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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"/>	(Click the appropriate box)
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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



(Revised February 2011)

# 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	895,674	30,270	16,940	8,835	951,719
FEMALE	307,827	8,657	8,169	6,299	330,952
TOTAL	1,203,501	38,927	25,109	15,134	A 1,282,671

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

49,285
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Number of members at end of year contributing to the General Fund

1,137,468
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## 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
See Appendix 1			

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:

**Executive Council members as at 31 December 2016**

Adams Lindsey
Agyemang-Prempeh Kwasi
Allam Julian
Allday Richard
Ashworth Tracey
Banks Dick
Bramble Marilyn Gibraltar Observer
Brennan Paula RTC Observer
Burr Paula
Cadman Chris
Cassidy Eddie
Coleman Danny
Cooper John
Dempsey Ged
Douglas Jenny
Elliot Jennifer
Entwistle Phil
Forbes Mick
Gill Jasvinder
Gilligan Wendy
Green Andy
Hibbert Steve
Holmes Brian
Khaliq Ansaar
Knowles Barry
Lyon Mark
McAllister Dawn
McGovern Sean
McLeod Jackie
Miller Steve
Mitchell James
Mitchell Tam

Moloney Therese
Monckton Ivan
Morris Frank
Muna Suzanne
Murphy Tommy
Osborne Kate
Owens Sharon
Pearson Tony Metals Observer
Pleasants Brenda
Rosenthal Simon
Ryan Maggie
Shepherd June
Simpson Bryan Youth Observer
Smith Kenny
Stewart Jane
Still Joyce
Storey John
Stott Nigel
Sullivan Francesca
Suraya Jasmin
Taj Mohammed
Taylor Jayne
Thomas Mark
Tolmie Agnes
Turner Howard
Welsh Paul
Whitnall Dave
Williams Dave
Wilson Dennis
Wood Frank
Wood Mark
Woodhouse Tony
Wiseman Phil Retired Members Observer

**Left Office**

Bowyer David  
Greene Ruth  
Hillier Garry  
Neill Jimmy

# GENERAL FUND

(see notes 13 to 18)

	£'000	£'000
<b>INCOME</b>		
<b>From Members: Contributions and Subscriptions</b>		157,223
<b>From Members: Other income from members (specify)</b>		
<b>Total other income from members</b>		-
<b>Total of all income from members</b>		157,223
<b>Investment income (as at page 13)</b>		10,461
<b>Other Income</b>		
Income from Federations and other bodies (as at page 4)	-	
Income from any other sources (as at page 4)	5,332	
<b>Total of other income (as at page 4)</b>		5,332
	<b>TOTAL INCOME</b>	<b>173,016</b>
<b>EXPENDITURE</b>		
<b>Benefits to members (as at page 5)</b>		9,966
<b>Administrative expenses (as at page 11)</b>		114,840
<b>Federation and other bodies (specify)</b>		
Affiliations	6,000	
Grants and donations	534	
<b>Total expenditure Federation and other bodies</b>		6,534
<b>Taxation</b>		(100)
	<b>TOTAL EXPENDITURE</b>	<b>131,240</b>
		<b>41,776</b>
		<b>153,798</b>
		<b>(33,096)</b>
		<b>162,478</b>

# ANALYSIS OF INCOME FROM FEDERATION AND OTHER BODIES AND OTHER INCOME

(see notes 19 and 20)

DESCRIPTION	£'000	£'000
<b>Federation and other bodies</b>		
Other income	-	
	-	
	-	
	-	
	-	
<b>TOTAL FEDERATION AND OTHER BODIES</b>		-
<b>Other income</b>		
Insurance premium equivalent	3,219	
Validation fee	1,286	
Affinity / sundry income	827	
	-	
	-	
	-	
<b>TOTAL OTHER INCOME</b>		5,332
<b>TOTAL OF ALL OTHER INCOME</b>		5,332

## ANALYSIS OF BENEFIT EXPENDITURE SHOWN AT GENERAL FUND

(see notes 21 to 23)

	£'000		£'000
Representation – Employment Related Issues		<b>brought forward</b>	<b>4,459</b>
Legal representation	1,694	Education and Training services	
		-	2,138
Representation – Non Employment Related Issues		Negotiated Discount Services	
		n/a	-
Communications		Salary Costs	
Journals and publications	976	n/a	-
Advisory Services		Other Benefits and Grants (specify)	
n/a	-	Incapacity	945
Dispute Benefits		Accident and fatality	64
-	1,789	Funeral	511
		Driver care	1,287
		Care Xpress	360
		Convalescence	164
		Superannuation	38
Other Cash Payments			
<b>carried forward</b>	<b>4,459</b>	<b>Total (should agree with figure in General Fund)</b>	<b>9,966</b>

(See notes 24 and 25)

<b>FUND 2</b>		<b>Fund Account</b>	
<b>Name:</b>	<b>AEEU Section Members Superannuation Fund</b>	<b>£'000</b>	<b>£'000</b>
<b>Income</b>			
	From members		-
	Investment income (as at page 13)		17
	Other income (specify)		
	<b>Total other income as specified</b>		-
	<b>Total Income</b>		17
<b>Expenditure</b>			
	Benefits to members		-
	Administrative expenses and other expenditure (as at page 11)		-
	<b>Total Expenditure</b>		-
	<b>Surplus (Deficit) for the year</b>		17
	<b>Amount of fund at beginning of year</b>		1,102
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		1,119
	<b>Number of members contributing at end of year</b>		-

<b>FUND 3</b>		<b>Fund Account</b>	
<b>Name:</b>	<b>MSF Section Craft Members Superannuation Fund</b>	<b>£'000</b>	<b>£'000</b>
<b>Income</b>			
	From members		-
	Investment income (as at page 13)		-
	Other income (specify)		
	<b>Total other income as specified</b>		-
	<b>Total Income</b>		-
<b>Expenditure</b>			
	Benefits to members		-
	Administrative expenses and other expenditure (as at page 11)		-
	<b>Total Expenditure</b>		-
	<b>Surplus (Deficit) for the year</b>		-
	<b>Amount of fund at beginning of year</b>		54
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		54
	<b>Number of members contributing at end of year</b>		-

<b>FUND 4</b>		<b>Fund Account</b>	
<b>Name:</b>	<b>Printing Machine Branch</b>	<b>£'000</b>	<b>£'000</b>
<b>Income</b>			
	From members		-
	Investment income (as at page 13)		-
	Other income (specify)		
	<b>Total other income as specified</b>		-
	<b>Total Income</b>		-
<b>Expenditure</b>			
	Benefits to members		-
	Administrative expenses and other expenditure (as at page 11)		-
	<b>Total Expenditure</b>		-
	<b>Surplus (Deficit) for the year</b>		-
	<b>Amount of fund at beginning of year</b>		-
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		-
	<b>Number of members contributing at end of year</b>		-

<b>FUND 5</b>		<b>Fund Account</b>	
<b>Name:</b>	<b>Branch Funds</b>	<b>£'000</b>	<b>£'000</b>
<b>Income</b>			
	From members		1,602
	Investment income (as at page 13)		4
	Other income (specify)		
	Other income	1,262	
	Branch surplus	136	
	<b>Total other income as specified</b>		1,398
	<b>Total Income</b>		3,004
<b>Expenditure</b>			
	Benefits to members		-
	Administrative expenses and other expenditure (as at page 11)		3,605
	<b>Total Expenditure</b>		3,605
	<b>Surplus (Deficit) for the year</b>		(601)
	<b>Amount of fund at beginning of year</b>		26,913
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		26,312
	<b>Number of members contributing at end of year</b>		218,879



<b>FUND 6</b>		<b>Fund Account</b>	
<b>Name:</b>	<b>Plate Preparers Superannuation Fund</b>	<b>£'000</b>	<b>£'000</b>
<b>Income</b>			
	From members		-
	Investment income (as at page 13)		-
	Other income (specify)		
	<b>Total other income as specified</b>		-
	<b>Total Income</b>		-
<b>Expenditure</b>			
	Benefits to members		-
	Administrative expenses and other expenditure (as at page 11)		-
	<b>Total Expenditure</b>		-
	<b>Surplus (Deficit) for the year</b>		-
	<b>Amount of fund at beginning of year</b>		73
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		73
	<b>Number of members contributing at end of year</b>		-

<b>FUND 7</b>		<b>Fund Account</b>	
<b>Name:</b>	<b>Litho Printers Superannuation Fund</b>	<b>£'000</b>	<b>£'000</b>
<b>Income</b>			
	From members		-
	Investment income (as at page 13)		-
	Other income (specify)		
	<b>Total other income as specified</b>		-
	<b>Total Income</b>		-
<b>Expenditure</b>			
	Benefits to members		-
	Administrative expenses and other expenditure (as at page 11)		-
	<b>Total Expenditure</b>		-
	<b>Surplus (Deficit) for the year</b>		-
	<b>Amount of fund at beginning of year</b>		82
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		82
	<b>Number of members contributing at end of year</b>		-

<b>FUND 8</b>		<b>Fund Account</b>	
<b>Name:</b>	<b>TGWU Section Members Superannuation Fund</b>	<b>£'000</b>	<b>£'000</b>
<b>Income</b>			
	From members		-
	Investment income (as at page 13)		-
	Other income (specify)		
	<b>Total other income as specified</b>		-
	<b>Total Income</b>		-
<b>Expenditure</b>			
	Benefits to members		-
	Administrative expenses and other expenditure (as at page 11)		-
	<b>Total Expenditure</b>		-
	<b>Surplus (Deficit) for the year</b>		-
	<b>Amount of fund at beginning of year</b>		63
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		63
	<b>Number of members contributing at end of year</b>		-

<b>FUND 9</b>		<b>Fund Account</b>	
<b>Name:</b>	<b>BAeSSA</b>	<b>£'000</b>	<b>£'000</b>
<b>Income</b>			
	From members		-
	Investment income (as at page 13)		-
	Other income (specify)		
	<b>Total other income as specified</b>		-
	<b>Total Income</b>		-
<b>Expenditure</b>			
	Benefits to members		-
	Administrative expenses and other expenditure (as at page 11)		-
	<b>Total Expenditure</b>		-
	<b>Surplus (Deficit) for the year</b>		-
	<b>Amount of fund at beginning of year</b>		427
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		427
	<b>Number of members contributing at end of year</b>		-

(see notes 26 to 31)

<b>POLITICAL FUND ACCOUNT 1</b>		<b>To be completed by trade unions which maintain their own fund</b>	
		<b>£'000</b>	<b>£'000</b>
<b>Income</b>	Members contributions and levies		7,795
	Investment income (as at page 13)		-
	Other income (specify) Other income	1	
	Total other income as specified		1
	Total Income		7,796
<b>Expenditure</b>	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify) Affiliation fees		2,530
			-
	Administration expenses in connection with political objects (specify)		
	Political Fund Expenditure		4,896
	Non-political expenditure		-
		Total Expenditure	
	Surplus (Deficit) for the year		370
	Amount of political fund at beginning of year		14,132
	Amount of political fund at the end of year (as Balance Sheet)		14,502
	Number of members at end of year contributing to the political fund		1,065,279
	Number of members at end of the year not contributing to the political fund		217,392
	Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund		40,030

<b>POLITICAL FUND ACCOUNT 2</b>		<b>To be completed by trade unions which act as components of a central trade union</b>	
		<b>£'000</b>	<b>£'000</b>
<b>Income</b>	Contributions and levies collected from members on behalf of central political fund		-
	Funds received back from central political fund		-
	Other income (specify) Other income	-	
	Total other income as specified		-
	Total Income		-
<b>Expenditure</b>	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify) Affiliation fees		-
			-
	Administration expenses in connection with political objects (specify)		
	Political Fund Expenditure		-
	Non-political expenditure		-
		Total Expenditure	
	Surplus (Deficit) for the 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)

		£'000
<b>Administrative Expenses</b>		
Remuneration and expenses of staff		62,569
Salaries and Wages included in above	£ 48,375,000	
Auditors' fees		497
Legal and Professional fees		2,160
Occupancy costs		3,272
Stationery, printing, postage, telephone, etc.		3,644
Expenses of Executive Committee (Head Office)		(160)
Expenses of conferences		2,225
Other administrative expenses (specify)		
Non industrial ballots		90
Expenses of committees / exe councils		3,373
Branch and regional costs		518
Payments to regions and branches		12,079
Motor vehicle costs excl. depreciation		1,155
IT costs excl. depreciation		765
Sundry expenses		6,082
Bank charges		288
Non-recurring items		4,141
Other Outgoings		
Interest payable:		
Depreciation		7,586
Taxation		-
Outgoings on land and buildings (specify)		
Maintenance and repairs		3,355
Other outgoings (specify)		
Pension adjustment		4,806
	Total	118,445
Charged to:	General Fund (Page 3)	114,840
	Branch Funds (Fund 5)	3,605
	Total	118,445

# ANALYSIS OF OFFICIALS SALARIES AND BENEFITS

(see notes 34 to 44 below)

Office held	Gross Salary £	Employers N.I. contributions £	Benefits			Total £
			Pension Contributions £	Other Benefits		
				Description	Value £	
General Secretary - Len McCluskey	74,802	9,203	4,504	Car Benefit	3,491	99,722
				Housing	7,722	

## ANALYSIS OF INVESTMENT INCOME

(see notes 45 and 46)

	Political Fund £'000	Other Fund(s) £'000
Rent from land and buildings	-	-
Dividends (gross) from:		
Equities (e.g. shares)	-	1,204
Interest (gross) from:		
Government securities (Gilts)	-	-
Mortgages	-	-
Local Authority Bonds	-	-
Bank and Building Societies	-	144
Other investment income (specify)		
Unit trusts	-	-
Gain on sale of investments	-	9,134
Other fixed income	-	-
	-	10,482
<b>Total investment income</b>		<b>10,482</b>
<b>Credited to:</b>		
General Fund (Page 3)		10,461
AEEU Section Members Superannuation Fund (Fund 2)		17
MSF Section Craft Members Superannuation Fund (Fund 3)		-
Printing Machine Branch (Fund 4)		-
Branch Funds (Fund 5)		4
Plate Preparers Superannuation Fund (Fund 6)		-
Litho Printers Superannuation Fund (Fund 7)		-
Political Fund		-
<b>Total Investment Income</b>		<b>10,482</b>

# BALANCE SHEET as at **31 December 2016**

(see notes 47 to 50)

Previous Year		£'000	£'000
145,344	<b>Fixed Assets (at page 15)</b>		148,182
	<b>Investments (as per analysis on page 16)</b>		
52,270	Quoted (Market value £62,158)	62,158	
5,633	Unquoted	5,625	
57,903	<b>Total Investments</b>		67,783
	<b>Other Assets</b>		
-	Loans to other trade unions	-	
15,857	Sundry debtors	16,020	
72,184	Cash at bank and in hand	91,666	
-	Others (specify)	-	
88,041	<b>Total of other assets</b>		107,686
291,288	<b>TOTAL ASSETS</b>		323,651
153,798	General Fund (Page 3)		162,478
1,102	AEEU Section Members Superannuation Fund (Fund 2)		1,119
54	MSF Section Craft Members Superannuation Fund (Fund 3)		54
26,913	Branch Funds (Fund 5)		26,312
73	Plate Preparers Superannuation Fund (Fund 6)		73
82	Litho Printers Superannuation Fund (Fund 7)		82
63	TGWU Section Members Superannuation Fund (Fund 8)		63
427	BAeSSA (Fund 9)		427
14,132	Political Fund (Account 1)		14,502
	<b>LIABILITIES</b>		
	Amount held on behalf of central trade union political fund		
-	Loans: From other trade unions	-	
-	Loans: Other (Bank loans to Branches)	-	
-	Bank overdraft	-	
14,893	Sundry creditors	12,526	
200	Provisions	1,100	
79,551	Other liabilities	104,915	
94,644	<b>TOTAL LIABILITIES</b>		118,541
291,288	<b>TOTAL FUNDS AND LIABILITIES</b>		323,651

## FIXED ASSETS ACCOUNT

(see notes 51 to 55)

	Land and Buildings		Furniture and Equipment £'000	Motor Vehicles £'000	Not used for union business £'000	Total £'000
	Freehold £'000	Leasehold £'000				
<b>Cost or Valuation</b>						
At start of year	157,556	3,342	10,601	9,015	-	180,514
Additions	9,329	250	1,038	1,346	-	11,963
Disposals	(1,359)	-	-	(1,234)	-	(2,593)
Revaluation/Transfers	-	-	-	-	-	-
At end of year	165,526	3,592	11,639	9,127	-	189,884
<b>Accumulated Depreciation</b>						
At start of year	22,987	1,275	6,542	4,366	-	35,170
Charges for year	4,676	73	1,251	1,586	-	7,586
Disposals	(167)	-	-	(887)	-	(1,054)
Impairments	-	-	-	-	-	-
Revaluation/Transfers	-	-	-	-	-	-
At end of year	27,496	1,348	7,793	5,065	-	41,702
<b>Net book value at end of year</b>						
	138,030	2,244	3,846	4,062	-	148,182
<b>Net book value at end of previous year</b>	134,569	2,067	4,059	4,649	-	145,344



## ANALYSIS OF INVESTMENTS

(see notes 56 and 57)

QUOTED	All Funds Except Political Funds £'000	Political Fund  £'000
Equities (e.g. Shares)		
Equities	61,404	-
Funds	754	-
Government Securities (Gilts)	-	-
	-	-
Other quoted securities (to be specified)	-	-
	-	-
TOTAL QUOTED (as Balance Sheet)	62,158	-
Market Value of Quoted Investment	62,158	-
UNQUOTED Equities	5,596	-
	-	-
Government Securities (Gilts)		
Local government	29	-
	-	-
Mortgages	-	-
	-	-
Bank and Building Societies	-	-
	-	-
Other unquoted investments (to be specified)	-	-
	-	-
TOTAL UNQUOTED (as Balance Sheet)	5,625	-
Market Value of Unquoted Investments	-	-

## ANALYSIS OF INVESTMENT INCOME (CONTROLLING INTERESTS)

(see notes 58 and 59)

<b>Does the union, or any constituent part of the union, have a controlling interest in any limited company?</b>		<input checked="" type="checkbox"/> YES X	<input type="checkbox"/> NO
If YES name the relevant companies:  COMPANY NAME	COMPANY REGISTRATION NUMBER (if not registered in England & Wales, state where registered)		
Unite the Union Trustee Company Ltd	00969191		
Unite the Union Second Trustee Company Ltd	06477198		
UNIFI Nominee Company Ltd	02334993		
MSF Nominee Company Ltd	02435004		
Unite Amicus Section Pension Trustee Ltd	06349044		
AEEU Pensions Trustee Ltd	03597144		
M&P Benefits Ltd	02172923		
Blackhorse HCC Ltd	10313117		
<b>Are the shares which are controlled by the union registered in the names of the union's trustees?</b>		<input checked="" type="checkbox"/> YES X	<input type="checkbox"/> NO
If NO, state the names of the persons in whom the shares controlled by the union are registered.			
COMPANY NAME	NAMES OF SHAREHOLDERS		
MSF Nominee Company Ltd	Roger Lyons- 2 shares held in trust for Unite Amicus Section		

## SUMMARY SHEET

(see notes 60 to 71)

	All funds except Political Funds £'000	Political Funds £'000	Total Funds £'000
<b>INCOME</b>			
From Members	158,825	7,795	166,620
From Investments	10,482	-	10,482
Other Income (including increases by revaluation of assets)	6,730	1	6,731
<b>Total Income</b>	176,037	7,796	183,833
<b>EXPENDITURE</b> (including decreases by revaluation of assets)			
Benefit expenditure	9,966	-	9,966
Administrative expenses	118,445	2,530	120,975
Federation & other bodies	6,534	4,896	11,430
Taxation	(100)	-	(100)
Actuarial loss	33,096	-	33,096
<b>Total Expenditure</b>	167,941	7,426	175,367
<b>Funds at beginning of year as originally stated</b> (including reserves)	182,512	14,132	196,644
Prior year adjustment	-	-	-
<b>Funds at beginning of year as restated</b> (including reserves)	182,512	14,132	196,644
<b>Funds at end of year</b> (including reserves)	190,608	14,502	205,110
<b>ASSETS</b>			
Fixed Assets			148,182
Investment Assets			67,783
Other Assets			107,686
		<b>Total Assets</b>	323,651
<b>LIABILITIES</b>		<b>Total Liabilities</b>	118,541
<b>NET ASSETS (Total Assets less Total Liabilities)</b>			205,110

# 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.

See attached

# 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.**

See attached

## SIGNATURES TO THE ANNUAL RETURN

(see notes 76 and 77)

**including the accounts and balance sheet contained in the return.**

Secretary's Signature: <u>Len McCluskey</u> Name: <u>Len McCluskey</u> Date: <u>22 June 2017</u>	Chairman's Signature: <u>[Signature]</u> (or other official whose position should be stated) Name: <u>Ed Sabisky</u> Date: <u>22 June 2017</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			
HAS THE RETURN OF CHANGE OF OFFICERS BEEN COMPLETED? (see Page 2 and Note 12)	YES			
HAS THE RETURN BEEN SIGNED? (see Pages 19 and 21 and Notes 76 and 77)	YES			
HAS THE AUDITOR'S REPORT BEEN COMPLETED? (see Pages 20 and 21 and Notes 2 and 77)	YES			
IS A RULE BOOK ENCLOSED? (see Notes 8 and 78)	YES			
A MEMBER'S STATEMENT IS: (see Note 80)	ENCLOSED			
HAS THE SUMMARY SHEET BEEN COMPLETED (see Page 17 and Notes 7 and 59)	YES			
IS A MEMBERSHIP AUDIT CERTIFICATE PROVIDED (See Pages 23 and 24 and Notes 88 to 94)			NO	

# 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**

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**

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**

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)

See below:

# AUDITOR'S REPORT (section one)

## REPORT OF THE INDEPENDENT AUDITOR TO THE MEMBERS OF UNITE THE UNION

We have audited the accounts of Unite the Union for the year ended 31 December 2016 which comprise the Statement of Comprehensive Income, Balance Sheet, Statement of Changes in Equity, Statement of Cash Flows, Accounting Policies and the related notes set out on pages 11 to 26. 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, 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 auditor and our responsibility is to audit and express an opinion on the accounts 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 Auditors.

### Scope of the audit of the accounts

An audit involves obtaining evidence about the amounts and disclosures in the accounts sufficient to give reasonable assurance that the accounts 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 accounts. In addition, we read all the financial and non-financial information in the Report of the General Secretary to identify material inconsistencies with the audited accounts 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 accounts:

- give a true and fair view of the state of the Union's affairs as at 31 December 2016, 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.

### 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 requires us to report to you, 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.

Signature(s) of auditor or auditors:

Moore Stephens LLP

Name(s):

Moore Stephens LLP

Profession(s) or Calling(s):

Chartered Accountants

Address(es):

150 Aldersgate Street  
London  
EC1A 4AB

Date:

22 June 2017

Contact name and telephone number:

Gareth Jones  
0207 509 9000

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



# UNITE THE UNION

## ACCOUNTING POLICIES YEAR ENDED 31 DECEMBER 2016

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The accounts have been prepared in accordance with applicable accounting standards, including FRS102 "the Financial Reporting Standard". The specific policies adopted are set out below:

### Accounting convention

The accounts are prepared under the historical cost convention.

### Contributions

Contributions are accounted for on a cash basis adjusted for accrued contributions received in 2017 relating to the prior year.

### Expenditure

All expenditure in the accounts is exclusive of VAT where applicable.

### Tangible fixed assets

Tangible fixed assets are stated at cost, less depreciation and impairment. Cost includes expenditure that is directly attributable to the acquisition of the assets. Any subsequent expenditure is included at the assets' carrying amount when it is probable that future economic benefits associated with the assets will flow to the Union and the costs can be measured reliably.

Depreciation is provided on all tangible fixed assets, except freehold land, to write off the cost less estimated residual value in equal annual instalments over the estimated useful economic lives of the assets. The estimated useful economic lives are as follows:

#### Land & buildings

Freehold and long leasehold buildings	- 45 years
Fit-out and related property improvements	- 15 years
Short leasehold properties	- Period of lease

#### Fixtures, fittings and computer equipment

Computer equipment and software	- 3 years
Furniture, fixtures and office equipment	- 10 years

#### Motor vehicles

- 4 years

Assets are reviewed for impairment whenever events or changes in circumstances, such as planned disposal of properties, indicate that the carrying amount may not be recoverable.

### Investments

Investments are stated in the balance sheet on the following basis:

Quoted investments - market value.

Unquoted investments - at original cost or estimated current value as determined by an independent 3rd party.

Investments mainly comprise equities, unit trusts and gilts. These are treated as fixed asset investments due to the permanent nature of the investment fund held by the Union. Any profit or loss on the disposal of investments is the difference between the proceeds of sale and the book value.

# UNITE THE UNION

## ACCOUNTING POLICIES YEAR ENDED 31 DECEMBER 2016

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### Pension costs

The Union operates various defined benefit pension schemes, providing benefits based on final pensionable salaries. The assets of the schemes are held separately from those of the Union.

Pension scheme assets are measured using market values; quoted securities are valued at current bid price. Pension scheme liabilities are measured using a projected unit method, and discounted at the current rate of return on a high quality corporate bond of equivalent term and currency to the liability.

The increase in the present value of the assets and liabilities of the defined benefit pension schemes of the Union, expected to arise from employee service in the period, is charged to income and expenditure. Actuarial gains and losses and actual return on scheme assets are recognised in Other Comprehensive Income.

### Foreign exchange

Transactions denominated in foreign currencies are recorded at the rate of exchange ruling at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies at the balance sheet date are translated at the rate of exchange ruling at that date. The resulting translation differences are dealt with in the Statement of Comprehensive Income.

### Corporation tax

Corporation tax is payable on investment income, chargeable gains arising on the disposal of properties and investments and other taxable income, but only to the extent that these exceed expenditure on provident benefits.

### Deferred tax

Deferred tax is recognised in respect of all material timing differences which are differences between the taxable profits and total comprehensive income that arises from the inclusion of income and expenses in tax assessments in periods different from those in which they are recognised in the financial statements.

### Branches and regions

The transactions of the branches and regions during the year are included in the funds as are the net assets held directly by them at the balance sheet date.

### Leases

Operating lease rentals are charged to the Statement of Comprehensive Income in equal instalments over the period of the lease.

### Members' superannuation funds

The Union operates superannuation funds for certain members. The funds are closed to new entrants. The assets of the funds are recorded separately from those of the General funds of the Union and the superannuation payments and receipts are all included in these funds.

### Provisions

Provisions for future expenditure are included in the accounts only where the Union has a present obligation to meet such expenditure.

# UNITE THE UNION

## ACCOUNTING POLICIES YEAR ENDED 31 DECEMBER 2016

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### Accounting estimates

The preparation of financial statements in conformity with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the accounting policies selected for use by the Union. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the consolidated financial statements are disclosed below. Use of available information and application of judgement are inherent in the formation of estimates. Actual outcomes in the future could differ from such estimates.

The main areas where judgements and estimates may have a significant effect on the amounts included in the financial statements are:

- Tangible assets – the basis of calculation and assumption used to perform revaluation and useful economic life of assets used in calculating depreciation.
- Investments – the basis of calculation and assumption used for market value.
- The Union reviews non-current assets each year for impairment, in line with accounting standards.
- Contingent liabilities – the inclusion of provisions for potential liabilities where there is an element of uncertainty in the outcome of the cases.
- Defined benefit pension scheme – the actuarial assumptions used in calculating scheme assets and liabilities.

# UNITE THE UNION

## NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2016

	2016 £'000	2015 £'000
<b>1 Other membership benefits excluding legal</b>		
Incapacity	945	719
Accident and fatality	64	29
Funeral	511	457
Superannuation	38	57
Drivercare	1,287	1,187
Legal helpline	360	300
Convalescence	164	179
Educational	2,138	1,611
Journals and publications	986	980
	<b>6,493</b>	<b>5,519</b>
<b>2 Political affiliation fees, grants and donations</b>		
The Labour Party:		
Affiliation fees	1,860	1,651
Election grants and donations	68	4,133
Other grants and donations	753	597
	<b>2,681</b>	<b>6,381</b>
<b>3 Other affiliation fees, grants and donations</b>		
Trades Union Congress	3,544	3,569
Scottish Trades Union Congress	203	202
Welsh Trades Union Congress	7	7
Irish Congress of Trade Unions	174	146
European Transport Workers' Federation	120	110
International Transport Workers' Federation	416	403
Confederation of Shipbuilding and Engineering Unions	111	109
European Federation of Food, Agriculture and Tourism Trade Unions	71	64
International Union of Food, Agriculture, Hotel, Restaurant, Catering, Tobacco & Allied Workers	202	190
IndustriALL Global Union	456	433
UNI Global Union	483	467
Public Services International	64	61
European Federation of Building & Woodworkers	10	10
Building Workers International	14	14
Other Affiliations	131	177
Grants and Donations	534	704
	<b>6,540</b>	<b>6,666</b>

## UNITE THE UNION

### NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2016

	2016 £'000	2015 £'000
<b>4 Investment income and fair value adjustments</b>		
Dividends received	1,204	1,029
Bank and other interest received	144	126
Fair value adjustments	9,134	1,047
Revaluation on unquoted shares	-	2,602
	<u>10,482</u>	<u>4,804</u>
<b>5 Non-recurring items</b>		
Profit on disposal of properties	(848)	(471)
Voluntary redundancy and severance	2,439	900
Irrecoverable VAT on purchase and refurbishment of properties	2,367	2,860
Impairment of properties	-	2,922
Unfunded pensions	494	437
Release of provisions no longer required	-	(3,603)
Membership reconciliation	(6,452)	(5,840)
Bad debt for building project	-	864
Consolidation adjustment	3,605	(6,933)
Abortive building costs due to project delay	2,536	-
Other	-	(262)
	<u>4,141</u>	<u>(9,126)</u>
<b>6 Taxation</b>		
Corporation tax charge for the year	(1,000)	-
Deferred tax movement (note 12)	900	(1,200)
	<u>(100)</u>	<u>(1,200)</u>

During the period the Union also suffered irrecoverable VAT of £5.4 million (2015: £7.4 million) arising on expenditure incurred.

The union is aware that there may be additional tax due on the disposal of certain properties and investments if they were to dispose of all of these assets in any one particular tax year. However, as the disposal of such will be controlled, no additional provision has been made.

# UNITE THE UNION

## NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2016

### 7 Tangible fixed assets

	Land and buildings £'000	Fixtures, fittings and computer equipment £'000	Motor vehicles £'000	Total £'000
<b>Cost or valuation</b>				
At 1 January 2016	160,898	10,601	9,015	180,514
Additions	9,579	1,038	1,346	11,963
Disposals	(1,359)	-	(1,234)	(2,593)
<b>At 31 December 2016</b>	<b>169,118</b>	<b>11,639</b>	<b>9,127</b>	<b>189,884</b>
<b>Aggregate depreciation including impairment</b>				
At 1 January 2016	24,262	6,542	4,366	35,170
Charge for the year	4,749	1,251	1,586	7,586
Disposals	(167)	-	(887)	(1,054)
<b>At 31 December 2016</b>	<b>28,844</b>	<b>7,793</b>	<b>5,065</b>	<b>41,702</b>
<b>Net book value</b>				
<b>At 31 December 2016</b>	<b>140,274</b>	<b>3,846</b>	<b>4,062</b>	<b>148,182</b>
At 31 December 2015	136,636	4,059	4,649	145,344
<b>Split of Land and Buildings</b>				
			<b>2016</b>	<b>2015</b>
			<b>£'000</b>	<b>£'000</b>
Freehold			<b>138,030</b>	134,569
Long leasehold			<b>2,244</b>	2,067
			<b>140,274</b>	<b>136,636</b>

On the 11<sup>th</sup> June 2015, Unite paid £1,950,000 to acquire a 150 year peppercorn lease from Birmingham City Council in respect of land in the Aston Science Park region of Birmingham. On this site Unite is constructing a National Education and Conference Centre & Hotel as well as a new Regional Office for the West Midlands Region.

## UNITE THE UNION

### NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2016

#### 8 Investments

	Quoted investments £'000	Unquoted investments £'000	Total £'000
<b>Cost or fair value</b>			
At 1 January 2016	52,270	5,633	57,903
Additions	8,569	-	8,569
Disposal proceeds	(7,815)	(8)	(7,823)
Realised profit on sale of investments	(217)	-	(217)
Fair value adjustment	9,351	-	9,351
<b>At 31 December 2016</b>	<b>62,158</b>	<b>5,625</b>	<b>67,783</b>

	Quoted investments £'000	Unquoted investments £'000	Total £'000
<b>Cost or fair value</b>			
At 1 January 2015	49,750	2,803	52,553
Additions	9,170	250	9,420
Disposal proceeds	(7,697)	(22)	(7,719)
Fair value adjustment	1,047	-	1,047
Revaluation	-	2,602	2,602
<b>At 31 December 2015</b>	<b>52,270</b>	<b>5,633</b>	<b>57,903</b>

Included in unquoted investments at 31 December 2016, the Union held 14.6% of the issued share capital of Unity Trust Bank plc.

On 4<sup>th</sup> August 2016, Unite formed Blackhorse HCC Limited (Co. Reg. No. 10313117), a wholly owned subsidiary, to own and operate the National Education and Conference Centre & Hotel.

On 30th March 2017, Unite entered into a back to back long leasehold arrangement with Blackhorse HCC Limited and agreed a Financing Agreement. On the same day, Blackhorse HCC Limited signed a franchise agreement in respect of the hotel portion of the Birmingham project with Starwood EAMA Licence and Services Company BVBA. Starwood, now part of the larger Marriott Group, are amongst the world's largest hotel companies who own, operate and franchise hotels. The hotel portion of the project will be marketed under the 'Aloft' hotel brand.

# UNITE THE UNION

## NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2016

### 9 Debtors and prepayments

	2016 £'000	2015 £'000
Trade debtors	9,181	8,428
Other debtors	231	116
Prepayments	6,169	3,608
	<u>15,581</u>	<u>12,152</u>

### 10 Mortgages and loans

	2016 £'000	2015 £'000
Mortgages	171	171
Loans to Trade Unions	-	3,250
Other loans	268	284
	<u>439</u>	<u>3,705</u>

The mortgage is held at an interest rate of 3.25%.

### 11 Creditors and accruals

	2016 £'000	2015 £'000
Trade creditors	677	759
Other creditors	1,040	2,657
Social security & other taxes	1,427	1,524
Accruals	9,382	9,953
	<u>12,526</u>	<u>14,893</u>

### 12 Deferred tax

	2016 £'000	2015 £'000
Opening provision	200	1,400
Movement (note 6)	900	(1,200)
Closing provision	<u>1,100</u>	<u>200</u>

The Union has included a deferred tax provision in relation to the revaluation of certain assets.



# UNITE THE UNION

## NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2016

### 13 Reserves

#### a) General Fund analysis

	General Fund £'000	Pension Deficit £'000	Total £'000
Operating surplus	36,557	-	36,557
Other income	10,461	-	10,461
Non-recurring items	(536)	-	(536)
Taxation	100	-	100
Pension deficit reduction contributions	(12,538)	-	(12,538)
Pension adjustment	-	7,732	7,732
<b>Surplus for the year</b>	<b>34,044</b>	<b>7,732</b>	<b>41,776</b>
As at 1 January 2016	233,349	(79,551)	153,798
Actuarial loss	-	(33,096)	(33,096)
<b>At 31 December 2016</b>	<b>267,393</b>	<b>(104,915)</b>	<b>162,478</b>

	£'000	£'000	£'000
Operating surplus	26,110	-	26,110
Other income	4,790	-	4,790
Non-recurring items	8,942	-	8,942
Taxation	1,200	-	1,200
Pension deficit reduction contributions	(12,311)	-	(12,311)
Pension adjustment	-	6,125	6,125
<b>Surplus for the year</b>	<b>28,731</b>	<b>6,125</b>	<b>34,856</b>
As at 1 January 2015	204,618	(92,214)	112,404
Actuarial gain	-	6,538	6,538
<b>At 31 December 2015</b>	<b>233,349</b>	<b>(79,551)</b>	<b>153,798</b>

# UNITE THE UNION

## NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2016

<b>b) General Fund analysis excluding pension deficit</b>	<b>Central funds £'000</b>	<b>1% fund £'000</b>	<b>Dispute fund £'000</b>	<b>Total £'000</b>
Operating surplus general fund	34,274	(745)	-	33,529
Transfer to 1% fund	(732)	732	-	-
2.5% diverted from branch administration	-	-	3,608	3,608
Ongoing dispute fund payments	-	-	(580)	(580)
<b>Operating surplus / (deficit) General Fund</b>	<b>33,542</b>	<b>(13)</b>	<b>3,028</b>	<b>36,557</b>
Other income	10,478	(17)	-	10,461
Non-recurring items	(536)	-	-	(536)
Taxation	100	-	-	100
Pension deficit reduction contributions	(12,538)	-	-	(12,538)
<b>Surplus / (deficit) for the year</b>	<b>31,046</b>	<b>(30)</b>	<b>3,028</b>	<b>34,044</b>
As at 1 January 2016	197,907	1,285	34,157	233,349
<b>At 31 December 2016</b>	<b>228,953</b>	<b>1,255</b>	<b>37,185</b>	<b>267,393</b>

	<b>Central funds £'000</b>	<b>1% fund £'000</b>	<b>Dispute fund £'000</b>	<b>Total £'000</b>
Operating surplus general fund	24,740	(779)	-	23,961
Transfer to 1% fund	(791)	791	-	-
2.5% diverted from branch administration	-	-	3,888	3,888
Ongoing dispute fund payments	-	-	(1,739)	(1,739)
<b>Operating surplus General Fund</b>	<b>23,949</b>	<b>12</b>	<b>2,149</b>	<b>26,110</b>
Other income	4,790	-	-	4,790
Non-recurring items	8,942	-	-	8,942
Taxation	1,200	-	-	1,200
Pension deficit reduction contributions	(12,311)	-	-	(12,311)
<b>Surplus for the year</b>	<b>26,570</b>	<b>12</b>	<b>2,149</b>	<b>28,731</b>
As at 1 January 2015	171,337	1,273	32,008	204,618
<b>At 31 December 2015</b>	<b>197,907</b>	<b>1,285</b>	<b>34,157</b>	<b>233,349</b>

# UNITE THE UNION

## NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2016

### 14 Commitments under operating leases

At 31 December 2016 the Union's future minimum lease payments under non-cancellable operating leases are as follows:

	Land and buildings		Other assets	
	2016 £'000	2015 £'000	2016 £'000	2015 £'000
Expiry date:				
Within one year	141	141	-	2
Between two and five years	349	421	-	-
Over five years	91	145	-	-
	<b>581</b>	<b>707</b>	<b>-</b>	<b>2</b>
Charge for the year	<b>141</b>	<b>132</b>	<b>-</b>	<b>2</b>

The Union's commitments under land and buildings are subject to periodic rent review.

### 15 Capital commitments

At 31 December 2016, the Union had capital commitments totaling £0.7 million (2015: £1.1 million), relating to the ongoing refurbishment programme of the Union's properties.

### 16 Contingent liabilities

As at 31 December 2016, the Union had signed an undertaking providing certain property assets as security for future payments owed to the Unite Pension Scheme (UPS), for a maximum amount of £17.5 million (2015: £17.5 million).

### 17 Key management personnel

Key management personnel compensation of £4.8 million (2015: £4.6 million) was paid in the year, comprising salary, benefits in kind and employer pension contributions. See analysis of salaries for organisers, officers and senior officials for a further breakdown.

### 18 Post balance sheet events

On 1 January 2017, the Union of Construction, Allied Trades and Technicians (UCATT) amalgamated into Unite. As a consequence, all the assets and liabilities of UCATT were incorporated into Unite. As at 31 December 2016, UCATT had audited net assets of £1,191,000, inclusive of a pension scheme deficit of £6,385,000.

# UNITE THE UNION

## NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2016

### 19 Defined benefit pension schemes

The Union operates two defined benefit pension schemes providing service related benefits based on final pensionable salaries. As at 31 December 2016, the Schemes in operation were:

- Unite Pension Scheme ("UPS")
- Unite Irish Pension Scheme ("UIPS")

The actuaries to the schemes have updated the latest full valuations (UPS - 30 September 2014) of the schemes to 31 December 2016 and adjusted the results so as to be in line with FRS102 requirements.

The liabilities have been assessed using the following assumptions.

Financial assumptions:	UPS	UIPS	UPS	UIPS
	Year Ended 31/12/2016	Year Ended 31/12/2016	Year Ended 31/12/2015	Year Ended 31/12/2015
Discount Rate	2.70% pa	2.70% pa	3.70% pa	3.70% pa
Price Inflation - RPI	3.20% pa	3.20% pa	3.00% pa	3.00% pa
- CPI	2.20% pa	2.20% pa	2.00% pa	2.00% pa
- Irish CPI	-	1.75% pa	-	1.75% pa
Salary Increases	3.20% pa	3.20% pa	3.40% pa	3.40% pa
Rate of increase for deferred pensioners	2.20% pa	1.75% pa	2.00% pa	1.75% pa
Rate of increases of pensions in payment				
• RPI capped at 2.5% pa	2.20% pa	-	2.10% pa	-

Demographic assumptions are the same as in most recent scheme valuations except that:

- calculations have been carried out using mortality assumptions as set out in the table below.
- 80% of those actives who are age 50 or over and who have beneficial early retirement terms applying to their benefits are assumed to take advantage of those terms and retire at age 60. The rest of the non-pensioners are assumed to retire at Normal Retirement Age.

Description	Year Ended 31/12/2016	Year Ended 31/12/2015
<u>UPS</u>		
Mortality (Pre and post retirement)	100% S2PMA/S2PPA CMI Model 2015 (1.25%) + 1 year age adjustment	100% S2PA CMI_2014_M/F 1.25% (Year of birth) + 1 year age adjustment
<u>UIPS</u>		
Mortality (Pre and post retirement)	108% of PNMLOO with CSO improvements from 2006	108% of PNMLOO with CSO improvements from 2006

### Analysis of asset values:

As at 31 December	2016 £'000	2015 £'000
Equities	461,262	390,930
Gilts and Bonds	492,299	426,882
Cash	1,453	8,300
Annuities and other assets	12,102	11,619
Total	967,116	837,731

# UNITE THE UNION

## NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2016

### 19 Defined benefit pension schemes (continued)

The assets recognised in the balance sheet are as follows:

As at 31 December	<b>2016</b> <b>£'000</b>	2015 £'000
Market value of assets	967,116	837,731
Present value of liabilities	(1,067,730)	(912,940)
Deficit in the scheme	(100,614)	(75,209)
Present value of unfunded obligations	(4,301)	(4,342)
Pension liability	<u>(104,915)</u>	<u>(79,551)</u>

#### Analysis of changes in the value of the scheme liabilities:

	<b>2016</b> <b>£'000</b>	2015 £'000
Value of liabilities at 1 January	(912,940)	(939,810)
Current service cost	(7,974)	(8,852)
Interest cost	(33,296)	(32,466)
Past service costs	-	-
Member contributions	(4,380)	(4,562)
Benefits paid	39,689	37,421
Actuarial (losses)/gains	(147,537)	34,875
Foreign exchange movement	(1,292)	454
Value of liabilities at 31 December	<u>(1,067,730)</u>	<u>(912,940)</u>

#### Analysis of changes in the value of the scheme assets:

	<b>2016</b> <b>£'000</b>	2015 £'000
Value of assets at 1 January	837,731	852,297
Actual return on assets excluding interest income	114,500	(28,426)
Actuarial gains	161	-
Employer contributions	19,198	19,228
Member contributions	4,380	4,562
Benefits paid	(39,689)	(37,421)
Admin expenses	(1,200)	(1,600)
Interest income	30,724	29,566
Foreign exchange movement	1,311	(475)
Value of assets at 31 December	<u>967,116</u>	<u>837,731</u>

# UNITE THE UNION

## NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2016

### 19 Defined benefit pension schemes (continued)

#### Analysis of changes in the value of unfunded obligations:

	2016 £'000	2015 £'000
Value of liabilities at 1 January	(4,342)	(4,701)
Unpaid interest cost	(150)	(160)
Actuarial (losses)/gains	(220)	89
Benefits paid	411	430
Value of liabilities at 31 December	<u>(4,301)</u>	<u>(4,342)</u>

The Union has provided for other unfunded pension costs payable to certain officials who agreed (in 1995) to take early retirement from the AEEU (now part of Unite). The Union consults actuaries in order to arrive at an estimate of the likely future pension costs payable. Similar provisions exist for GPMU and BIFU.

#### Amounts recognised in income and expenditure for the year ended 31 December:

	2016 £'000	2015 £'000
Current service cost	7,974	8,852
Past service cost	-	-
Employment cost contribution	(7,071)	(7,347)
Admin expenses	1,200	1,600
Net interest charge	2,722	3,060
<b>Total charge to Income and Expenditure</b>	<u>4,825</u>	<u>6,165</u>
Pension deficit reduction contribution	(12,538)	(12,311)
Foreign exchange difference	(19)	21
<b>Total Pension adjustment</b>	<u>(7,732)</u>	<u>(6,125)</u>

#### Amounts recognised in Statement of Other Comprehensive Income (SOI) for the year ended 31 December:

	2016 £'000	2015 £'000
Actuarial (losses)/gains	(147,757)	34,964
Actual return on assets less interest	114,661	(28,426)
Total amount recognised in SOI	<u>(33,096)</u>	<u>6,538</u>

# UNITE THE UNION

## NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2016

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### 19 Defined benefit pension schemes (continued)

#### Assets, liabilities, experience gains and losses

As at 31 December	2016 £'000	2015 £'000	2014 £'000	2013 £'000
Market value of scheme assets	967,116	837,731	852,297	769,310
Value of scheme liabilities	(1,067,730)	(912,940)	(939,810)	(882,328)
Deficit in the scheme	<u>(100,614)</u>	<u>(75,209)</u>	<u>(87,513)</u>	<u>(113,018)</u>

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#### Future Funding Obligations

The Union's deficit contributions to the schemes for the year beginning 1 January 2017 will total £12.7m, inclusive of £300k in relation to the UCATT Officials and Staff Retirement and Death Benefit Scheme.

# MEMBERSHIP AUDIT CERTIFICATE

(see notes 88 to 94)

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

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*

5. 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**

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

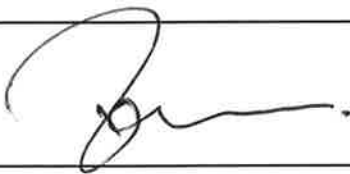
**YES**

If the answer to **either** questions 5 or 6 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	
Name	Ian Robinson
Address	Electoral Reform Services Ltd The Election Centre 33 Clarendon Road London N8 0NW
Date	24.05.17
Contact name and telephone number	Ian Robinson, Director and Head of Quality Control 020 8365 8909