

No	
----	--

If yes, state the number of affiliated unions:

--

and names:

--

Officers in post

(see note 12)

Please complete list of all officers in post at the end of the year to which this return relates.

Name of Officer	Position held
Alex Gascoine	Member of the Executive Committee (1st Jan 2020)
Sam Dunkley	Member of the Executive Committee (1st Jan 2020)
Verron Fuller	Member of the Executive Committee (1st Jan 2020)
Dan Whitehouse	Member of the Executive Committee (1st Jan 2020)
Harriet Bennett	Member of the Executive Committee (1st Jan 2020)
Andi Hopgood	Member of the Executive Committee (1st Jan 2020)
Andy Gleadhill	Member of the Executive Committee (1st Jan 2020)
Rick Finlay	Member of the Executive Committee (1st Jan 2020)
Jacquelyn Hynes	Member of the Executive Committee (1st Jan 2020)

General Fund

(see notes 13 to 18)

	£	£000
Income		
From Members: Contributions and Subscriptions		5,766
From Members: Other income from members (specify)		
Total other income from members		
Total of all income from members		5,766
Investment income (as at page 12)		1,566
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	3,618	
Total of other income (as at page 4)		3,618
Total income		10,950
Interfund Transfers IN		
Expenditure		
Benefits to members (as at page 5)		1,487
Administrative expenses (as at page 10)		6,447
Federation and other bodies (specify)		
TUC		93
Total expenditure Federation and other bodies		93
Taxation		174
Total expenditure		8,201
Interfund Transfers OUT		
Surplus (deficit) for year		2,749
Amount of general fund at beginning of year		16,770
Amount of general fund at end of year		19,519

Analysis of income from federation and other bodies and other income

(see notes 19 and 20)

Description	£
Federation and other bodies	
Total federation and other bodies	
Any Other Sources	
Collection and Distribution Account collection fee	152
Services, Sound and Vision Corporation	12
BBC WW - Cable Revenue	518
ITV & Other cable revenue	35
Education Income	897
The Educational Recording Agency Limited	6
Commission and Other Income	27
Undistributable monies from C&D No 4 account	97
Remeasurement of defined benefit asset	1,808
Net pension scheme movement	66
Total other sources	3,618
Total of all other income	3,618

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

			£
Representation –		brought forward	1,401
Employment Related Issues		Advisory Services	
Legal defence of members	325		
Member Insurance Services	358		
Representation –		Other Cash Payments	
Non Employment Related Issues			
Diaries, publications and loyalty pins	139		
		Education and Training services	
		Training and education services	86
Communications			
The Musician	216		
Advertising, Leaflets, PR	47		
Events, exhibitions, seminars	55		
Brand Management	124		
Political Lobbying	102		
Special Projects	3	Negotiated Discount Services	
Other promotional	32		
Dispute Benefits			
		Other Benefits and Grants (specify)	
carried forward	1,401	Total (should agree with figure in General Fund)	1,487

(See notes 21 and 23)

Fund 2		Fund Account	
Name:	Benevolent Fund	£000	£000
Income			
	From members		
	Investment income (as at page 12)		25
	Other income (specify)		
	Donation		47
		Total other income as specified	47
		Total Income	72
		Interfund Transfers IN	
Expenditure			
	Benefits to members		56
	Administrative expenses and other expenditure (as at page 10)		
		Total Expenditure	56
		Interfund Transfers OUT	
		Surplus (Deficit) for the year	16
		Amount of fund at beginning of year	353
		Amount of fund at the end of year (as Balance Sheet)	369
		Number of members contributing at end of year	Nil

Fund 3		Fund Account	
Name:	Hardship Fund	£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Donations		248
		Total other income as specified	248
		Total Income	248
		Interfund Transfers IN	
Expenditure			
	Benefits to members		92
	Administrative expenses and other expenditure (as at page 10)		
		Total Expenditure	92
		Interfund Transfers OUT	
		Surplus (Deficit) for the year	156
		Amount of fund at beginning of year	180
		Amount of fund at the end of year (as Balance Sheet)	336
		Number of members contributing at end of year	Nil

(See notes 21 and 23)

Fund 4		Fund Account	
Name:		£	£
Income			
From members			
Investment income (as at page 12)			
Other income (specify)			
Donations			
	Total other income as specified		
	Total Income		
	Interfund Transfers IN		
Expenditure			
Benefits to members			
Administrative expenses and other expenditure (as at page 10)			
	Total Expenditure		
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		
	Amount of fund at the end of year (as Balance Sheet)		
	Number of members contributing at end of year		

Fund 5		Fund Account	
Name:		£	£
Income			
From members			
Investment income (as at page 12)			
Other income (specify)			
	Total other income as specified		
	Total Income		
	Interfund Transfers IN		
Expenditure			
Benefits to members			
Administrative expenses and other expenditure (as at page 10)			
	Total Expenditure		
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		
	Amount of fund at the end of year (as Balance Sheet)		
	Number of members contributing at end of year		

(See notes 21 and 23)

Fund 6		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
	Interfund Transfers IN		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		
	Amount of fund at the end of year (as Balance Sheet)		
	Number of members contributing at end of year		

Fund 7		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
	Interfund Transfers IN		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		
	Amount of fund at the end of year (as Balance Sheet)		
	Number of members contributing at end of year		

(See notes 21 and 23)

Fund 8		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
	Interfund Transfers IN		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		
	Amount of fund at the end of year (as Balance Sheet)		
	Number of members contributing at end of year		

Fund 9		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
	Interfund Transfers IN		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		
	Amount of fund at the end of year (as Balance Sheet)		
	Number of members contributing at end of year		

Political fund account

(see notes 24 to 33)

£000

£000

Political fund account 1		To be completed by trade unions which maintain their own political fund	
Income	Members contributions and levies		64
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
		Total income	64
Expenditure under section (82) of the Trade Union and Labour Relations (Consolidation) Act 1992 on purposes set out in section (72) (1) where consolidation of expenditures from the political funds exceeds £2,000 during the period			
	Expenditure A (as at page i)		32
	Expenditure B (as at page ii)		
	Expenditure C (as at page iii)		
	Expenditure D (as at page iv)		
	Expenditure E (as at page v)		
	Expenditure F (as at page vi)		
	Non-political expenditure (as at page vii)		5
	Total expenditure		37
	Surplus (deficit) for year		27
	Amount of political fund at beginning of year		73
	Amount of political fund at the end of year (as <u>Balance Sheet</u>)		100
	Number of members at end of year contributing to the political fund		16,812
	Number of members at end of the year not contributing to the political fund		15,139
	Number of members at end of year who have completed an exemption notice and do not contribute to the political fund		185
Political fund account 2		To be completed by trade unions which act as components of a central trade union	
Income	Contributions and levies collected from members on behalf of central political fund		
	Funds received back from central political fund		
	Other income (specify)		
	Total other income as specified		
		Total income	
Expenditure	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)		
	Administration expenses in connection with political objects(specify)		
	Non-political expenditure		
	Total expenditure		
	Surplus (deficit) for year		
	Amount held on behalf of trade union political fund at beginning of year		
	Amount remitted to central political		
	Amount held on behalf of central political fund at end of year		
	Number of members at end of year contributing to the political fund		
	Number of members at end of the year not contributing to the political fund		
	Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund		

The following pages 9i to 9vii relate to the Political Fund Account Expenditure

Political fund account expenditure (a)

Expenditure under section 72 (1) (a) of the Trade Union and Labour Relations (consolidation) Act.

To be completed where total expenditure from the political fund exceeds £2,000 during the period to which return relates.

Contribution to the funds of, or on the payment of expenses incurred directly or indirectly by a political party	
Name of political party in relation to which money was expended	Total amount spent during the period £
Labour Party	32
Total	32

Political fund account expenditure (b)

Expenditure under section 72 (1) (a) of the Trade Union and Labour Relations (consolidation) Act.

To be completed where total expenditure from the political fund exceeds £2,000 during the period to which return relates

Expenditure of money on the provision of any services or property for use by or on behalf of any political party

Name of political party to which payment was made	Total amount paid during the period
	£
Total	

Political fund account expenditure (c)

Expenditure under section 72 (1) (a) of the Trade Union and Labour Relations (consolidation) Act.

To be completed where total expenditure from the political fund exceeds £2,000 during the period to which return relates.

Expenditure in connection with the registration of electors, the candidature of any person, the selection of any candidate or the holding of any ballot by the union in connection with any election to a political office

Title and Date of election	Name of political party/organisation	Name of candidate, organisation or political party (see 33(iii))	£
Total			

Expenditure from the political fund not falling within section 72 (1) of the trade union & labour relations (consolidation) act 1992

For expenditure not falling within section 72 (1) the required information is-

(a) the nature of each cause or campaign for which money was expended, and the total amount expended in relation to each one	£
Conference expenses	5

Total expenditure 5

(b) the name of each organisation to which money was paid (otherwise than for a particular cause of campaign), and the total amount paid to each one

£

Total expenditure

£

(c) the total amount of all other money expended

Total expenditure

Total of all expenditures 5

Analysis of administrative expenses and other outgoings excluding amounts charged to political fund accounts

(see notes 34 and 35)

		£
Administrative Expenses		
Remuneration and expenses of staff		4,672
Salaries and Wages included in above	3,711	
Auditors' fees		50
Legal and Professional fees		69
Occupancy costs		
Stationery, printing, postage, telephone, etc.		77
Expenses of Executive Committee (Head Office)		64
Expenses of conferences		17
Other administrative expenses (specify)		
Property and equipment costs		1,070
Representation costs		171
Ballot Expenses		33
Magazine/Publication Subscriptions		6
Archiving Costs		12
Catering		1
Sundry		1
Bank Charges		28
VAT previous periods		6
Investment management fees		52
Other Outgoings		
Property management fees		22
Grants and affiliation fees		96
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
Total		6,447
Charged to:	General Fund (Page 3)	6,447
	Benevolent Fund	
	Hardship Fund	
Total		6,447

Analysis of investment income

(see notes 47 and 48)

	Political Fund £		Other Fund(s) £
Rent from land and buildings			
Dividends (gross) from:			
Equities (e.g. shares)			
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			1
Other investment income (specify)			
Income from listed investments			213
Profit on sale of investments			297
Net profit on forward foreign exchange contracts			5
Increase in market valuation			1,075
			1,591
		Total investment income	1,591
		Credited to:	
		General Fund (Page 3)	1,566
		Benevolent Fund	25
		Hardship Fund	
		Political Fund	
		Total Investment Funds	1,591

Balance sheet as at

31 December 2021

(see notes 49 to 52)

Previous Year		£000	£000
980	Fixed Assets (at page 14)		855
	Investments (as per analysis on page 15)		
13,483	Quoted (Market value £ (14,945)		14,945
130	Unquoted		250
13,613	Total Investments		15,195
	Other Assets		
	Loans to other trade unions		
1,085	Sundry debtors		970
2,694	Cash at bank and in hand		2,344
	Income tax to be recovered		
	Stocks of goods		
	Others (specify)		
2,633	Pension Scheme Asset		4,507
6,412	Total of other assets		7,821
21,005	Total assets		23,871
16,770	General fund (page 3)		19,519
353	Benevolent Fund		369
180	Hardship Fund		336
73	Political Fund Account		100
	Liabilities		
	Amount held on behalf of central trade union political fund		
£1,443	Sundry creditors, accruals and deferred income		1,620
£40	C&D Sundry Creditors		
£1,976	C&D Held for Distribution		1,753
£170	Corporation Tax Payable		174
£3,629	Total liabilities		3,547
£21,005	Total assets		23,871

Fixed assets account

(see notes 53 to 57)

	Land and Buildings		Furniture and Equipment £000	Motor Vehicles £000	Not used for union business £000	Total £000
	Freehold £000	Leasehold £000				
Cost or Valuation						
At start of year	1,624		381	392		2,397
Additions			5	104		109
Disposals				-44		-44
Revaluation/Transfers						
At end of year	1,624		386	452		2,462
Accumulated Depreciation						
At start of year	869		334	214		1,417
Charges for year	86		27	120		233
Disposals				-43		-43
Revaluation/Transfers						
At end of year	955		361	291		1,607
Net book value at end of year						
Net book value at end of year	669		25	161		855
Net book value at end of previous year						
Net book value at end of previous year	755		47	178		980

Analysis of investments

(see notes 58 and 59)

	All Funds Except Political Funds £000	Political Fund £
Quoted		
Equities (e.g. Shares)		
MF Listed Investments	14,661	
BF Listed Investment	284	
Government Securities (Gilts)		
Other quoted securities (to be specified)		
Total quoted (as Balance Sheet)	14,945	
Market Value of Quoted Investment	14,945	
Unquoted		
Equities		
MF Unlisted Investments	250	
Government Securities (Gilts)		
Mortgages		
Bank and Building Societies		
Other unquoted investments (to be specified)		
Total unquoted (as Balance Sheet)	250	
Market Value of Unquoted Investments	250	

Analysis of investment income (controlling interests)

(see notes 60 and 61)

Does the union, or any constituent part of the union, have a controlling interest in any limited company?

Yes

No

If YES name the relevant companies:

Company name	Company registration number (if not registered in England & Wales, state where registered)
MU Nominee Company Ltd	3243018

Are the shares which are controlled by the union registered in the names of the union's trustees?

Yes

No

If NO, state the names of the persons in whom the shares controlled by the union are registered.

Company name	Names of shareholders
	Held in trust by Horace Trubridge, GS of MU
	in 2021

Summary sheet

(see notes 62 to 73)

	All funds except Political Funds £000	Political Funds £000	Total Funds £000
Income			
From Members	5,766	64	5,830
From Investments	1,591		1,591
Other Income (including increases by revaluation of assets)	3,913		3,913
Total Income	11,270	64	11,334
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	8,349	37	8,386
Funds at beginning of year (including reserves)	17,303	73	17,376
Funds at end of year (including reserves)	20,224	100	20,324
Assets			
Fixed Assets			855
Investment Assets			15,195
Other Assets			7,821
		Total Assets	23,871
Liabilities		Total Liabilities	3,547
Net Assets (Total Assets less Total Liabilities)			20,324

Ballots & Industrial Action- If you have 6 or more entries for either of these, please complete the Excel Spreadsheet

(see notes 74 to 80)

<p>Did the union hold any ballots in respect of industrial action during the return period? <input type="text" value="No"/></p>	
<p>If Yes How many ballots were held: <input type="text"/></p> <p>For each ballot held please complete the information below:</p>	
<p>Ballot 1</p> <p>Number of individual who were entitled to vote in the ballot <input type="text"/></p> <p>Number of votes cast in the ballot <input type="text"/></p> <p>Number of Individuals answering "Yes" to the question <input type="text"/> ¹</p> <p>Number of individuals answering "No" to the question <input type="text"/> ²</p> <p>Number of invalid or otherwise spoiled voting papers returned <input type="text"/> ³</p> <p style="text-align: right;">1-3 should total "Number of votes cast"</p> <p>Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot <input type="text"/></p> <p>Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? <input type="text"/></p> <p>If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot <input type="text"/></p>	
<p>Ballot 2</p> <p>Number of individual who were entitled to vote in the ballot <input type="text"/></p> <p>Number of votes cast in the ballot <input type="text"/></p> <p>Number of Individuals answering "Yes" to the question <input type="text"/> ¹</p> <p>Number of individuals answering "No" to the question <input type="text"/> ²</p> <p>Number of invalid or otherwise spoiled voting papers returned <input type="text"/> ³</p> <p style="text-align: right;">1-3 should total "Number of votes cast"</p> <p>Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot <input type="text"/></p> <p>Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? <input type="text"/></p> <p>If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot <input type="text"/></p>	
<p>Ballot 3</p> <p>Number of individual who were entitled to vote in the ballot <input type="text"/></p> <p>Number of votes cast in the ballot <input type="text"/></p> <p>Number of Individuals answering "Yes" to the question <input type="text"/> ¹</p> <p>Number of individuals answering "No" to the question <input type="text"/> ²</p> <p>Number of invalid or otherwise spoiled voting papers returned <input type="text"/> ³</p> <p style="text-align: right;">1-3 should total "Number of votes cast"</p> <p>Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot <input type="text"/></p> <p>Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? <input type="text"/></p> <p>If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot <input type="text"/></p>	

Ballots & Industrial Action: If you have 6 or more entries for either of these, please complete the Excel Spreadsheet

Ballot 4

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question ¹

Number of individuals answering "No" to the question ²

Number of invalid or otherwise spoiled voting papers returned ³

1-3 should total "Number of votes cast"

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot

Ballot 5

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question ¹

Number of individuals answering "No" to the question ²

Number of invalid or otherwise spoiled voting papers returned ³

1-3 should total "Number of votes cast"

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot

Ballot 6

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question ¹

Number of individuals answering "No" to the question ²

Number of invalid or otherwise spoiled voting papers returned ³

1-3 should total "Number of votes cast"

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot

Ballots and Industrial Action: If you have 6 or more entries for either of these, please complete the Excel Spreadsheet

(see note 81)

***Categories of Nature of Trade Dispute**

- A: terms and conditions of employment, or the physical conditions in which any workers require to work;
- B: engagement or non-engagement, or termination or suspension of employment or the duties of employment, of one or more workers;
- C: allocation of work or the duties of employment between workers or groups of workers;
- D: matters of discipline;
- E: a worker's membership or non-membership of a trade union;
- F: facilities for officials of trade unions;
- G: machinery for negotiation or consultation, and other procedures, relating to any of the above matters, including the recognition by employers or employers' associations of the right of a trade union to represent workers in such negotiation or consultation or in the carrying out of such procedures

Did Union members take industrial action during the return period in response to any inducement on the part of the Union? YES/NO

If **YES**, for each industrial action taken please complete the information below:

Industrial Action 1

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 2

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 3

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

use a continuation page if necessary

Industrial Action 4

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 5

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 6

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 7

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 8

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Ballots & Industrial Action- If you have 6 or more entries for either of these, please complete the Excel Spreadsheet

Notes to the accounts

(see notes 82 and 83)

All notes to the accounts must be entered on or attached to this part of the return.

Please see attached Appendix

MUSICIANS' UNION
ACCOUNTING CONVENTION
YEAR ENDED 31 DECEMBER 2021

Information in respect of the union

Musicians' Union is a trade union registered in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992 with its head office at 60-62 Clapham Road, London, SW9 0JJ.

Accounting framework

The financial statements have been prepared in accordance with FRS102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS102"). The Union is a Public Benefit Entity.

Trade Unions are governed by the Trade Union and Labour Relations (Consolidation Act) 1992 Amended. Under that Act the financial statements of Trade Unions are required to give a true and fair view. Therefore, the financial statements of Trade Unions are prepared under FRS102. However, as a Trade Union is not a company the Regulations that form the basis of disclosures under FRS102 have been adapted as considered necessary to ensure the financial statements give a true and fair view to the members of the Trade Union.

The Union has restated its opening reserves; details of the prior year adjustments are set out in note 21.

Presentation currency

The financial statements have been prepared in sterling, which is the functional currency of the Union. Monetary amounts of these financial statements are rounded to the nearest £'000.

Going concern

The National Executive Committee has considered the effect of the Covid-19 outbreak.

The Union reports a reduced operating deficit of £344k versus the prior year of £1,201k. The improvement is largely driven by cost-saving exercises and reduced operating expenditure as a result of remote working conditions. Investments are also recovering well, which have pushed the Union into a surplus before taxation. These savings are expected to be carried forward after a move to a smaller premises. There are substantial reserves, and post year end sale of the London building produced £4.1m, which will bolster reserves going forward.

For reasons included above, the Executive Committee acknowledges that the spread of Covid-19 does have an impact on the Union; but does not believe that this will be significant. The Executive Committee has a reasonable expectation that the Union can continue as a going concern for a period of at least twelve months from the date of approval of these accounts.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates.

Critical Judgements

- Deferred tax

MUSICIANS' UNION
ACCOUNTING CONVENTION
YEAR ENDED 31 DECEMBER 2021

Unrealised valuation increases relating to investments and investment properties would potentially give rise to chargeable gains on the sale of the asset, but any potential liability to tax is eliminated if the proceeds of sale are reinvested in other chargeable assets used for provident purposes. The tax on any proceeds which are not reinvested is reduced by indexation allowances and any balance can also be offset against expenditure on provident benefits. Deferred tax has not been provided for potential chargeable gains because the Union is satisfied that proceeds of the sale of all related assets can be substantially reinvested, sufficient that any remaining balance can be offset against allowance or expenses. Therefore, no unrealised gain at 31 December 2021 is expected to give rise to a liability to tax.

- Recognition of surplus on defined benefit pension scheme

The difference between the market value of the assets of the Pension Fund and the present value of accrued pension liabilities is shown as an asset or liability on the balance sheet, except that an asset is only recognised where the union has the sole right to determine the use of surplus of assets over liabilities.

Key Sources of estimation uncertainty

The cost of defined benefit pension plans is determined using actuarial valuations. The actuarial valuation involves making assumptions about discount rates, future salary increases, mortality rates and future pension increases. Due to the complexity of the valuation, the underlying assumptions and the long-term nature of these plans, such estimates are subject to significant uncertainty. In determining the appropriate discount rate, management considers the interest rates of corporate bonds in the respective currency with at least AA rating, with extrapolated maturities corresponding to the expected duration of the defined benefit obligation. The underlying bonds are further reviewed for quality, and those having excessive credit spreads are removed from the population bonds on which the discount rate is based, on the basis that they do not represent high quality bonds. The mortality rate is based on publicly available mortality tables for the specific country. Future salary increases and pension increases are based on expected future inflation rates for the respective country. Further details are given in note 20.

MUSICIANS' UNION
ACCOUNTING POLICIES
YEAR ENDED 31 DECEMBER 2021

The accounts have been prepared under the historical cost convention as modified to include the revaluation of certain fixed assets, and in accordance with the specific accounting policies as set out below.

Tangible Fixed Assets

Tangible Fixed Assets are stated at cost less accumulated depreciation and accumulated impairment losses. Such cost includes costs directly attributable to making the asset capable of operating as intended.

Depreciation is provided on all property (excluding land), plant and equipment, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Buildings	2/10% per annum on cost
Fixtures and fittings	10/20% per annum on cost
Computer equipment	33% per annum on costs
Telephones	20/50% per annum on cost
Motor vehicles	33% per annum on cost/25% on hybrid/electric vehicles from 1 January 2021

The carrying values of tangible fixed assets are reviewed for impairment when events or changes in circumstances indicate the carrying value may not be recoverable.

Fixed asset investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price (where applicable). The income and expenditure account includes the net gains and losses arising on revaluation and disposals throughout the year. The Union does not acquire put options, derivatives or other complex financial instruments.

The main form of financial risk faced by the union is that of volatility in equity markets and investment markets due to wider economic conditions, the attitude of investors to investment risk, and changes in sentiment concerning equities and within particular sectors or sub sectors.

Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term investments with original maturities of three months or less, and bank overdrafts.

Revenue recognition

The following criteria must also be met before revenue is recognised:

Contribution income

Contribution income is accounted for on an accruals basis and recognised in the period in which they are due.

Other income

Other income is accounted for on a receivable basis. Certain receipts in the Main Fund are accounted for once received as they are non-contractual and are not received on predetermined dates.

MUSICIANS' UNION
ACCOUNTING POLICIES
YEAR ENDED 31 DECEMBER 2021

Interest income

Revenue is recognised as interest is received.

Dividends

Revenue is recognised when the Union's right to receive payment is established.

Corporation tax

Current tax is payable on the excess of interest income, rental income and chargeable gains arising on the disposal of properties and investment over expenditure on the provident benefits and reinvested chargeable gains for the year. Current tax is calculated using tax rates that have been enacted or substantively enacted by the reporting end date.

Deferred tax

Deferred tax liabilities are generally recognised for all timing differences and deferred tax assets are recognised to the extent that it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable income.

Deferred tax is calculated at the tax rates that are expected to apply in the period where the liability is settled or the asset is realised. Deferred tax is charged or credited in the income and expenditure accounts.

The Union has adopted a reinvestment policy whereby all realised proceeds on the disposal of investments are reinvested into other chargeable assets, thereby eliminating any current tax liability and thereby the need for the recognition of a deferred tax liability. Where the proceeds are not fully reinvested no current tax liability is considered likely to arise due to expenditure on provident benefits exceeding any chargeable gains that might arise.

Short-term debtors and creditors

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in the income statement in other operating expenses.

Leasing commitments

Rentals payable under operating leases are charged in the profit and loss account on a straight line basis over the lease term. Lease incentives are recognised over the lease term on a straight line basis.

Pensions and other post-retirement benefits

The Union operates a defined benefit pension scheme, which requires contributions to be made to an administered fund. The cost of providing benefits under the defined benefit plans is determined separately for each plan using the projected unit credit method, which attributes entitlement to benefits to the current period (to determine current service cost) and to the current and prior periods (to determine the present value of defined benefit obligations) and is based on actuarial advice. When a settlement or a curtailment occur the change in the present value of the scheme liabilities and the fair value of the plan assets reflects the gain or loss which is recognised in the income statement during the period in which it occurs.

The net interest element is determined by multiplying the net defined benefit liability by the discount rate, at the start of the period taking into account any changes in the net defined benefit liability during the period as a result of contribution and benefit payments. The net interest is recognised in profit or loss as other finance revenue or cost.

MUSICIANS' UNION
ACCOUNTING POLICIES
YEAR ENDED 31 DECEMBER 2021

Re-measurements, comprising actuarial gains and losses, the effect of the asset ceiling and the return on the net defined benefit liability (excluding amounts included in net interest) are recognised immediately in other comprehensive income in the period in which they occur. Re-measurements are not reclassified to profit and loss in subsequent periods.

The defined net benefit pension asset or liability in the balance sheet comprises the total for the plan of the present value of the defined benefit obligation (using a discount rate based on high quality corporate bonds), less the fair value of plan assets out of which the obligations are to be settled directly. Fair value is based on market price information and in the case of quoted securities is the published bid price. The value of a net pension benefit asset is limited to the amount that may be recovered either through reduced contributions or agreed refunds from the scheme.

Contributions to defined contribution schemes are recognised in the profit and loss account in the period in which they become payable.

Musicians' Union is the sponsoring employer of defined benefit scheme as it has legal responsibility for the plan. There is no contractual agreement or stated policy for charging the defined benefit cost of the plan, therefore the company has recognised the entire net defined benefit cost and relevant net defined benefit liability in its financial statements.

MUSICIANS' UNION

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2021

1. COLLECTION & DISTRIBUTION NO 4

Background

The MU acts as an intermediary between musicians or their beneficiaries and the music industry for the collection and distribution of funds due to musicians. Neither the fee Income or distribution payments to members is included in the Musicians Union Combined Statement of Funds, however, the assets and liabilities relating to the C&D fund are included in the Union's balance sheet as the Union has control over them.

The transfer of undistributable amounts to the Main Fund takes place where despite all efforts to locate the beneficiaries under the MU's distribution policy, they cannot be identified or located. The MU has decided that these amounts should be used for collective purposes. The MU is committed to meeting any claims relating to undistributable amounts which may subsequently emerge from musicians or their beneficiaries.

The funds received and expended in the year relating to the C&D fund are shown below together with the assets and liabilities of the fund.

A. Income & Expenditure Statement	2021		2020	
Amounts held for distribution	£'000	£'000	£'000	£'000
Not included within the MU statement of funds				
INCOME				
Fee income	<u>1,195</u>		<u>1,335</u>	
		1,195		1,335
EXPENDITURE				
Distribution to members	1,064		790	
Provision for bad debts	105		-	
Administration Fees	152		149	
Undistributable amounts to Main Fund	<u>97</u>		<u>35</u>	
		<u>(1,418)</u>		<u>(974)</u>
(DECREASE)/INCREASE IN AMOUNTS HELD FOR DISTRIBUTION		(223)		361
AMOUNTS HELD FOR DISTRIBUTION BROUGHT FORWARD		<u>1,976</u>		<u>1,615</u>
AMOUNTS HELD FOR DISTRIBUTION CARRIED FORWARD		<u><u>1,753</u></u>		<u><u>1,976</u></u>

B. Current Assets & Liabilities

Included within the Musicians Union Balance Sheet

	2021		2020	
	£'000	£'000	£'000	£'000
CURRENT ASSETS				
Cash at bank and on deposit		1,312		1,687
Debtors		546		329
Provision for bad debts		(105)		-
Due from Main Fund		-		-
		<u>1,753</u>		<u>2,016</u>
CURRENT LIABILITIES				
Monies held for distribution	1,753		1,976	
VAT Creditor	-		35	
Due to Main Fund	-		5	
		<u>1,753</u>		<u>2,016</u>
		<u><u>-</u></u>		<u><u>-</u></u>

MUSICIANS' UNION

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2021

	2021 £'000	2020 £'000
2. OTHER INCOME		
Collection and Distribution Account collection fee	152	149
Services, Sound and Vision Corporation	12	12
BBC WW - cable revenue	518	435
ITV & other cable revenue	35	38
Education Income	897	858
The Educational Recording Agency Limited	6	-
Commission and other income	27	32
Undistributable monies from C & D No 4 account	97	35
	<u>1,744</u>	<u>1,560</u>

	2021 £'000	2020 £'000
3. EMPLOYEE COSTS		
Salaries and national insurance	3,711	3,668
Pension costs	922	888
Organising expenses	20	23
Training and sundry expenses	19	11
	<u>4,672</u>	<u>4,590</u>

Number of employees at balance sheet date	2021	2020
Full time Union officials & organisers	37	38
Membership support staff	13	11
Administrative staff	9	10
	<u>59</u>	<u>59</u>

As at year end 31 December 2021, there was an outstanding loan of £1,500 (2020: £825) to key management personnel

	2021 £'000	2020 £'000
4. PROPERTY AND EQUIPMENT COSTS		
Rent, rates, light, heat and cleaning	243	286
Repairs and maintenance	58	57
HQ Move Costs	161	-
Motor vehicle costs	12	9
Hire of equipment	21	23
Profit on disposal of fixed assets	(26)	(3)
Depreciation	233	234
IT costs	300	236
Insurance	68	57
	<u>1,070</u>	<u>899</u>

MUSICIANS' UNION

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2021

	2021 £'000	2020 £'000
5. REPRESENTATION COSTS		
Committees, Delegates & Stewards		
Executive committee	64	83
Delegates conference	17	50
Section committees	17	28
Regional committees	12	15
Stewards' commission	57	54
International Representation		
FIM Affiliation fees	78	108
Delegates expenses	7	6
	<u>252</u>	<u>344</u>
	2021	2020
	£'000	£'000
6. BENEFITS & SERVICES TO MEMBERS		
Member Benefits		
Legal defence of members	325	346
The Musician	216	222
Training and education services	86	53
Members Insurance Services	358	350
Diaries, publications & loyalty pins	139	118
Communications		
Advertising, Leaflets PR	47	52
Events, exhibitions & seminars	55	11
Brand management	124	142
Political Lobbying	102	-
Special Projects	3	6
Other promotional	32	49
	<u>1,487</u>	<u>1,349</u>

MUSICIANS' UNION
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 DECEMBER 2021

	2021	<i>2020</i>
	£'000	<i>£'000</i>
7. ADMINISTRATIVE EXPENSES		
Administration		
Printing, postage, stationery and telephone	77	103
Ballot expenses	33	47
Magazine/publication subscriptions	6	6
Archiving costs	12	7
Catering	1	3
Sundry expenses	1	10
Bank charges	28	37
Bad Debts written off	-	-
VAT previous periods	6	(2)
Professional Fees		
Audit fee	50	54
Legal and professional	69	82
Investment management fees	52	45
Property management fees	22	7
	357	<i>399</i>
	357	<i>399</i>
	2021	<i>2020</i>
	£'000	<i>£'000</i>
8. GRANTS & AFFILIATION FEES		
Grants and awards	75	82
Donation to MU Hardship Fund	-	1,000
Trades Union Congress	93	93
Other affiliations	21	23
	189	<i>1,198</i>
	189	<i>1,198</i>
	2021	<i>2020</i>
	£'000	<i>£'000</i>
9. INVESTMENT INCOME		
Income from listed investments	213	299
Bank interest receivable	1	1
Profit/(loss) on sale of investments	297	(50)
Net profit/(loss) on forward foreign exchange contracts	5	(4)
	516	<i>246</i>
	516	<i>246</i>

MUSICIANS' UNION

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2021

	2021 £'000	2020 £'000
10. CORPORATION TAX		
Corporation tax at 19.00% (2020 : 19.25%)	170	170
Under/(over) provision in respect of prior periods	4	(21)
Tax charge for the year	<u>174</u>	<u>149</u>

Taxable income primarily relates to the collection fee from the C&D fund and income from the Educational Recording Agency Limited.

Unrealised valuation increases relating to investments and would potentially give rise to chargeable gains on the sale of the asset, but any potential liability to tax is eliminated if the proceeds of sale are reinvested in other chargeable assets used for provident purposes. The tax on any proceeds which are not reinvested is reduced by indexation allowances and any balance can also be offset against expenditure on provident benefits. Deferred tax has not been provided for potential chargeable gains because the Executive Committee is satisfied that proceeds of the sale of all related assets can be substantially reinvested, sufficient that any remaining balance can be offset against allowance or expenses. Therefore no unrealised gain at 31 December 2021 expected to give rise to a liability to tax.

	Land & Buildings £'000	Fixtures Fittings & Equip- ment £'000	Motor Vehicles £'000	Total £'000
11. FIXED ASSETS				
Cost				
At 1 January 2021	1,624	381	392	2,397
Additions	-	5	104	109
Disposals	-	-	(44)	(44)
At 31 December 2021	<u>1,624</u>	<u>386</u>	<u>452</u>	<u>2,462</u>
Accumulated depreciation				
At 1 January 2021	869	334	214	1,417
Charge for the year	86	27	120	233
Relating to disposals			(43)	(43)
At 31 December 2021	<u>955</u>	<u>361</u>	<u>291</u>	<u>1,607</u>
Net book value				
At 31 December 2021	<u>669</u>	<u>25</u>	<u>161</u>	<u>855</u>
At 31 December 2020	<u>755</u>	<u>47</u>	<u>178</u>	<u>980</u>

MUSICIANS' UNION

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2021

	Main Fund unlisted invest- ments £'000	Main Fund listed invest- ments £'000	Benevol- ent Fund listed invest- ments £'000	Total £'000
12. INVESTMENTS				
Market Value				
At 1 January 2021	130	13,224	259	13,613
Additions	-	2,124	-	2,124
Disposals	-	(1,515)	-	(1,515)
Net movement in cash deposits	-	(102)	-	(102)
Change in investment values	120	930	25	1,075
At 31 December 2021	250	14,661	284	15,195
	2021	2021	2020	
	Cost	Market	Cost	Market
	Value	Value	Value	Value
	£'000	£'000	£'000	£'000
Ruffer investments	4,349	4,830	4,053	4,450
Legal and General investments	5,655	8,286	5,452	7,347
Miscellaneous investments	982	1,545	974	1,427
Unlisted investments	65	250	65	130
Benevolent Fund unit trusts	94	284	94	259
	11,145	15,195	10,638	13,613

As set out in the accounting policies, deferred tax has not been provided for potential chargeable gains because the Executive Committee is satisfied that proceeds of the sale of all related investment assets can be substantially reinvested, sufficient that any remaining balance can be offset against allowance or expenses. Therefore, no unrealised gain at 31 December 2021 is expected to give rise to a liability to tax.

	2021 £'000	2020 £'000
13. SUNDRY DEBTORS AND PREPAYMENTS		
Trade debtors	103	-
Prepayments and accrued income	426	756
	529	756

MUSICIANS' UNION

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2021

	2021 £'000	<i>Restated</i> 2020 £'000
14. SUNDRY CREDITORS, ACCRUALS AND DEFERRED INCOME		
Trade creditors	117	118
Other creditors	335	222
Accruals and deferred income	1,168	1,103
	<u>1,620</u>	<u>1,443</u>

A prior year adjustment has been posted to deferred income to more accurately reflect the spread of subscription income which is paid by members to the union throughout the year. This has resulted in an increase in deferred income of £417k in 2020, and £543k in 2019.

	C & D £'000	Total £'000
15. INDEMNITY FUNDS HELD		
Balance at 1 January 2021	-	-
Payments made	(6)	(6)
Release of Funds	-	-
Addition of Funds	6	6
	<u>-</u>	<u>-</u>
Balance at 31 December 2021	-	-

	2021 £'000	<i>Restated</i> 2020 £'000
16. NOTES TO THE CASH FLOW STATEMENT		
A. Reconciliation of surplus, before taxation, to net cash inflow from operating activities		
Surplus/(deficit) after investment operations	1,313	(531)
Bank interest received	(1)	(1)
Income from listed investments	(213)	(299)
Depreciation	233	234
Movement of investments' market valuation	(1,075)	(297)
Net pension scheme income	(66)	(127)
Profit on sale of fixed assets	(26)	(3)
Profit on sale of investments	(297)	50
Decrease in creditors	(86)	(244)
Decrease in debtors	115	191
Other movement	1	-
Net cash inflow/(outflow) from operating activities	<u>(102)</u>	<u>(1,027)</u>

	Cash at bank and on deposit £'000
B. Analysis of net funds	
At 1 January 2021	2,694
Cashflow	(350)
At 31 December 2021	<u>2,344</u>

Of the cash at bank and on deposit of £2,344k (2020: £2,694k), an amount of £1,312k (2020 £1,687k) is held as agent for the C&D fund (see note 1).

MUSICIANS' UNION

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2021

17. OPERATING LEASES

At 31 December 2021, the Union had obligations of total future minimum lease payments under non-cancellable operating leases for the following period:

	2021		2020	
	Plant & Equip- ment £'000	Land & Buildings £'000	Plant & Equip- ment £'000	Land & Buildings £'000
Expiry date:				
No later than one year	4	273	17	99
Later than one, no later than 5 years	2	977	10	264
Later than five years	-	1,012	-	156
	6	2,262	27	519

The lease payment recognised as an expense during the year was £133,837 (2020: £125,556)

18. POST BALANCE SHEET EVENTS

The Union completed the sale of its Clapham Road property included within Land & Buildings on 4th January 2022 for £4,068,654

Since the year end, given the surplus in the pension scheme, the Trustees of the Pension Scheme (with the full support of the Union) have secured a bulk annuity contract with Aviva in respect of members' benefits in the Fund. This will provide the Trustees with sufficient funds each month to meet the remaining members' benefits due in accordance with the Fund's governing documentation. In the accounts for the year ending 31 December 2022, it is therefore expected that, based on market conditions as at 31 12 21, there will be a significantly reduced Pension Fund surplus reflecting the securing of the bulk annuity contract. The intention is that Aviva will take over the administration of benefits and pay pensions directly by individual policies in due course.

19. CONTINGENT LIABILITIES

As explained in note 10, no tax liabilities are expected to arise on the realisation of unrealised valuation increases on investments and investment properties. If the unrealised valuation increases at 31 December 2021 were all to give rise to chargeable gains (less indexation) the maximum liability to tax would be £1,013k (2020: £564k). In addition, the Union has disposed of its property at Clapham Road (see note 18) post year end although for tax purposes this is treated as a disposal pre year end. If deferred tax was to be accounted for in respect of this, the asset on the timing difference would be £871k but no tax liability has arisen in 2021 due to the availability of provident benefits, capital losses and reinvestment relief.

MUSICIANS' UNION
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 DECEMBER 2021

20. STAFF PENSION SCHEMES

The Musicians' Union operates two pension schemes as follows:

(a) Defined Contribution Scheme

The Union operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the Union in an independently administered fund. The charge for the year was £922,473 (2020: £888,498).

(b) Defined Benefit Scheme

The Union currently operates a defined benefit pension scheme for its employees and officials. The assets are held in trustee administered funds separate from the Union's finances. This note sets out the pension cost information required for Musicians' Union to meet its pension obligations as specified under FRS 102. The accounting date to which these disclosures relate is 31 December 2021.

The last full actuarial valuation of the Musicians' Union Permanent Officials and Staff Pension Fund was carried out using the chosen assumptions and then the results have been updated to reflect the position at 31 December 2021. The next full valuation is scheduled for 1 January 2024

The main financial assumptions used were:

	2021	<i>2020</i>	<i>2019</i>
Rate of increase in pensionable salaries	3.40%	<i>3.00%</i>	<i>3.00%</i>
Rate of increase in pensions in payment	3.40%	<i>3.00%</i>	<i>3.00%</i>
Discount rate for scheme liabilities	1.80%	<i>1.40%</i>	<i>2.10%</i>
Rate of inflation	3.55%	<i>3.10%</i>	<i>3.15%</i>

Mortality assumption

The mortality assumptions are based on standard mortality tables which allow for future mortality improvements. The assumptions are that a member currently age 65 will live on average for a further 22.2 years if they are male; and for a further 24.5 years if they are female.

Prior Year Adjustment

The financial statements reflect a prior year adjustment in respect of two matters relating to the pension scheme.

1. Annuities have now been included which reflect the asset value and liability values of the annuitants. This has increased the pension surplus by £795K at 1 January 2020 and £798K at 31 December 2020.
2. The surplus (excluding the annuities) had previously been presented as a deduction from net funds. The presentation has been amended to show the asset within net assets this has increased the net assets by £2,409K at 1 January 2020 and £1,835K at 31 December 2020.

MUSICIANS' UNION
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 DECEMBER 2021

20. STAFF PENSION SCHEMES

(Continued)

Net Assets of the scheme

The net pension assets recognised in the Union's balance sheet as at 31 December 2021 is as follows:

	2021	<i>Restated</i>
	£'000	<i>2020</i>
		<i>£'000</i>
Equities	-	4,369
Fixed Interest Gilts	2,119	-
Index Linked Gilts	6,391	-
Bonds	5,967	9,269
Property	-	1,259
Cash/other	888	177
Insured Assets	4,544	5,502
	<hr/>	<hr/>
Total market value of assets	19,909	20,576
	<hr/>	<hr/>
Present value of liabilities	(15,402)	(17,943)
	<hr/>	<hr/>
Scheme surplus	4,507	2,633
	<hr/> <hr/>	<hr/> <hr/>

Analysis of FRS102 movement:

	2021	<i>Restated</i>
	£'000	<i>2020</i>
		<i>£'000</i>
Contributions	30	60
Return on scheme assets	280	406
Interest on scheme liabilities	(244)	(339)
	<hr/>	<hr/>
Net interest on defined benefit liability	36	67
	<hr/>	<hr/>
Net pension scheme income	66	127
	<hr/>	<hr/>
Remeasurement of defined benefit pensions	1,808	(698)
	<hr/>	<hr/>
	1,874	(571)
	<hr/>	<hr/>
Pension assets brought forward	2,633	3,204
	<hr/>	<hr/>
Pension assets carried forward	4,507	2,633
	<hr/> <hr/>	<hr/> <hr/>

MUSICIANS' UNION

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2021

20. STAFF PENSION SCHEMES

(Continued)

Changes to the present value of the defined benefit obligation during the year

	2021 £'000	<i>Restated</i> 2020 £'000
Opening defined benefit obligation	17,943	16,484
Interest cost	244	339
Experience (gains) on liabilities	(1,806)	-
Changes to Financial Assumptions	(395)	1,819
Changes to demographic assumptions	54	-
Net benefits paid out	(638)	(699)
Closing defined benefit obligation	<u>15,402</u>	<u>17,943</u>

Changes to the fair value of scheme assets during the year

	2021 £'000	<i>Restated</i> 2020 £'000
Opening fair value of scheme assets	20,576	19,688
Expected return on scheme assets (interest on assets)	280	406
Actuarial gains/(losses) on scheme assets in excess of interest	(339)	1,121
Contributions by the employer	30	60
Net benefits paid out	(638)	(699)
Closing fair value of scheme assets	<u>19,909</u>	<u>20,576</u>

21 PRIOR YEAR ADJUSTMENTS

As explained in notes 14 and 20, the financial statements reflect a prior year adjustment in respect of deferred income, as as two elements relating to the defined benefit pension scheme. The impact of the adjustments are as follows

Funds b/f at 1 January 2020 as previously stated	16,093
Adjustment to amend presentation of surplus	2,409
Adjustment to include annuities	795
Adjustment for deferred income FY2019	(543)
Total funds as at 1 January 2020 restated	<u>18,754</u>

Comprehensive result as previously stated	(1,507)
Adjustment to reflect: 1. Remeasurement of defined benefit asset	(12)
2. Net Interest costs	15
3. Adjustment for deferred income	126
Comprehensive result as restated	<u>(1,378)</u>

Funds c/f at 31 December 2020 as previously stated	15,160
Adjustment to amend presentation of surplus	1,835
Adjustment to reflect annuities	798
Adjustment for deferred income	(417)
Total funds carried forward 31 December 2020 as restated	<u>17,376</u>

Accounting policies

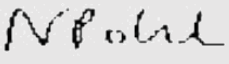
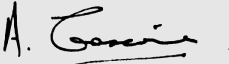
(see notes 84 and 85)

Please see attached Appendix

Signatures to the annual return

(see notes 86 & 87)

Including the accounts and balance sheet contained in the return. Please copy and paste your electronic signature here

Secretary's Signature:		Chairman's Signature:	
			(or other official whose position should be stated)
Name:	Naomi Pohl	Name:	Alex Gascoine
Date:	27.09.22	Date:	27.09.22

Checklist

(see notes 88 to 89)

(please tick as appropriate)

Has the return of change of officers been completed? (see Page 2 and Note 12)	Yes	X	No	
Has the list of officers in post been completed? (see Page 2 and Note 12)	Yes	X	No	
Has the return been signed? (see Pages 23 and 25 and Notes 86 and 95)	Yes	X	No	
Has the auditor's report been completed? (see Pages 20 and 21 and Notes 2 and 77)	Yes	X	No	
Is a rule book enclosed? (see Notes 8 and 88)	Yes	X	No	
A member statement is: (see Note 80)	Enclosed		To follow	X
Has the summary sheet been completed? (see Page 17 and Notes 7 and 62)	Yes	X	To follow	
Has the membership audit certificate been completed? (see Page i to iii and Notes 97 and 103)	Yes	X	No	

Checklist for auditor's report

(see notes 90 and 96)

The checklist below is for guidance. A report is still required either set out overleaf or by way of an attached auditor's report that covers the 1992 Act requirements.

1. In the opinion of the auditors or auditor do the accounts they have audited and which are contained in this return give a true and fair view of the matters to which they related? (See section 36(1) and (2) of the 1992 Act and notes 92 and 93)

Please explain in your report overleaf or attached.

2. Are the auditors or auditor of the opinion that the union has complied with section 28 of the 1992 Act and has:

- a. kept proper accounting records with respect to its transactions and its assets and liabilities; and
- b. established and maintained a satisfactory system of control of its accounting records, its cash holding and all its receipts and remittances. (See section 36(4) of the 1992 Act set out in note 92)

Please explain in your report overleaf or attached

3. Your auditors or auditor must include in their report the following wording:

In our opinion the financial statements:

- **give a true and fair view of the matters to which they relate to.**
- **have been prepared in accordance with the requirements of the sections 28, 32 and 36 of the Trade Union and Labour Relations (consolidation) Act 1992.**

Auditor's report (continued)

Please see attached Appendix

Signature(s) of auditor or auditors:	Please see attached signed Audit Report	
Name(s):	HW Fisher LLP	
Profession(s) or Calling(s):	Chartered Accountants Statutory Auditor	
Address(es):	Acre House	
	11-15 William Road	
	London	
	Postcode	
	NW1 3ER	
Date	22 September 2022	
Contact name for inquiries and telephone number:	Carol Rudge 020 7388 7000	

N.B. When notes to the account are referred to in the auditor's report a copy of those notes must accompany this return.

REPORT OF THE INDEPENDENT AUDITOR TO THE MEMBERS OF THE MUSICIANS' UNION

Opinion

We have audited the financial statements of Musicians' Union (the 'Union') for the year ended 31 December 2021 which comprise the Income and Expenditure Account - Combined Funds, the Income and Expenditure Account – Main Fund, the Income and Expenditure Account – Benevolent Fund, the Income and Expenditure Account – Political Fund, the Income and Expenditure Account – Hardship Fund, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Union's affairs as at 31 December 2021 and of its income and expenditure for the year then ended; and
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Union in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Executive Committee's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Union's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Executive Committee with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Executive Committee is responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

REPORT OF THE INDEPENDENT AUDITOR TO THE MEMBERS OF THE MUSICIANS' UNION

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended) requires us to report to you if, in our opinion:

- a satisfactory system of control over transactions has not been maintained; or
- the Union has not kept proper accounting records; or
- the financial statements are not in agreement with the books of account; or
- we have not received all the information and explanations we need for our audit.

Responsibilities of the Executive Committee

As explained more fully in the Statement of Executive Committee's responsibilities, the Executive Committee is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Executive Committee determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the Executive Committee is responsible for assessing the Union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Executive Committee either intends to liquidate the Union or to cease operations, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

As part of our planning process:

- We enquired of management the systems and controls the Union has in place, the areas of the financial statements that are mostly susceptible to the risk of irregularities and fraud, and whether there was any known, suspected or alleged fraud. The Union did not inform us of any known, suspected or alleged fraud.
- We obtained an understanding of the legal and regulatory frameworks applicable to the Union. We determined that the following were most relevant: FRS 102 and the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended).
- We considered the incentives and opportunities that exist in the Union, including the extent of management bias, which present a potential for irregularities and fraud to be perpetuated, and tailored our risk assessment accordingly.
- Using our knowledge of the Union, together with the discussions held with the Union at the planning stage, we formed a conclusion on the risk of misstatement due to irregularities including fraud and tailored our procedures according to this risk assessment.

**REPORT OF THE INDEPENDENT AUDITOR
TO THE MEMBERS OF THE
MUSICIANS' UNION**

The key procedures we undertook to detect irregularities including fraud during the course of the audit included:

- Identifying and testing journal entries and the overall accounting records, in particular those that were significant and unusual.
- Reviewing the financial statement disclosures and determining whether accounting policies have been appropriately applied.
- Reviewing and challenging the assumptions and judgements used by management in their significant accounting estimates, particularly in relation to the valuation of the defined benefit pension scheme.
- Assessing the extent of compliance, or lack of, with the relevant laws and regulations.
- Testing key revenue lines, in particular cut-off, for evidence of management bias.
- Performing a physical verification of key assets.
- Obtaining third-party confirmation of material bank and investment and defined benefit pension scheme assets.
- Documenting and verifying all significant related party balances and transactions.
- Reviewing documentation such as minutes of the meetings of the Executive Committee.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements even though we have properly planned and performed our audit in accordance with auditing standards. The primary responsibility for the prevention and detection of irregularities and fraud rests with those charged with governance of the Union.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the Union's members, as a body. Our audit work has been undertaken so that we might state to the Union's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Union and the Union's members, as a body, for our audit work, for this report, or for the opinions we have formed.

HW Fisher LLP

HW Fisher LLP

**Chartered Accountants
Statutory Auditor**

Acre House
11-15 William Road
London
NW1 3ER
United Kingdom

Date: 22 Sep 2022
Date:

Membership audit certificate

made in accordance with section 24ZD of the Trade Union and Labour
Relations (Consolidation) Act 1992

(See notes 97 to 103)

At the end of the reporting period preceding the one to which this audit relates was the total membership of the trade union greater than 10,000?

Yes

If "YES" please complete SECTION ONE below or provide the equivalent information on a separate document to be submitted with the completed AR21

If "NO" please complete SECTION TWO below or provide the equivalent information on a separate document to be submitted with the completed AR21

Membership audit certificate

Section one

For a trade union with more than 10,000 members, required by section 24ZB of the 1992 Act to appoint an independent assurer

- 1 In the opinion of the assurer appointed by the trade union was the union's system for compiling and maintaining its register of the names and addresses of its members satisfactory to secure, so far as is reasonably practicable, that the entries in its register were accurate and up-to-date throughout the reporting period?

Yes

- 2 In the opinion of the assurer has he/she obtained the information and explanations necessary for the performance of his/her functions?

Yes

If the answer to **either** questions 1 or 2 above is "NO" the assurer must:

- (a) set out below the assurer's reasons for stating that
- (b) provide a description of the information or explanation requested or required which has not been obtained
- (c) state whether the assurer required that information or those explanations from the union's officers, or officers of any of its branches or sections under section 24ZE of the 1992 Act
- (d) send a copy of this certificate to the Certification Officer as soon as is reasonably practicable after it is provided to the union.

Membership audit certificate (continued)

Signature of assurer	HW Fisher LLP
Name	HW Fisher LLP
Address	Acre House, 11-15 William Road, London NW1 3ER
Date	22 September 2022
Contact name and telephone number	Carol Rudge, 020 7388 7000

Membership audit certificate

Section two

For a trade union with no **more than 10,000 members** at the end of the reporting period preceding the one to which this audit relates.

To the best of your knowledge and belief has the trade union during this reporting period complied with its duty to compile and maintain a register of the names and addresses of its members and secured, so far as is reasonably practicable, that the entries in the register are accurate and up-to-date?

Yes / No

If "No" Please explain below:

[Large greyed-out area for explanation]

Signature	
Name	
Office held	
Date	