

Appendix 5

(see paragraph 4.21)

Salary and Benefits of Trade Union General Secretaries

	<i>Title</i> (General Secretary unless otherwise stated)	<i>Salary</i> £	<i>Benefits</i> £
England and Wales			
Accord	General Secretary	118,518	20,828
Advance	General Secretary	15,699	3,959
Affinity	General Secretary	84,000	29,250
Associated Society of Locomotive Engineers and Firemen	General Secretary	94,425	23,170
Association of Educational Psychologists	General Secretary	65,132	7,040
Association of School and College Leaders	General Secretary	119,054 (a)	115,944 (a) (b)
Association of Teachers and Lecturers	General Secretary	123,765 (c)	18,358 (c)
Association of Trade Union Political and Public Sector Staff	Acting General Secretary	100	0
Bakers, Food and Allied Workers' Union	General Secretary	47,384	16,708
Bluechip Staff Association	General Secretary	30,031	0
Boots Pharmacists' Association (BPA), The	Chief Executive Officer	0	20,280 (d)
Britannia Staff Association	General Secretary	67,656	11,548
British Air Line Pilots Association	General Secretary	121,434	18,614
British Association of Journalists	General Secretary	31,589 (a)	0
British Dental Association	General Secretary	75,000	0
British Medical Association	Chairman	40,348	0
Broadcasting Entertainment Cinematograph and Theatre Union	General Secretary	70,806	8,039
Chartered Society of Physiotherapy	Chief Executive	120,000	20,670
Communication Workers Union	General Secretary	89,933	26,640
Community	General Secretary	109,003	31,471
Confederation of Shipbuilding and Engineering Unions	General Secretary	80,720	21,122

Curry's Supply Chain Staff Association (CSCSA)	General Secretary	29,741	5,497
Driver and General Union	General Secretary	39,239	0
Equity (Incorporating the Variety Artists' Federation)	General Secretary	107,650	0
FDA	General Secretary	102,987	28,903
Financial Services Union	General Secretary	135,104	66,654
Fire Brigades Union	General Secretary	72,848	52,964
Fire Officers' Association	General Secretary	37,248	2,341
G4S Care and Justice Services Staff Association	General Secretary	35,023	16,019
General Federation of Trade Union	General Secretary	67,009	10,721
GMB	General Secretary	221,000 (a) (e)	42,000 (f)
Guild of Professional Teachers of Dance, Movement to Music and Dramatic Arts	General Secretary	14,868	0
Headmasters' and Headmistresses' Conference	General Secretary	114,754	20,244
Hospital Consultants and Specialists Association	Chief Executive Officer	87,790	8,845
Independent Democratic Union	General Secretary	52,625	10,063
Independent Pilots Association	General Secretary	38,442	2,120
Institute of Football Management and Administration, The	General Secretary	8,620	0
Institute of Journalists (Trade Union)	General Secretary	37,089	2,776
International Transport Workers Federation	General Secretary	168,000	40,000
ISU	General Secretary	66,001	0
Locum Doctor's Association	Chairperson	0	200 (d)
Musicians Union	General Secretary	120,731	34,997
NAPO – The Trade Union and Professional Association for Family Court and Probation Staff	General Secretary	70,924	1,500
National Association of Co-operative Officials	General Secretary	66,003	25,077
National Association of Head Teachers	General Secretary	138,214	23,334
National Association of NFU Group Secretaries	General Secretary	10,534	0

National Association of Racing Staff	Chief Executive	55,229	2,450
National Association of Schoolmasters Union of Women Teachers	General Secretary	103,565	35,791
National Crime Officers Association	Secretary	34,186	0
National Society for Education in Art and Design	General Secretary	45,450	0
National Union of Journalists	General Secretary	108,843 (a)	33,7467 (a)
National Union of Mineworkers	Secretary	33,765	1,537
National Union of Mineworkers (Colliery Officials and Staffs Area) Region No 4	General Secretary	12,240	2,576
National Union of Mineworkers (Northumberland Area)	General Secretary	17,323	0
National Union of Mineworkers (South Wales Area)	General Secretary	54,817	0
National Union of Rail, Maritime and Transport Workers	Acting General Secretary	98,086	39,263
National Union of Teachers	General Secretary	87,895 (c)	8,287 (c)
Nationwide Group Staff Union	General Secretary	125,988	27,067
Nautilus International	General Secretary	94,798	19,288
News Union	General Secretary	82,693	819
PDA Union	General Secretary	0	5,000 (d)
POA	General Secretary	78,899	29,836
Professional Cricketers Association	General Secretary	137,273 (a)	5,560 (a)
Professional Footballers' Association	General Secretary	1,965,948 (g)	53,028
Prospect	General Secretary	112,000	17,000
Public and Commercial Services Union	General Secretary	93,810	13,978
Retail Book Stationery and Allied Trades Employees Association	President	35,019	12,616
Retained Firefighters Union	Chief Executive Officer	44,836	3,960
Royal College of Midwives	General Secretary	122,566 (h)	24,573 (h)
Royal College of Nursing of the United Kingdom	General Secretary	159,732 (i)	18,369 (i)
RSPB Staff Association	Chairperson	1,200	0
Rugby Players Association, The	General Secretary	84,758	6,318
Social Workers Union, The	General Secretary	58,166	0
Society of Authors, The	General Secretary	101,488	6,877
Society of Chiropodists and Podiatrists	General Secretary	128,045	10,243
Society of Radiographers	Chief Executive Officer	54,644	9,936

Staff Union West Bromwich Building Society	Acting General Secretary	0	16,770 (j)
Trades Union Congress	General Secretary	111,860	42,883
Transport Salaried Staffs Association	General Secretary	82,488	15,038
UFS	General Secretary	83,197	11,847
Undeb Cenedlaethol Athrawon Cymru (The National Association of the Teachers of Wales)	General Secretary	50,863	8,469
Union of Construction, Allied Trades and Technicians	General Secretary	81,453	17,872
Union of Democratic Mineworkers	General Secretary	50,260	14,570
Union of General & Volunteer Workers	General Secretary		750 (d)
Union of Shop Distributive and Allied Workers	General Secretary	104,294	34,289
UNISON: The Public Service Union	General Secretary	101,075 (k)	7,737
Unite the Union	General Secretary	74,802	15,717
United Road Transport Union	General Secretary	61,697	53,891
United Voices of the World	General Secretary	0	10,745 (d)
University and College Union	General Secretary	105,579	22,602
Voice	General Secretary	64,652	1,853
Welsh Rugby Players Association	General Secretary	19,500	0
Workers of England Union	General Secretary	19,378	0
Writers Guild of Great Britain	General Secretary	46,974	4,228

Scotland

Aegis	General Secretary	74,119	14,287
Association of Headteachers and Deputes in Scotland	General Secretary	62,658	11,187
Educational Institute of Scotland	General Secretary	97,509	29,531
Independent Federation of Nursing in Scotland	General Secretary	29,904	0
National Union of Mineworkers (Scotland Area)	General Secretary	27,810	2,329
Professional Footballers Association Scotland	Chief Executive	64,494	498
Scottish Secondary Teachers Association	General Secretary	85,572	14,773
Solidarity	General Secretary	7,432	706

Notes:

- (a) Total paid in respect of two people holding office as General Secretary within the period and is not the sum paid to one individual
- (b) This includes a termination payment of £100,000
- (c) Union submitted two returns in the Certification Officer's annual reporting period 17-18. Salary reported on is taken from the union's 2016 return. The union's second return covers the period of 8 months up until the union amalgamated to form the National Education Union on 1 September 2017. The General Secretary's salary for the 8-month period is published online along with the 2016 return
- (d) Honorarium
- (e) This includes a retirement testimonial of £113,000 to the outgoing General Secretary
- (f) This includes an assets transfer of £14,000 to the outgoing General Secretary
- (g) This includes bonus of £777,183
- (h) Salary paid to General Secretary includes all aspects of College and not just the Union
- (i) This includes payment of £62,015 made in respect of the General Secretary's role as chief executive of the RCN Charter Body
- (j) Secondment fee to WBBS
- (k) Salary sacrifice: £8,805