

Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	Associated Society of Locomotive Engineers and Fireman				
Year ended:	31 December 2022				
List no:	CO/23T/1				
Head or Main Office address:	77 ST JOHN STREET				
	LONDON				
Postcode	EC1M 4NN				
Website address (if available)					
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:	Michael Whelan				
Telephone Number:	0207 324 2400				
Contact name for queries regarding the completion of this return	Jes Sciortino				
Telephone Number:	0207 324 2445				
E-mail:	sciortinoj@aslef.org.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:

returns@certoffice.org

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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
	24,479				24,479
Total	24,479				A 24,479

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

21,804

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

30

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

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:

--

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	
Memorabilia sold	10,906
Loss in market value of investments	-897,959
Total other sources	-887,053
Total of all other income	-887,053

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

			£
Representation – Employment Related Issues Legal Services	225,109	brought forward Advisory Services	594,368
Representation – Non Employment Related Issues		Other Cash Payments	
		Education and Training services Educational costs	86,166
Communications Diaries ASLEF Journal	45,497 323,763		
Dispute Benefits		Negotiated Discount Services	
		Other Benefits and Grants (specify) Rule 16.2 Hardship payments	13,700
carried forward	594,368	Total (should agree with figure in General Fund)	694,235

(See notes 21 and 23)

Fund 2		Fund Account	
Name:	ASLEF Distress/Hardship	£	£
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		1,500,000
	Amount of fund at the end of year (as Balance Sheet)		1,500,000
	Number of members contributing at end of year		21,804

Fund 3		Fund Account	
Name:	ASLEF Branches General Fund	£	£
Income			
	From members		146,431
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		146,431
	Interfund Transfers IN		
Expenditure			
	Benefits to members		41,559
	Administrative expenses and other expenditure (as at page 10)		124,659
	Total Expenditure		166,218
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		-19,787
	Amount of fund at beginning of year		379,006
	Amount of fund at the end of year (as Balance Sheet)		359,219
	Number of members contributing at end of year		21,804

(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		

Political fund account

(see notes 24 to 33)

£

£

Political fund account 1		To be completed by trade unions which maintain their own political fund	
Income	Members contributions and levies		309,270
	Investment income (as at page 12)		
Other income (specify)			
Prior year adjustment between general and political fund		-1,549	
	Total other income as specified		-1,549
	Total income		307,721

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)			61,802
Expenditure B (as at page ii)			
Expenditure C (as at page iii)			73,223
Expenditure D (as at page iv)			
Expenditure E (as at page v)			41,327
Expenditure F (as at page vi)			
Non-political expenditure (as at page vii)			
	Total expenditure		176,352
	Surplus (deficit) for year		131,369
	Amount of political fund at beginning of year		349,794
	Amount of political fund at the end of year (as <u>Balance Sheet</u>)		481,163
	Number of members at end of year contributing to the political fund		17,281
	Number of members at end of the year not contributing to the political fund		7,198
	Number of members at end of year who have completed an exemption notice and do not contribute to the political fund		

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		

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))	£
Local Labour Campaign	Local Labour Party	Labour Party	9,800
Local Labour Campaign (Branch Level)	Local Labour Party	Labour Party	63,423
Total			73,223

Political fund account expenditure (f)

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

On the production, publication or distribution of any literature, document, film, sound recording or advertisement the main purpose of which is to persuade people to vote for a political party or candidate or to persuade them not to vote for a political party or candidate

Name of organisation or political party	£
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	£

Total expenditure

(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

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		4,183,934
Salaries and Wages included in above	2,401,445	
Auditors' fees		32,928
Legal and Professional fees		78,068
Occupancy costs		316,866
Stationery, printing, postage, telephone, etc.		449,867
Expenses of Executive Committee (Head Office)		
Expenses of conferences		519,669
Other administrative expenses (specify)		
Organisation and administrative costs		651,274
Bank interest and charges		23,492
Paybill commission		42,515
Depreciation		120,406
 Other Outgoings		
Affiliation fees		128,266
Donations		166,851
 Outgoings on land and buildings (specify)		
 Other outgoings (specify)		
Acturial gain in the year		-10,372,000
Transfer to dilapidations reserve		50,000
 tretert		
Total		-3,607,864
Charged to:		
General Fund (Page 3)		-3,732,523
ASLEF Distress/Hardship		
ASLEF Branches General Fund		124,659
ASLEF Fighting Fund		
Total		-3,607,864

Analysis of officials' salaries and benefits

(see notes 36 to 46 below)

Office held	Gross Salary	Employers N.I. contributions	Benefits		Total	
			Pension Contributions	Other Benefits		
				Description		Value
£	£	£		£		
M Whelan General Secretary	99,529	16,284	22,123			
D Calfe President	11,420	1,275				
A Hudd Vice President	6,085	139				
M Colombini Executive Officer	64,001	965				
J Baxter Executive Officer	18,876	2,235				
J Metcalfe Executive Officer	24,530	2,992				
H Kaye Executive Officer	38,413	5,101				
M Wakenshaw Executive Officer	16,255	1,587				
T Wilkinson Executive Officer	23,200	528				
S Weller Assistant General Secretary	115,858	14,031	19,005			

Analysis of investment income

(see notes 47 and 48)

	Political Fund £		Other Fund(s) £
Rent from land and buildings			205,633
Dividends (gross) from:			131,012
Equities (e.g. shares)			
Interest (gross) from:			901
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			
Other investment income (specify)			
			337,546
		Total investment income	337,546
		Credited to:	
		General Fund (Page 3)	337,546
		ASLEF Distress/Hardship	
		ASLEF Branches General Fund	
		ASLEF Fighting Fund	
		Political Fund	
		Total Investment Funds	337,546

Balance sheet as at
31.12.2022

(see notes 49 to 52)

Previous Year		£	£
9,552,311	Fixed Assets (at page 14)		9,447,875
	Investments (as per analysis on page 15)		
8,261,016	Quoted (Market value £ (7,641,909)		7,641,909
119,375	Unquoted		119,375
	Total Investments		7,761,284
	Other Assets		
	Loans to other trade unions		
761,964	Sundry debtors		613,788
1,859,658	Cash at bank and in hand		2,612,948
	Income tax to be recovered		
	Stocks of goods		
	Others (specify)		
2,621,622	Total of other assets		3,226,736
20,554,324	Total assets		20,435,895
6,151,010	General fund (page 3)		16,089,048
1,500,000	ASLEF Distress/Hardship		1,500,000
379,006	ASLEF Branches General Fund		359,219
89,843	ASLEF Fighting Fund		93,871
349,794	Political Fund Account		481,163
	Liabilities		
	Amount held on behalf of central trade union political fund		
£541,999	Sundry creditors		725,261
£32,672	Dilapidations		82,672
£11,510,000	Pension fund liabilities		1,569,000
£12,084,671			
	Total liabilities		2,376,933
£20,554,324	Total assets		20,435,895

Fixed assets account

(see notes 53 to 57)

	Land and Buildings		Furniture and Equipment £	Motor Vehicles £	Not used for union business £	Total £
	Freehold £	Leasehold £				
Cost or Valuation						
At start of year	8,420,998	1,516,941	503,343			10,441,282
Additions	9,941		6,029			15,970
Disposals						
Revaluation/Transfers						
At end of year	8,430,939	1,516,941	509,372			10,457,252
Accumulated Depreciation						
At start of year	493,111	48,085	347,775			888,971
Charges for year	55,879	10,554	53,972			120,405
Disposals						
Revaluation/Transfers						
At end of year	548,990	58,639	401,747			1,009,376
Net book value at end of year	7,881,949	1,458,302	107,625			9,447,875
Net book value at end of previous year	7,927,887	1,468,856	155,568			9,552,311

Analysis of investments

(see notes 58 and 59)

Quoted	All Funds Except Political Funds £	Political Fund £
Equities (e.g. Shares) Equities	7,641,909	
Government Securities (Gilts)		
Other quoted securities (to be specified)		
Total quoted (as Balance Sheet) Market Value of Quoted Investment	7,641,909	
Unquoted		
Equities		
Government Securities (Gilts)		
Mortgages		
Bank and Building Societies		
Other unquoted investments (to be specified) Equities	119,375	
Total unquoted (as Balance Sheet) Market Value of Unquoted Investments	119,375	

Analysis of investment income (controlling interests)

(see notes 60 and 61)

<p>Does the union, or any constituent part of the union, have a controlling interest in any limited company?</p>	<table border="1" style="margin: auto;"> <tr> <td style="padding: 5px;">Yes <input checked="" type="checkbox"/></td> <td style="padding: 5px;">No <input type="checkbox"/></td> </tr> </table>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		

If YES name the relevant companies:

Company name	Company registration number (if not registered in England & Wales, state where registered)
ASLEF Trustee Company Ltd	

<p>Are the shares which are controlled by the union registered in the names of the union's trustees?</p>	<table border="1" style="margin: auto;"> <tr> <td style="padding: 5px;">Yes <input checked="" type="checkbox"/></td> <td style="padding: 5px;">No <input type="checkbox"/></td> </tr> </table>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		

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

Company name	Names of shareholders

Summary sheet

(see notes 62 to 73)

	All funds except Political Funds	Political Funds £	Total Funds £
Income			
From Members	7,594,139	309,270	7,903,409
From Investments	337,546		337,546
Other Income (including increases by revaluation of assets)	-883,025	-1,549	-884,574
Total Income	7,048,659	307,721	7,356,380
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	-2,873,620	176,352	-2,697,268
Funds at beginning of year (including reserves)	8,119,859	349,794	8,469,653
Funds at end of year (including reserves)	18,042,138	481,163	18,523,301
Assets			
	Fixed Assets		9,447,875
	Investment Assets		7,761,284
	Other Assets		3,226,736
	Total Assets		20,435,895
Liabilities		Total Liabilities	1,912,595
Net Assets (Total Assets less Total Liabilities)			18,523,301

Information on Industrial Action

Name of Organisation:		ASLEF		Reporting Period	31-Dec-22
Did Union members take industrial action during the return period in response to any inducement on the part of the union?		Yes		If YES, for each industrial action taken please complete the information below	
Industrial Action	Nature of the trade dispute for which action was taken	Dates of the industrial action taken	Number of days of industrial action	Nature of industrial action	Categories of nature of Trade Dispute A: Terms and conditions of employment, or the physical conditions in which any workers are required 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
1	A	28/06/2022	1	1 Strike Action	
2	A	29/06/2022	1	1 Strike Action	
3	A	13/06/2022	1	1 Strike Action	
4	A	14/06/2022	1	1 Strike Action	
5	A	10/10/2022	1	1 Strike Action	
6	A	11/10/2022	1	1 Strike Action	
7	A	23/06/2022	1	1 Strike Action	
8	A	02/07/2022	1	1 Strike Action	
9	A	23/07/2022	1	1 Strike Action	
10	A	30/07/2022	1	1 Strike Action	
11	A	13/08/2022	1	1 Strike Action	

trade union to represent workers in such negotiation or consultation or in the carrying out of such procedures

12	A	01/10/2022	1 Strike Action
13	A	05/10/2022	1 Strike Action
14	A	26/11/2022	1 Strike Action
15	A	16/07/2022	1 Strike Action
16	A	23/07/2022	1 Strike Action
17	A	30/07/2022	1 Strike Action
18	A	13/08/2022	1 Strike Action
19	A	01/10/2022	1 Strike Action
20	A	05/10/2022	1 Strike Action
21	A	30/07/2022	1 Strike Action
22	A	13/08/2022	1 Strike Action
23	A	01/10/2022	1 Strike Action
24	A	05/10/2022	1 Strike Action
25	A	30/07/2022	1 Strike Action

(see notes 74 to 80)

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

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

Ballots & 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.

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 December 2022**

2. FIXED ASSETS	Properties Note 19	Furniture fittings & equipment	Computer equipment	Total
	£	£	£	£
VALUE				
Balance 1 January 2022	9,937,939	237,629	265,714	10,441,282
Additions	9,941	-	6,029	15,970
Revaluation FRS 102	-	-	-	-
Balance 31 December 2022	9,947,880	237,629	271,743	10,457,252
DEPRECIATION				
Balance 1 January 2022	541,196	234,333	113,442	888,971
Charged	66,434	522	53,450	120,406
Balance 31 December 2022	607,630	234,855	166,892	1,009,377
BOOK VALUE				
Balance 31 December 2022	9,340,250	2,774	104,851	9,447,875
Balance 31 December 2021	9,396,743	3,296	152,272	9,552,311

For a full breakdown of the properties see note 19 on page 26.

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 December 2022**

3. TAXATION

The Union is not liable to taxation on income from its members. Tax credits arise on dividends received. Corporation tax is payable on investment income to the extent that this exceeds provident benefits.

However the aggregate deferred tax relating to revalued investments that are recognised in the Income & Expenditure account has been provided for as below:

Deferred Tax Provision	2022	2021
		£
Balance 1 January 2022	-	269,941
Revaluation of investment property At 31 December 2021 @19%	-	(269,941)
Balance 31 December 2022	<u>-</u>	<u>-</u>

4. INVESTMENT INCOME

	2022	2021
	£	£
Dividends and interest received	131,913	104,311
Rents received	205,633	160,699
	<u>337,546</u>	<u>265,010</u>

ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 December 2022

	General Fund	Political Fund	Branches Gen Fund	Branches Political Fund	2022 TOTAL	2021
	£	£	£	£	£	£
5 BENEFITS AND SERVICES						
Legal services	225,109	-	-	-	225,109	36,181
Diaries	45,497	-	-	-	45,497	47,124
ASLEF Journal	323,763	-	-	-	323,763	289,722
Educational costs	86,166	-	-	-	86,166	34,547
Branches' General Fund education	-	-	41,599	-	41,559	701
Branches' Political Fund education	-	-	-	-	-	5
Rule 16.2 Hardship payments	13,700	-	-	-	13,700	21,800
	680,235	-	41,599	-	735,794	430,080
6 AFFILIATION FEES						
Labour Party	-	60,914	-	-	60,914	56,174
Scottish Labour Party	-	-	-	-	-	840
Branches' Political Fund affiliations	-	-	-	-	-	2,615
Branches' General Fund affiliations	-	-	-	-	-	4,646
Trades Union Congress	63,738	-	-	-	63,738	62,616
Scottish TUC	3,838	-	-	-	3,838	3,826
Wales TUC	250	-	-	-	250	250
Int. Transport Workers' Federation	37,949	-	-	-	37,949	37,872
European Transport Workers' Federation	16,269	-	-	-	16,269	16,519
Others (Appendix 1)	6,222	-	-	-	6,222	4,407
	128,266	60,914	-	-	189,180	194,671

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 December 2022**

	General Fund	Political Fund	Branches Gen Fund	Branches Political Fund	2022 TOTAL	2021
	£	£	£	£	£	£
7 DONATIONS						
Campaigns Mail Monkey etc	51,114	-	-	-	51,114	6,851
Ukraine appeals	12,867	-	-	-	12,867	-
Consulting Scotland campaigns	12,200	-	-	-	12,200	-
Cuba Solidarity	11,000	-	-	-	11,000	-
Labour Party election campaign	-	9,800	-	-	9,800	3,100
Durham Miners Redhill Appeal	9,333	-	-	-	9,333	8,667
Invest in Rail campaign	7,873	-	-	-	7,873	-
Justice for Colombia	5,250	-	-	-	5,250	5,250
District Organisers' general fund donations	4,845	-	-	-	4,845	2,546
Transport for Better Quality of Life Research	3,311	-	-	-	3,311	-
Food Bank donations	3,000	-	-	-	3,000	-
Palestine Campaign	2,673	-	-	-	2,673	2,550
Unions 21	2,627	-	-	-	2,627	-
Support Peoples Assembly	2,500	-	-	-	2,500	-
Campaign against Fire and Rehire	2,000	-	-	-	2,000	-
Peoples Press	2,000	-	-	-	2,000	-
Rainbow Mitigation	2,000	-	-	-	2,000	-

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 December 2022**

7 DONATIONS Cont'd	General Fund	Political Fund	Branches Gen Fund	Branches Political Fund	2022 TOTAL	2021
	£	£	£	£	£	£
Stand up to Racism	2,000	-	-	-	2,000	-
Stop the war Coalition	1,540	-	-	-	1,540	-
Liberation	1,500	-	-	-	1,500	500
IER	1,500	-	-	-	1,500	-
Black, Asian & Minority Ethnic	1,408	-	-	-	1,408	-
Better Drivers Campaign	1,345	-	-	-	1,345	-
Peoples History	1,281	-	-	-	1,281	-
Institute of Employment Rights	1,200	-	-	-	1,200	2,500
Morning Starr Fighting Fund	1,000	-	-	-	1,000	2,000
National Justice for Mineworkers	1,000	-	-	-	1,000	2,000
Blacklist Support	1,000	-	-	-	1,000	-
English Collective of Prostitutes	1,000	-	-	-	1,000	-
Keep our NHS Public	1,000	-	-	-	1,000	-
P&O Workers	1,000	-	-	-	1,000	-
UCU	1,000	-	-	-	1,000	-
Unite NE Actavo Scaffolders	1,000	-	-	-	1,000	-
United Voices of the World	1,000	-	-	-	1,000	-
Women in Rail	1,000	-	-	-	1,000	-
Others (Appendix 2)	10,484	888	-	-	11,372	181,243
	166,851	10,688	-	-	177,539	217,207

ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 December 2022

	Note	2022	2021
		£	£
8	CONFERENCE EXPENSES		
	Annual assembly of delegates	295,711	208,443
	TUC Congress	28,687	24,859
	TUC conferences	27,800	16,110
	ITF and ETF	23,329	2,377
	Labour Party	35,433	32,149
	Scottish Labour Party	4,328	1,870
	Wales Labour Party	1,566	-
	Others (Appendix 3)	144,142	24,173
		<u>560,996</u>	<u>309,981</u>
9	SALARIES AND EXPENSES		
	General Secretary – M Whelan	25 118,858	108,610
	Executive committee	24 238,355	182,188
	Officers	25 888,759	877,022
	Head office staff	1,304,262	1,355,813
	National insurance	305,493	270,686
	Pension, group life and permanent health costs	1,328,208	1,438,754
		<u>4,183,935</u>	<u>4,233,073</u>

Included within pension costs above are £ 912,000 (2021: £ 1,126,000) in respect of current service cost and interest on liability as determined by the scheme actuary and shown in note 12.

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 December 2022**

		2022	2021
		£	£
10	OTHER ORGANISING EXPENSES		
	Branch expenses	58,722	40,398
	Branch officers' expenses	152,857	144,281
	District organisers' expenses	9,948	17,247
	Branches' General Fund		
	- miscellaneous expenses	124,658	70,903
	Branches' Political Fund		
	- miscellaneous expenses	63,423	34,664
	District council expenses	162,903	127,183
	Company council representatives	14,974	13,564
	Representative committees	50,655	39,643
	Delegation and organising expenses	70,222	54,785
	Trustees' expenses	6,335	3,679
		714,697	546,347
11	OFFICE EXPENSES		
	Stationery, printing and publications	67,677	39,712
	Communications	40,981	42,418
	Bank charges and interest	23,492	22,988
	Audit and accountancy	32,928	27,790
	General legal and professional expenses	78,068	106,332
	Goods purchased for presentation and resale	41,364	14,516
	Ballots	73,348	18,705
	Technology and sundry expenses	226,497	187,971
		584,355	460,432

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 December 2022**

12. PENSION SCHEME CONTRIBUTIONS

The Union operates the ASLEF Officers & Staff Superannuation Fund (the Scheme), a UK registered trust-based pension scheme that provides defined benefits. Pension benefits are linked to the members' pensionable salaries and service at their retirement (or date of leaving if earlier). The Trustees are responsible for running the Scheme in accordance with the Scheme's Trust Deed and Rules, which sets out their powers. The Trustees of the Scheme are required to act in the best interests of the beneficiaries of the Scheme.

The Union agreed to pay annual contributions of either 39.5% or 37.0% of members' pensionable salaries each year, depending on the member's rate of benefit accrual, to meet the cost of future service accrual. Following changes to the Scheme's benefits structure effective from 1 June 2021, the annual contributions required from the Union for future accrual reduced to 22.1% or 19.6%. In respect of the deficit in the Scheme as at 1 August 2019, the Union has agreed to pay contributions of £21,750 per month from November 2020 to October 2033 (inclusive).

Member contributions payable in addition to the above, remain at the rates of either 5% or 7.5% of pensionable pay.

The value of the assets and defined benefit obligations reflect market conditions at the year end.

At 31 December 2022 the deficit in the Scheme was £1,569,000 (2021: £11,510,000). The main factor contributing to the improvement was changes in assumptions which have significantly reduced the defined benefit obligation. This is primarily due to a higher discount rate following increases in corporate bond yields over the year.

This was offset partially by the negative investment return achieved on the assets over the year.

In 2018 a High Court ruling gave Trustees the duty to make sure that equal pension benefits were paid to men and women, including where these benefits are in the form of GMP. As a result, all schemes with GMP rights have to now allow for the equalisation of benefits for the effect of unequal GMPs. This has been allowed for within these disclosures, by increasing the defined benefit obligation by 0.2% (2021 0.2%). The GMP equalisation allowance of 0.2% of the defined benefit obligation equates to £44,000 (2021 £69,000).

The assumptions used in calculating the defined benefit obligations for section 28 of FRS 102 are not used for funding the Scheme. The assumptions used in funding the Scheme and for calculating the funding deficit of £2.5m referred to above, are in accordance with s225 and s226 of The Pensions Act 2004.

Present values of scheme liabilities, fair value of assets and deficit

	2022	2021	2020
	£'000	£'000	£'000
Fair value of scheme assets	20,365	23,109	21,611
Present value of scheme liabilities	21,934	34,619	35,402
Deficit in scheme	<u>(1,569)</u>	<u>(11,510)</u>	<u>(13,791)</u>

There is no deferred tax asset or liability in relation to the above pension assets or liabilities.

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 December 2022**

12 **PENSION SCHEME CONTRIBUTIONS (continued)**

	2022	2021
Reconciliation of opening and closing balances of the fair value of scheme liabilities		
	£'000	£'000
Scheme liabilities at 1 January 2022	34,619	35,402
Current service cost	912	1,126
Past service cost in respect of GMP equalisation		
Interest cost	624	463
Contributions by scheme participants	160	159
Actuarial losses / (gains) : Experience	1,750	(1,608)
Actuarial losses / (gains) : Change of basis	(15,127)	-
Benefits paid and death in service insurance premiums	(1,004)	(923)
Scheme liabilities at 31 December 2022	21,934	34,619
 Reconciliation of opening and closing balances of the fair value of scheme assets		
	£'000	£'000
Fair value of scheme assets at 1 January 2022	23,109	21,611
Expected return on scheme assets	(3,005)	1,082
Interest Income	415	282
Contributions by employer	690	898
Contributions by scheme participants	160	159
Benefits paid and death in service insurance premiums	(1,004)	(923)
Fair value of scheme assets at 31 December 2022	23,365	23,109

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 December 2022**

12 PENSION SCHEME CONTRIBUTIONS (continued)

Total expense recognised in profit and loss account

	2022	2021
	£'000	£'000
Current service cost	912	1,126
Past service cost in respect of GMP equalisation		
Interest cost	209	181
Total expense recognised in profit or loss	1,121	1,307

	2022	2021
	£'000	£'000
Other Comprehensive Income		
Difference between interest costs and actual return on scheme assets:		
Amount: gain / (loss)	(3,005)	1,082
Effects of changes in the demographic and financial assumptions underlying the present value of the scheme liabilities:		
Amount: (loss) / gain on liabilities	13,377	1,608
Total Other Comprehensive Income	10,372	2,690

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 December 2022**

12 **PENSION SCHEME CONTRIBUTIONS (continued)**

Assets

	2022	2021	2020
	£'000	£'000	£'000
Insured Annuities	3,198	4,339	4,952
Equities	10,731	7,916	2,823
Diversified growth funds	-	6,200	12,100
Diversified credit funds	4,321	2,807	-
Multi asset funds	1,361	1,477	-
Cash and net current assets	754	370	1,736
Total assets	20,365	23,109	21,611

None of the fair values of the assets shown above include any property occupied by, or other assets used by, the Union.

ASSUMPTIONS

	2022	2021	2020
Inflation – RPI	3.2%	3.4%	3.0%
Inflation – CPI	2.8%	2.9%	2.5%
Salary increases	3.3%	3.4%	3.0%
Rate of discount	4.7%	1.8%	1.3%
Allowance for pension in payment increases of RPI or 5% per annum if less: Post 97 pension	3.1%	3.3%	3.0%
Post 21 pension	2.1%	2.2%	-
Allowance for revaluation of deferred pensions of CPI previously RPI or 5% per annum if less: Pre 2009	2.8%	2.9%	2.5%
Post 2009	2.5%	2.5%	2.5%
Allowance for commutation of pension for cash at retirement	50% max	50% of max	50% of max

The mortality assumptions adopted at 31 December 2022 imply the following life expectancies:

	2022	2021
Male retiring at age 65 in 2022	21.9	21.9
Female retiring at age 65 in 2022	24.3	24.3
Male retiring at age 65 aged 45 in 2022	23.2	23.3
Female retiring at age aged 45 in 2022	25.7	25.7

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 December 2022**

13 CONTINGENT LIABILITIES

There were no contingent liabilities for the Union as at 31 December 2022 other than a provision for the recovery of rent and services from one of the St John Street tenant's at £58,345 (2021: £58,345).

14 CAPITAL COMMITMENTS

There are no capital commitments for the union as at 31st December 2022.

15 OPERATING LEASE OBLIGATION

Operating leases existing during 2022 had the following commitments:

	2022	2021
	£	£
Payments due within one year	31,761	35,159
Payments due 2 to 5 years	29,064	55,046
Payments due over 5 years to the end of the lease period	1,126,876	1,132,655

16 OPERATING LEASES REVENUE

Leases for the rental of Floors 1 & 2 at 77 St John Street. Recognised commitments include:

	2022	2021
	£	£
Payments due within one year	72,725	215,000
Payments due 2 to 5 years	-	72,725
Payments due over 5 years to the end of the lease period	-	-

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 December 2022**

17	DILAPIDATION RESERVE	2022	2021
		£	£
	Balance at 1 January 2022	32,672	56,318
	Increase in reserve.	50,000	50,006
	Utilised		(73,652)
	At 31 December 2022	82,672	32,672

18 ACCUMULATED FUNDS

	Balance at 1 January 2022	Surplus/ (Deficit) for year	Balance 31 December 2022
	£	£	£
General Fund	6,152,560	9,936,488	16,089,048
Distress / Hardship Fund	1,500,000	-	1,500,000
Fighting Fund	89,843	4,028	98,871
Branches' General Fund	379,006	(19,787)	359,219
Political Fund	348,244	132,918	481,162
Total	8,469,653	10,053,647	18,523,300

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 December 2022**

19 PROPERTIES

	FREEHOLD PROPERTIES	FREEHOLD INVESTMENT PROPERTY	LEASE HOLD PROPERTY	TOTAL PROPERTY
	£	£	£	£
MARKET VALUE 31 December 2022		2,081,932		2,081,932
COST 31 December 2022	6,349,007		1,516,941	7,865,948
VALUE 31 December 2022	<u>6,349,007</u>	<u>2,081,932</u>	<u>1,516,941</u>	<u>9,947,880</u>
NET BOOK VALUE 31 December 2022	<u>5,810,570</u>	<u>2,081,932</u>	<u>1,447,748</u>	<u>9,340,250</u>
NET BOOK VALUE 31 December 2021	<u>5,856,507</u>	<u>2,081,932</u>	<u>1,458,303</u>	<u>9,396,742</u>

The Freehold properties net book value at 31 December 2022 comprised of the following:

77 St John Street £4,360,407, 14 A Bonny Street £1,176,699, 86 Hillside Gardens £ 184,015 and 3 Gunning Way £89,485.

The long leasehold properties net book value at 31 December 2022 comprised of the following:
Flat 4, 242-244 St John Street £561,666 and Apt 604 9b Clerkenwell Road £886,082.

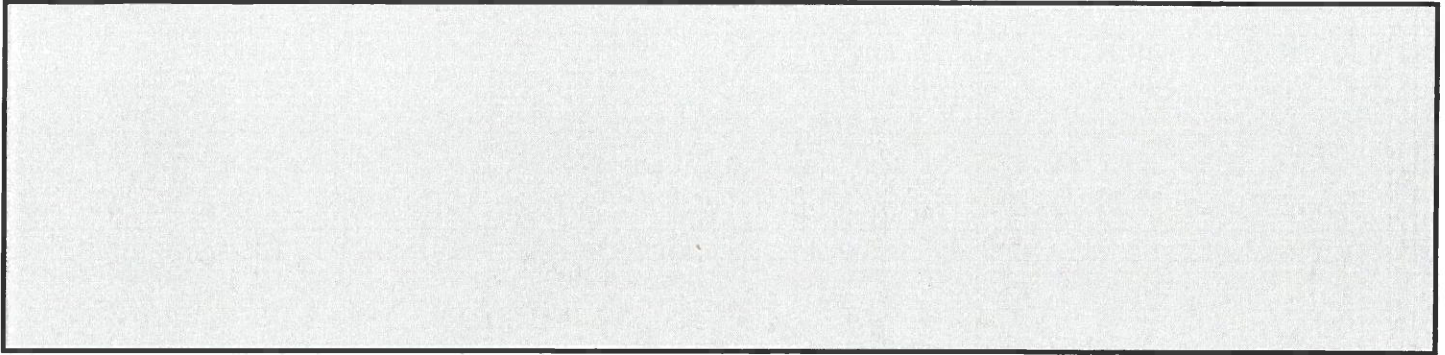
20 QUOTED INVESTMENTS	2022	2021
	£	£
Market value at 1 January 2022	8,261,016	6,165,827
Additions	278,852	1,540,608
Unrealised (loss) / gain	(897,959)	554,581
Market value at 31 December 2022	<u>7,641,909</u>	<u>8,261,016</u>

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 December 2022**

21	DEBTORS AND PREPAYMENTS	2022	2021
		£	£
	Trade debtors	-	1,834
	Accrued income	82,022	307,542
	Prepayments	254,350	181,054
	Other debtors	277,416	271,534
		613,788	761,964
		613,788	761,964
22	CASH AT BANK		
	Cash on deposit	2,259,509	1,150,509
	ASLEF Fighting Fund	93,779	89,762
	Other bank balances	259,660	162,934
		2,612,948	1,403,206
		2,612,948	1,403,206
23	CREDITORS AND ACCRUALS		
	Trade creditors	293,110	174,894
	Social security and other taxes	101,364	96,124
	Accruals	224,785	158,220
	Other creditors	106,002	112,761
		725,261	541,999
		725,261	541,999

Accounting policies


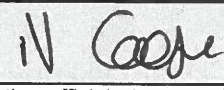
(see notes 84 and 85)



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:	M. WHELAN	Name:	DAVID CALFE
Date:	22 ND MAY 2023	Date:	22 ND MAY 2023

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

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 December 2022**

1. ACCOUNTING POLICIES

a) Basis of preparation

These financial statements have been prepared in accordance with UK GAAP, including Financial Reporting Standard 102- " The Financial Reporting standard applicable in the United Kingdom and Republic of Ireland"

The financial statements are prepared under the historical cost convention as modified by the revaluation of freehold investment properties and investments to Fair Value (Market Value) in accordance with FRS102. Changes in fair value are recognised in the Income and Expenditure Account for the year.

The financial statements have been prepared under FRS 102 and their preparation, in compliance with FRS102 requires the use of certain critical accounting estimates (note 1m).

b) Going concern

The financial statements are drawn up on the going concern basis which assumes the Union will continue in operational existence for the foreseeable future. Due consideration has been given to the working capital and cash flow requirements of the group for at least 12 months from the date of signature on the accounts.

The Union have generated a operating surplus of £629,607 in 2022 (2021: £774,209). And the Union held net cash of £2,612,948 at the year end.

As stated in the Foreword on pages 1 to 3, the members of Executive Committee expect the Union to generate a surplus in 2023.

On the basis of the above information, the members of Executive Committee consider it appropriate to prepare the Union financial statements on the going concern basis.

c) Members' contributions

Contributions are shown in the accounts on the basis of cash receivable for the year.

d) Other income

Other income such as rent is dealt with on an accrual basis.

e) Payments to branches

Control over the use of the amounts paid to Branches' General Funds under Rule 10.5 (a) and Branches' Political Funds under Rule 10.5 (i) is delegated to branches. Branches' General and Political Funds are incorporated in these financial statements.

f) Fixed assets

Fixed assets are stated at cost less accumulated depreciation.

Depreciation is provided on the following bases:

Freehold land	Nil
Freehold buildings (excluding investment property)	Over their estimated remaining useful lives ranging from 40 to 50 years from 1 January 1991 or 100 years from date of purchase if later.
Leasehold property	Over the term of the 150 year lease.
Furniture and fittings and equipment	At 10 per cent per annum on cost
Computer equipment	At 20 per cent per annum on cost

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 December 2022**

g) Investments

Quoted Investments are stated at fair value which is deemed to be market value at the Balance Sheet date. Movements in the market value are accounted for in the Statement of Comprehensive Income after the results from the operating activities for the year. Unquoted investments are stated at cost.

h) Investment property

Investment property at the balance sheet date is valued at fair value which deemed to be market value at that date. Movements in the market value are accounted for in the Statement of Comprehensive Income after the results from the operating activities for the year.

i) Provisions

Provisions, where considered appropriate, are made on a consistent and prudent basis. The valuation is based on reasoned estimation of costs as provided by independent third parties, and can be carried forward to future periods.

j) Taxation

Taxation has been applied in accordance with current UK taxation legislation.

Value added Tax is only partially recoverable. The non-recoverable element is expensed through the Statement of Comprehensive Income in the operating costs of the Union.

Deferred tax is provided to take account of material timing differences in the accounting treatment of certain assets or accounting purposes and for taxation purposes.

k) Operating leases

Rental income from leases is charged to the Statement of Comprehensive Income as and when due.

Lease payments are expensed to the Statement of Comprehensive Income on a straight line basis during the year as part of the operating costs of the Union.

l) Defined benefit pension scheme

The surplus or deficit arising on the Union's defined benefit pension scheme is disclosed in the Union's Balance Sheet. Movements on the pension scheme are reflected through the Income and Expenditure Account to the extent that they relate to the employer's current service costs (which is reflected within staff costs) or movements arising from expected returns on scheme assets net of interest on scheme liabilities. Movements arising from changes in actuarial assumptions are reflected through the Statement of Comprehensive Income.

m) Critical accounting assumptions and judgements

The preparation of financial statements requires management to make judgements, estimates and assumptions in the application of accounting policies that affect the reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates. Estimates and judgements are continuously evaluated and are based on historical experience and other factors including expectations of future events that are believed to be reasonable. Revisions to accounting estimates are recognised in the period in which the estimates are revised and any future period affected.

In preparing these financial statements, the Union has made the following judgements:

Determined whether there are any indicators of impairment of the Union's tangible fixed assets. Factors taken into consideration in reaching such a decision include the economic viability and expected future financial performance of the asset and where it is a component of a larger cash-generating unit, the viability and expected future performance of that unit.

Pension scheme – see note above.

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)

[Empty box for auditor's report content]

Signature(s) of auditor or auditors:

Azet's Audit Services

[Empty box]

Name(s):

Azet's Audit Services

[Empty box]

Profession(s) or Calling(s):

AUDITORS

[Empty box]

Address(es):

2ND FLOOR, REGIS HOUSE

45 KING WILLIAM STREET

LONDON

[Empty box]

[Empty box]

[Empty box]

[Empty box]

[Empty box]

Postcode

EC4R 9AN

[Empty box]

Date

09 JUNE 2023

[Empty box]

Contact name for inquiries and telephone number:

[Empty box]

[Empty box]

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

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN
INDEPENDENT AUDITOR'S REPORT
FOR THE YEAR ENDED 31 DECEMBER 2022**

Opinion

We have audited the financial statements of the Associated Society of Locomotive Engineers and Firemen (ASLEF) (the 'Union') for the year ended 31 December 2022 which comprise the income and expenditure account, the statement of comprehensive income, the balance sheet, the cash flow statement and notes to the financial statements, including a summary of 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 2022 and of its result for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Trade Union and Labour Relations (Consolidation) Act 1992.

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 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 audit opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in which the ISAs (UK) require us to report to you where:

- the Executive Committee's use of the going concern basis of accounting in the preparation of the financial statements is not appropriate, or
- the Executive Committee has not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Union's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The Executive Committee is responsible for the other information. The other information comprises the information included in the Foreword to the 2022 Annual Report and Financial Statements, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN
INDEPENDENT AUDITOR'S REPORT
FOR THE YEAR ENDED 31 DECEMBER 2022**

Matters in which we are required to report by exception

In light of the knowledge and understanding of the Union and its environment obtained in the course of the audit, we have not identified material misstatements in the financial report.

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

- proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us, in accordance with the requirements; or
- the union has not maintained a satisfactory system of controls over its transactions in accordance with the requirements; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of the Executive Committee

As explained more fully in the Statement of The Executive Committee's Responsibilities, the Executive Committee are 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 are 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 intend to liquidate the Union or to cease operations, or have 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.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Councils website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the Union, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the Union is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the Union that were contrary to applicable laws and regulations, including fraud.

**INDEPENDENT AUDITORS' REPORT TO THE
ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN**

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the company through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Use of our report

This report is made solely to the Associated Society of Locomotive Engineers and Firemen, as a body, in accordance with the provisions of the Trade Union and Labour Relations (Consolidation) Act 1992. 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 as a body, for our audit work, for this report, or for the opinions we have formed.

Azets Audit Services

Azets Audit Services Limited
Chartered Accountants, Statutory Auditor,
Regis House, 45 King William Street, London EC4R 9AN.

09 June 2023

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 /No

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 / **No**

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

Yes / **No**

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	<i>Ph. Clark</i>
Name	PHILIP CLARK
Address	REGIS HOUSE 45 KING WILLIAM STREET LONDON EC4R 9AN
Date	9 JUNE 2023
Contact name and telephone number	PHILIP CLARK 0207 403 1877

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:

Signature	
Name	
Office held	
Date	