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- PRINT ON ONE SIDE ONLY

FORM AR21

Trade Union and Labour Relations (Consolidation) Act 1992

ANNUAL RETURN FOR A TRADE UNION

Name of Trade Union:

Year ended:

List no:

Head or Main Office:

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"/>
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 (Click the appropriate box)

General Secretary:

Telephone Number:

Contact name for queries regarding

Telephone Number:

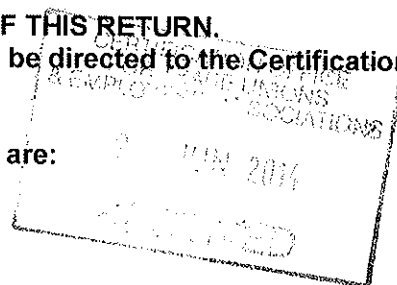
E-mail:

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: 020 7210 3734

The address to which returns and other documents should be sent are:

For Unions based in England and Wales:
Certification Office for Trade Unions and Employers' Associations
22nd Floor, Euston Tower, 286 Euston Road, London NW1 3JJ

For Unions based in Scotland:
Certification Office for Trade Unions and Employers' Associations
Melrose House, 69a George Street, Edinburgh EH2 2JG



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	7625	162	53	359	8199
FEMALE	454	3	5	19	481
TOTAL	8079	165	58	378	A 8680

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

	0
Number of members at end of year contributing to the General Fund	8680

OFFICERS IN POST

(see note 12)

Please attach as an annexe to this form a complete list of all officers in post at the end of the year to which this form relates, with the title of each persons office.

RETURN OF CHANGE OF OFFICERS

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

Title of Office	Name of Officer ceasing to hold office	Name of Officer Appointed	Date
Please see attached Annex to the AR21			
For All NEC			
And BALPA Trustee			
Details			

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:



Annex to AR21 – Annual Return for a Trade Union

BALPA Officers in post at the end of 2013

BALPA National Executive Council

Association Chairman	Captain Mark Searle
Association Vice Chairman	Captain Tim Pottage
Committee Members	Captain John Bell Captain David Boys Captain Andrew Brown Captain Martin Chalk Captain Derek Clews Captain Martin Drake Captain Jonathan Forsyth (from 10 th November 2013) Mr. Jeremy Kinder Captain David Kirk (to 9 th November 2013) Captain Bevan Lester Mr. James McAuslan Captain Paul Naylor Captain Brendan O Neal (from 10 th November 2013) Captain Richard Pullen (from 10 th November 2013) Captain Ian Saunders (to 9 th November 2013)

BALPA Association Trustees

Mr. George Douglas (to 9th November 2013)
Captain Alan Evans
Captain David Hogg (to 9th November 2013)
Captain Robin Keegan
Captain David Mabbett (from 10th November 2013)
Captain David Smith (from 10th November 2013)

GENERAL FUND

(see notes 13 to 18)

	£	£
INCOME		
From Members: Contributions and Subscriptions		5,780,125
From Members: Other income from members (specify)		
Total other income from members		
Total of all income from members		5,780,125
Investment income (as at page 12)		989,661
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)		
Total of other income (as at page 4)		989,661
		TOTAL INCOME
		6,769,786
EXPENDITURE		
Benefits to members (as at page 5)		588,956
Administrative expenses (as at page 10)		4,492,220
Federation and other bodies (specify)		
TUC & Other Affiliation Fees	38,281	
IFALPA	131,000	
ECA	230,801	
Total expenditure Federation and other bodies		400,082
Taxation		
		TOTAL EXPENDITURE
		5,481,258
Surplus (deficit) for year		1,288,528
Amount of general fund at beginning of year		2,722,310
Amount of general fund at end of year		4,010,838

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		
Other income		
Deposit Interest and Dividends	98,344	
Profit on sale of assets	14,553	
Profit on sale of investments	876,764	
TOTAL OTHER INCOME		989,661
TOTAL OF ALL OTHER INCOME		989,661

ANALYSIS OF BENEFIT EXPENDITURE SHOWN AT GENERAL FUND

(see notes 21 to 23)

	£		£
Representation – Employment Related Issues Cost of defending members	588,956	brought forward Education and Training services	
Representation – Non Employment Related Issues		Negotiated Discount Services	
Communications		Salary Costs	
Advisory Services		Other Benefits and Grants (specify)	
Dispute Benefits			
Other Cash Payments			
carried forward		Total (should agree with figure in General Fund)	588,956

(See notes 24 and 25)

FUND 2		Fund Account	
Name:	Reserve Fund	£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		5,274,479
	Amount of fund at the end of year (as Balance Sheet)		5,274,479
	Number of members contributing at end of year		0

FUND 3		Fund Account	
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	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 24 and 25)

FUND 4		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	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		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	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 24 and 25)

FUND 6		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	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		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	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 26 to 31)

POLITICAL FUND ACCOUNT 1		To be completed by trade unions which maintain their own fund		
		£	£	
Income	Members contributions and levies			
	Investment income (as at page 12)			
	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 of political fund at beginning of year		
		Amount of political fund at the end of year (as Balance Sheet)		
		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 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 fund		
		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			

ANALYSIS OF ADMINISTRATIVE EXPENSES AND OTHER OUTGOINGS EXCLUDING AMOUNTS CHARGED TO POLITICAL FUND ACCOUNTS

(see notes 32 and 33)

		£
Administrative Expenses		
Remuneration and expenses of staff		2,457,786
Salaries and Wages included in above	£1,626,280	
Auditors' fees		20,400
Legal and Professional fees		222,786
Occupancy costs		382,778
Stationery, printing, postage, telephone, etc.		140,163
Expenses of Executive Committee (Head Office)		71,630
Expenses of conferences		90,427
Other administrative expenses (specify)		
Please see attached for Administrative Expenses breakdown		1,028,903
Other Outgoings		
Interest payable:		
Bank loans (including overdrafts)		
Mortgages		
Other loans		
Depreciation		77,347
Taxation		
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
	Total	4,492,220
Charged to:	General Fund (Page 3)	4,492,220
	Fund (Account)	
	Fund (Account)	
	Fund (Account)	
	Fund (Account)	
	Total	4,492,220



ADMINISTRATIVE EXPENSES 31.12.13

MEMBER TRAVEL	305,372
SUBSISTENCE	118,896
ROOM HIRE	29,638
JOURNALS AND PUBLICATIONS	13,761
SUNDRY EXPENDITURE	6,575
THE 'LOG'	112,904
MEMBER COMMUNICATIONS	73,022
REPRESENTATIVES TRAINING	49,986
COMPUTER COSTS	158,022
CAMPAIGN, RESEARCH	138,025
STAFF ADVERTISING	6,803
STAFF TRAINING	15,899
	<u>1,028,903</u>

ANALYSIS OF INVESTMENT INCOME

(see notes 45 and 46)

	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			
Other investment income (specify)			
Interest & Dividends on Investments			98,344
Profit on sale of assets			14,553
Profit on sale of investments			876,764
		Total investment income	989,661
Credited to:			
		General Fund (Page 3)	989,661
		Fund (Account)	
		Fund (Account)	
		Fund (Account)	
		Fund (Account)	
		Fund (Account)	
		Political Fund	
		Total Investment Income	989,661

BALANCE SHEET as at 31.12.2013

(see notes 47 to 50)

Previous Year		£	£
149,342	Fixed Assets (at page 14)	189,768	
8,187,355	Investments (as per analysis on page 15)	9,275,104	
	Quoted (Market value £ 10,472,583)		
1,000	Unquoted	1,000	
	Total Investments		9,465,872
	Other Assets		
	Loans to other trade unions		
87,947	Sundry debtors	121,249	
505,560	Cash at bank and in hand	717,262	
	Income tax to be recovered		
	Stocks of goods		
	Others (specify) :		
	Total of other assets		838,511
8,931,204	TOTAL ASSETS		10,304,383
2,722,310	General Fund (Account)		4,010,838
5,274,479	Reserve Fund (Account)		5,274,479
	Fund (Account)		
	Superannuation Fund (Account)		
	Political Fund (Account)		
	Revaluation Reserve		
	LIABILITIES		
	Amount held on behalf of central trade union political fund		
	Loans: From other trade unions		
	Loans: Other		
	Bank overdraft		
	Tax payable		
934,415	Sundry creditors		1,019,066
	Accrued expenses		
	Provisions		
	Other liabilities		
	TOTAL LIABILITIES		1,019,066
8,931,204	TOTAL ASSETS		10,304,383

FIXED ASSETS ACCOUNT

(see notes 51 to 55)

	Land and Buildings		Furniture and Equipment £	Motor Vehicles £	Not used for union business £	Total £
	Freehold	Leasehold				
	£	£				
Cost or Valuation						
At start of year			289,907	106,569		396,476
Additions			82,322	35,455		117,777
Disposals			(16,172)	(39,547)		(55,719)
Revaluation/Transfer s						
At end of year			356,057	102,477		458,534
Accumulated Depreciation						
At start of year			157,829	89,305		247,134
Charges for year			55,157	22,190		77,347
Disposals			(16,168)	(39,547)		(55,715)
Revaluation/Transfer s						
At end of year			196,818	71,948		268,766
Net book value at end of year						
			159,239	30,529		189,768
Net book value at end of previous year						
			132,078	17,264		149,342

ANALYSIS OF INVESTMENTS

(see notes 56 and 57)

QUOTED	All Funds Except Political Funds £	Political Fund £
Equities (e.g. Shares)		
Government Securities (Gilts)		
Other quoted securities (to be specified)		
TOTAL QUOTED (as Balance Sheet)	9,275,104	
Market Value of Quoted Investment	10,472,583	
UNQUOTED Equities		
Subsidiary Company	1,000	
Government Securities (Gilts)		
Mortgages		
Bank and Building Societies		
Other unquoted investments (to be specified)		
TOTAL UNQUOTED (as Balance Sheet)	1,000	
Market Value of Unquoted Investments		

ANALYSIS OF INVESTMENT INCOME (CONTROLLING INTERESTS)

(see notes 58 and 59)

Does the union, or any constituent part of the union, have a controlling interest in any limited company?		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)		
BALPA Financial Solutions	2153894		
Flight Crew Risk Solutions	38865 (Registered in Guernsey)		
Are the shares which are controlled by the union registered in the names of the union's trustees?		YES <input 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		
Please see attached Annex to AR21			
For details of the National Executive Committee			
And BALPA Custodian Trustees			

SUMMARY SHEET

(see notes 60 to 71)

	All funds except Political Funds £	Political Funds £	Total Funds £
INCOME			
From Members	5,780,125		5,780,125
From Investments	989,661		989,661
Other Income (including increases by revaluation of assets)			
Total Income	6,769,786		6,769,786
EXPENDITURE (including decreases by revaluation of			
Total Expenditure	5,481,258		5,481,258
Funds at beginning of year (including reserves)	7,996,789		7,996,789
Funds at end of year (including reserves)	9,285,317		9,285,317
ASSETS			
Fixed Assets			189,768
Investment Assets			9,276,104
Other Assets			838,511
Total Assets			10,304,383
LIABILITIES			
Total Liabilities			1,019,066
NET ASSETS (Total Assets less Total Liabilities)			9,285,317

NOTES TO THE ACCOUNTS

(see notes 72 and 73)

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

A large, empty rectangular box with a black border, intended for the user to enter notes to the accounts. The box occupies most of the page below the instructions.


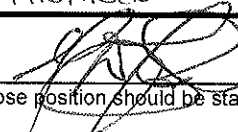
ACCOUNTING POLICIES

(see notes 74 and 75)

SIGNATURES TO THE ANNUAL RETURN

(see notes 76 and 77)

including the accounts and balance sheet contained in the return.

Secretary's Signature:  Name: <u>J.C. McAuslan</u> Date: <u>3/6/14</u>	Chairman's Signature: ^{FINANCE}  (or other official whose position should be stated) Name: <u>DAVID BOTS</u> Date: <u>3/6/14</u>
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CHECK LIST

(see notes 78 to 80)

(please tick as appropriate)

IS THE RETURN OF OFFICERS ATTACHED? (see Page 2 and Note 12)	YES	X	NO	<input type="checkbox"/>
HAS THE RETURN OF CHANGE OF OFFICERS BEEN COMPLETED? (see Page 2 and Note 12)	YES	X	NO	<input type="checkbox"/>
HAS THE RETURN BEEN SIGNED? (see Pages 19 and 21 and Notes 76 and 77)	YES	X	NO	<input type="checkbox"/>
HAS THE AUDITOR'S REPORT BEEN COMPLETED? (see Pages 20 and 21 and Notes 2 and 77)	YES	X	NO	<input type="checkbox"/>
IS A RULE BOOK ENCLOSED? (see Notes 8 and 78)	YES	X	NO	<input type="checkbox"/>
A MEMBER'S STATEMENT IS: (see Note 80)	ENCLOSE D	<input type="checkbox"/>	TO FOLLOW	X
HAS THE SUMMARY SHEET BEEN COMPLETED (see Page 17 and Notes 7 and 59)	YES	X	NO	<input type="checkbox"/>

AUDITOR'S REPORT

(see notes 81 to 86)

made in accordance with section 36 of the Trade Union and Labour Relations (Consolidation) Act 1992.

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 relate?
(See section 36(1) and (2) of the 1992 Act and notes 83 and 84)

YES/NO

If "No" please explain below.

2. Have the auditors or auditor carried out such investigations in the preparation of their audit report as will enable them to form an opinion as to:
- (a) whether the trade union has kept proper accounting records in accordance with section 28 of the 1992 Act;
 - (b) whether it has maintained a satisfactory system of control over its transactions in accordance with the requirements of that section; and
 - (c) whether the accounts to which the report relates agree with the accounting records?
- (See section 36(3) of the 1992 Act, set out in note 83)

YES/NO

If "No" please explain below.

3. 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 rule 83)

YES/NO

If "No" please explain below.

4. Please set out a copy of the report made by the auditors or auditor to the union on the accounts to which this AR21 relates. The report is to set out the basis upon which the audit has been conducted and/or such other statement as the auditor considers appropriate. Such a statement may be provided as a separate document.
(See note 85)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE BRITISH AIR LINE PILOTS ASSOCIATION

We have audited the accounts of the British Air Line Pilots Association for the year ended 31 December 2013 which comprise the Income and Expenditure Account, Statement of Total Recognised Gains and Losses and Reconciliation of Movement in Members' Funds, Balance Sheet, Cash Flow Statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the members of the Union as a body, in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the members of the Union those matters we are required to state to them in an independent 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 members of the Union as a body, for our work, for this report, or for the opinion we have formed.

Respective responsibilities of the Union's Executive Council and auditor

As explained more fully in the Statement of Responsibilities of the Union, the Executive Council is responsible for the preparation of the accounts, which have been prepared in accordance with applicable law and accounting standards.

We have been appointed as auditors and our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's (APB's) Ethical Standards for Auditor.

Scope of the audit of the accounts

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the Union's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Executive Council; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Report of the Senior Deputy General Secretary to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion

In our opinion the financial statements:

- give a true and fair view of the state of the British Air Line Pilots Association's affairs as at 31 December 2013, and of its surplus 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 (Amended).

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 by, if in our opinion:

- The Union has not kept proper accounting records or returns adequate for our audit have not been received from branches not visited by us; or
- A satisfactory system of control over transactions has not been maintained.
- The accounts are not in agreement with accounting records.
- We have not received all the information and explanations we require for our audit.

Chantrey Vellacott DFK LLP
Chartered Accountants
Russell Square House
10-12 Russell Square
London
WC1B 5LF

DATE

AUDITOR'S REPORT (continued)

Signature(s) of auditor or auditors:	Chantrey Vellacott DFk LLP	
Name(s):	CHANTREY VELLACOTT DFK LLP	
Profession(s) or Calling(s):	CHARTERED ACCOUNTANTS	
Address(es):	RUSSELL SQUARE HOUSE 10-12 RUSSELL SQUARE LONDON WC1B 5LF	
Date:	4 JUNE 2014	
Contact name and telephone number:	PHILIP CLARK 0207 509 9305	

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