

Form AR21
Trade Union and Labour Relations (Consolidation) Act 1992

Trade Union's details

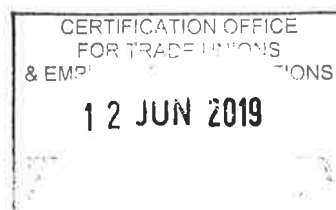
Name of Trade Union:	NASUWT
Year ended:	31 December 2018
List number:	167T
Head or Main Office address:	Hillscourt Rose Hill Rednal Birmingham B45 8RS
Has the address changed during the year to which the return relates?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> (Tick as appropriate)
Website address (if available)	www.nasuwat.org.uk
General Secretary:	Ms Chris Keates
Telephone Number:	0121 453 6150
Contact name for queries regarding the completion of this return:	Mrs Sarah Haarhoff
Telephone Number:	0121 453 6150
E-mail:	finance@mail.nasuwat.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.

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, Lower Ground Floor, Fleetbank House, 2-6 Salisbury Square, London EC4Y 8JX.

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



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Return of members

(see notes 10 and 11)

	Number of members at the end of the year				
	Great Britain	Northern Ireland	Irish Republic	Elsewhere Abroad (including Channel Islands)	Totals
Male	80,551	3,010	-	547	84,108
Female	219,173	8,791	-	1,493	229,457
Total	299,724	11,801	-	2,040	A 313,565

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

279,015

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

15,369

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
Ex-President	Kathy Wallis	Fred Brown	April 2018
President	Fred Brown	Dan McCarthy	April 2018
Senior Vice President	Dan McCarthy	Dave Kitchen	April 2018
Junior Vice President	Dave Kitchen	Michelle Codrington-Rogers	April 2018

State whether the union is:

a. A branch of another trade union?

Yes

No

If yes, state the name of that other

b. A federation of trade unions?

Yes

No

If yes, state the number of affiliated

and names:

Officers in post

(see note 12)

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

Name of Officer	Position held
Brown A F	Ex-President
McCarthy D W	President
Codrington-Rogers M	Junior Vice-President
Kitchen D F	Senior Vice-President
Allen C A	Executive Member
Amyln S	Executive Member
Barratt R	Executive Member
Bell R J	Executive Member
Broom W	Executive Member
Butler A	Executive Member
Butler N	Executive Member
Carabine R	Executive Member
Corbett M	Executive Member
Dickinson M D	Executive Member
Dowdall S F	Executive Member
Duggan K	Executive Member
Duncan R M	Executive Member
Exton W P	Executive Member
Girdley J A	Executive Member
Glasgow C	Executive Member
Gurden H P	Executive Member
Hackett A G	Executive Member
Hall J K	Executive Member
Hayton D A	Executive Member
Head Chris	Executive Member
Holland C	Executive Member
Joice A	Executive Member
Kemp P B	Executive Member
Knight Rachel	Executive Member
Leigh M P	Executive Member
McDowell E F	Executive Member
McGill J	Executive Member
McNulty D	Executive Member
Morgan A	Executive Member
Morris M	Executive Member
Nesbitt P	Executive Member
Parlour S	Executive Member
Robinson B E	Executive Member
Russell L W	Executive Member
Salt K M	Executive Member
Setchfield J	Executive Member
Smith G	Executive Member
Surrey C	Executive Member
Taylor S A	Executive Member
Thirkettle E M	Executive Member
Toepritz T P	Executive Member
Trier N M	Executive Member
Upton G E	Executive Member
Wallis K E	Executive Member
Walters R D	Executive Member
Waddell T	Executive Member
Williams N D	Executive Member

General fund
(see notes 13 to 18)

	£	£
Income		
From Members: Contributions and Subscriptions		27,928,253
From Members: Other income from members (specify)		0
Total other income from members		27,928,253
Total of all income from members		
Investment income (as at page 12)		682,117
Other Income		
Income from Federations and other bodies (as at page 4)		0
Income from any other sources (as at page 4)		2,212,585
Total of other income (as at page 4)		2,894,702
	Total income	30,822,955
Expenditure		
Benefits to members (as at page 5)		5,021,713
Administrative expenses (as at page 10)		21,650,995
Federation and other bodies (specify)		
Donation to Central Benevolent Fund	248,622	
Other small affiliations & donations	77,794	326,416
Total expenditure Federation and other bodies		26,999,124
Taxation		(118,897)
	Total expenditure	26,880,227
Surplus (deficit) for year		3,942,728
Amount of general fund at beginning of year		13,863,914
Amount of general fund at end of year		17,806,642

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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		
Commission	342,893	
Conference Centre sales	1,168,691	
Unrealised profit on Investment Properties	389,000	
Miscellaneous income	312,001	
Total other income		2,212,585
Total of all other income		2,212,585

Analysis of benefit expenditure shown at general fund

(see notes 21 to 23)

	£		£
Representation – Employment Related Issues		brought forward	494,130
		Education and Training services	380,433
Representation – Non Employment Related Issues			
		Negotiated Discount Services	
Communications	494,130		
		Salary Costs	4,060,327
Advisory Services			
		Other Benefits and Grants (specify)	
Dispute Benefits		Insurance	86,823
Other Cash Payments			
carried forward	494,130	Total (should agree with figure in General Fund)	5,021,713

Accounts other than the revenue account/general fund

(see notes 21 to 23)

Fund 2		Fund Account	
Name:	Sunderland Reserve Fund	£	£
Income			
	From members		1,315,373
	Investment income (as at page 12)		721,146
	Other income (specify)		-
	Total other income as specified		-
	Total Income		2,036,519
Expenditure			
	Benefits to members		794,800
	TUC & ICTU affiliation		822,787
	Education International affiliation		534,011
	Administrative expenses and other expenditure (as at page 10)		1,686,171
	Taxation		(415,705)
	Total Expenditure		3,422,064
	Surplus (Deficit) for the year		(1,385,545)
	Amount of fund at beginning of year		19,692,455
	Amount of fund at the end of year (as Balance Sheet)		18,306,910
	Number of members contributing at end of year		279,015

Fund 3		Fund Account	
Name:	Central Benevolent Fund	£	£
Income			
	From members		-
	Investment income (as at page 12)		54,398
	Other income (specify)		
	Donation from General Fund	248,622	
	Donated services from General Fund	109,901	
	Other income	116	
	Total other income as specified		358,639
	Total Income		413,037
Expenditure			
	Benefits to members		310,720
	Administrative expenses and other expenditure (as at page 10)		226,392
	Total Expenditure		537,112
	Surplus (Deficit) for the year		(124,075)
	Amount of fund at beginning of year		2,336,224
	Amount of fund at the end of year (as Balance Sheet)		2,212,149
	Number of members contributing at end of year		-

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Accounts other than the revenue account/general fund

(see notes 21 to 23)

Fund 4		Fund Account	
Name:	Not applicable	£	£
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:	Not applicable	£	£
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		

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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	£ 187,847
		Investment income (as at page 12)	£ -
		Other income (specify)	£ -
		Total other income as specified	-
		Total income	187,847
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)	£	-
	Expenditure B (as at page ii)	£	-
	Expenditure C (as at page iii)	£	-
	Expenditure D (as at page iv)	£	-
	Expenditure E (as at page v)	£	40,706
	Expenditure F (as at page vi)	£	-
	Non-political expenditure (as at page vii)	£	8,762
		Total expenditure	£49,468
		Surplus (deficit) for year	£138,379
		Amount of political fund at beginning of year	£246,861
		Amount of political fund at the end of year (as Balance Sheet)	£385,240
		Number of members at end of year contributing to the political fund	248,519
		Number of members at end of the year not contributing to the political fund	65,046
		Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund	16
Political fund account 2		To be completed by trade unions which act as components of a central trade	
	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	
		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	

Political fund account expenditure (e)

Expenditure under section 72 (1) (e) 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.

The expenditure of money on the holding of any conference or meeting by or on behalf of a political party or of any other meeting the main purpose of which is the transaction of business in connection with a political party

Name of political party	£
Conservative party	6,518
Labour Party	19,107
Liberal Democrats	600
Plaid Cymru	927
Scottish Nationalist Party	11,954
Social Democratic and Labour party	350
Ulster Unionist Party	650
Co-Op	600
Total	40,706

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

(see notes 34 and 35)

		£
Administrative Expenses		13,927,697
Remuneration and expenses of staff		
Salaries and Wages included in above	£7,864,262	
Auditors' fees		42,100
Legal and Professional fees		1,004,482
Occupancy costs		1,857,843
Stationery, printing, postage, telephone, etc.		3,855,250
Expenses of Executive Committee (Head Office)		375,708
Expenses of conferences		1,327,829
Other administrative expenses (specify)		
as per schedule 10A attached		3,617,679
Other Outgoings		
Interest payable:		
Bank loans (including overdrafts)		-
Mortgages		-
Other loans		-
Depreciation		761,685
Outgoings on land and buildings (specify)		-
Other outgoings (specify)		
as per schedule 10A attached		(3,206,715)
Total		23,563,558
Charged to:		
	General Fund (Page 3)	21,650,995
	Sunderland Reserve Fund (Account 2)	1,686,171
	Central Benevolent Fund (Account 3)	226,392
	Fund (Account)	-
	Fund (Account)	-
Total		23,563,558

Analysis of Administration Expenses and Other outgoings

	General Fund	SRF	CBF	Total
Other administrative expenses				
Meeting costs	2,134,136	0	0	2,134,136
Recruitment costs	813,994	0	0	813,994
Ballot costs	0	0	0	0
Branch officer expenses	365,039	0	0	365,039
Conference centre Cost of Sales	160,820	0	0	160,820
Other professional fees	0	0	16,080	16,080
Investment costs and fees	13,739	0	8,016	21,755
Increase on investment	0	0	0	0
Cost of staff donated to Central Benevolent fund	0	0	105,787	105,787
Other	47	0	21	68
Total	3,487,775	0	129,904	3,617,679
Other Outgoings				
Sponsorship	221,199	0	0	221,199
Donations	40,435	0	0	40,435
Management Fee	8,099	0	0	8,099
Profit on asset disposal	(12,731)	0	0	(12,731)
FRS 17 finance charge	361,000	0	0	361,000
Loss on investments	0	1,550,113	80,375	1,630,488
Unrealised (profit) / Loss on investment property	0	0	11,795	11,795
Pension Revaluation	(5,467,000)	0	0	(5,467,000)
Other	0	0	0	0
Total	(4,848,998)	1,550,113	92,170	(3,206,715)

Analysis of Officials' salaries and benefits

							Total
							£
General Secretary							
Gross salary							105,282.00
Employers NI							13,459.77
Payment into Defined Benefits Pension Scheme							36,208.29
Benefits - Union Car							6,033.15
Total General Secretary							160,983.21
							£
Presidents							£
PP	Brown A F	-	-	-	-	-	-
P	McCarthy D W	-	1,500.00	3,017.39	18.47	42.00	4,577.86
JVP	Codrington-Rogers M	-	1,125.00	189.88	-	400.80	1,715.68
SVP	Kitchen D F	5,181.58	1,166.69	402.28	-	63.95	6,814.50
Executive							
	Allen C A	-	1,875.00	-	-	183.80	2,058.80
	Amlyn S	-	1,500.00	-	-	-	1,500.00
	Barratt R	-	1,500.00	-	-	79.90	1,579.90
	Bell R J	-	1,500.00	-	-	222.74	1,722.74
	Broom W	4,577.82	538.53	-	-	-	5,116.35
	Butler A	-	1,500.00	-	-	197.06	1,697.06
	Butler N	-	1,500.00	-	628.48	-	2,128.48
	Carabine R	4,308.48	179.73	-	-	-	4,488.21
	Corbett M	4,652.31	199.54	-	-	-	4,851.85
	Dickinson M D	-	1,508.51	-	-	3.00	1,511.51
	Dowdall S F	-	375.00	-	-	257.33	632.33
	Duggan K	4,402.61	52.87	-	-	-	4,455.48
	Duncan R M	-	1,125.00	-	-	479.88	1,604.88
	Exton W P	6,644.13	528.30	-	-	933.87	8,106.30
	Girdley J A	-	2,250.00	-	-	-	2,250.00
	Glasgow C	-	375.00	-	-	-	375.00
	Gurden H P	5,496.89	143.08	-	-	-	5,639.97
	Hackett A G	-	1,500.00	-	-	198.61	1,698.61
	Hall J K	5,360.58	410.20	-	897.60	153.00	6,821.38
	Hayton D A	-	-	-	-	-	-
	Head Chris	4,073.59	1,135.26	198.98	-	-	5,407.83
	Holland C	2,597.33	1,382.05	-	-	-	3,979.38
	Joice A	-	1,500.00	-	147.03	-	1,647.03
	Kemp P B	-	1,500.00	-	-	63.05	1,563.05
	Knight R	-	1,125.00	842.97	-	-	1,967.97
	Leigh M P	1,276.32	763.04	-	-	-	2,039.36
	McDowell E F	-	-	56.11	-	-	56.11
	McGill J	-	-	15.35	-	78.00	93.35
	McNulty D	-	750.00	9.99	-	-	759.99
	Morgan A	-	-	-	-	-	-
	Morris M	2,951.27	407.34	-	-	53.50	3,412.11
	Nesbitt P	-	-	-	-	-	-
	Parlour S	-	1,875.00	704.03	-	-	2,579.03
	Robinson B E	-	750.00	118.85	176.10	-	1,044.95
	Russell L W	-	750.00	-	-	164.99	914.99
	Salt K M	-	143.00	-	68.00	-	211.00
	Setchfield J	-	750.00	-	-	-	750.00
	Smith G	-	750.00	-	19.99	10.60	780.59
	Surrey C	4,879.35	294.12	-	-	-	5,173.47
	Taylor S A	-	1,125.00	-	-	-	1,125.00
	Thirkettle E M	-	1,125.00	-	-	-	1,125.00
	Toepritz T P	-	1,125.00	-	-	-	1,125.00
	Trier N M	3,160.54	1,720.07	-	678.00	-	5,558.61
	Upton G E	-	750.00	-	-	31.25	781.25
	Wallis K E	713.30	194.07	-	49.50	-	956.87
	Walters R D	-	1,500.00	-	-	23.95	1,523.95
	Wasdell T	2,330.53	287.10	-	-	5.30	2,622.93
	Williams N D	-	750.00	-	-	-	750.00
Total Presidents and Executive							119,295.69

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Analysis of investment income

(see notes 47 and 48)

	Political Fund £		Other Fund(s) £
Rent from land and buildings	-		696,667
Dividends (gross) from:			
Equities (e.g. shares)	-		696,674
Interest (gross) from:			
Government securities (Gilts)	-		56,971
Mortgages	-		-
Local Authority Bonds	-		-
Bank and Building Societies	-		7,349
Other investment income (specify)	-		-
	-		1,457,661
		Total investment income	1,457,661
		Credited to:	
		General Fund (Page 3)	682,117
		Sunderland Reserve Fund (Account 2)	721,146
		Central Benevolent Fund (Account 3)	54,398
		Fund (Account)	-
		Fund (Account)	-
		Fund (Account)	-
		Political Fund	-
		Total Investment Income	1,457,661

Balance sheet as at

31 December 2018

(see notes 49 to 52)

Previous Year		£	£
18,512,013	Fixed Assets (at page 14)		18,275,878
11,719,800	Investment Properties		12,097,005
	Investments (as per analysis on page 15)		
22,233,329	Quoted	19,640,194	
439,406	Unquoted	783,485	
	Total Investments		20,423,679
	Other Assets		
-	Loans to other trade unions	-	
67,085	Trade Debtors	87,230	
983,529	Prepayments & Accrued Income	1,283,393	
608,821	Sundry debtors	621,536	
2,251,990	Cash at bank and in hand	2,685,792	
-	Income tax to be recovered	-	
124,663	Stocks of goods	120,335	
4,036,088	Total of other assets		4,798,286
56,940,636	Total assets		55,594,848
13,863,914	General Fund (Page 3)		17,806,642
19,692,455	Sunderland Reserve Fund (Account 2)		18,306,910
2,336,224	Central Benevolent Fund (Account 3)		2,212,149
246,861	Political Fund (Account)		385,240
	Liabilities		
-	Amount held on behalf of central trade union political fund	-	
-	Loans: From other trade unions & other	-	
-	Bank overdraft	-	
459,674	Corporation tax, other taxes & social security	577,782	
554,679	Trade creditors	897,951	
572,136	Accrued expenses	509,318	
409,000	Legal Provision	574,000	
15,880,000	Pension Provision	11,884,000	
2,854,958	Deferred Tax payable	2,314,265	
70,735	Other liabilities	126,591	
20,801,182	Total liabilities		16,883,907
56,940,636	Total assets		55,594,848

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	23,273,277	3,535,487	6,492,596	422,984	-	33,724,344
Additions	320,178	9,074	210,708	103,533	-	643,493
Disposals	-	-	(1,022,860)	(134,506)	-	(1,157,366)
Revaluation/Transfers	-	-	-	-	-	-
At end of year	23,593,455	3,544,561	5,680,444	392,011	-	33,210,471
Accumulated Depreciation						
At start of year	7,948,249	987,952	6,061,039	215,091	-	15,212,331
Charges for year	444,381	72,840	208,564	35,900	-	761,685
Disposals	-	-	(944,189)	(95,234)	-	(1,039,423)
Revaluation/Transfers	-	-	-	-	-	-
At end of year	8,392,630	1,060,792	5,325,414	155,757	-	14,934,593
Net book value at end of year	15,200,825	2,483,769	355,030	236,254	-	18,275,878
Net book value at end of previous year	15,325,028	2,547,535	431,557	207,893	-	18,512,013

Analysis of investments

(see notes 58 and 59)

Quoted	All Funds Except Political Funds £	Political Fund £
Equities (e.g. Shares)	17,268,244	-
Government Securities (Gilts)	1,059,567	-
Other quoted securities (to be specified)		
Unit Trusts	1,302,383	-
Total quoted (as Balance Sheet)	19,630,194	-
Market Value of Quoted Investment	19,630,194	-
Unquoted Equities	30,000	-
Government Securities (Gilts)	-	-
Mortgages	-	-
Bank and Building Societies	763,485	-
Other unquoted investments (to be specified)	-	-
Total unquoted (as Balance Sheet)	793,485	-
Market Value of Unquoted Investments	20,423,679	-

Analysis of investment income (controlling interests)
(see notes 60 and 61)

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

YES

NO

If YES name the relevant companies:

Company name	Company registration number (if not registered in England & Wales, state where registered)
Glass Estates Ltd	06101245
NASUWT Buildings Ltd	07341420

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

YES

NO

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

Company name	Names of shareholders

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Summary sheet

(see notes 62 to 73)

	All funds except Political Funds £	Political Funds £	Total Funds £
Income			
From Members	29,243,626	187,847	29,431,473
From Investments	1,457,661	-	1,457,661
Other Income (including increases by revaluation of assets)	2,571,224	-	2,571,224
Total Income	33,272,511	187,847	33,460,358
Expenditure (including decreases by revaluation of assets)	30,839,403	49,468	30,888,871
Total Expenditure	30,839,403	49,468	30,888,871
Funds at beginning of year (including reserves)	35,892,593	246,861	36,139,454
Funds at end of year (including reserves)	38,325,701	385,240	38,710,941
Assets			
	Fixed Assets		30,372,883
	Investment Assets		20,423,679
	Other Assets		4,798,286
		Total Assets	55,594,848
Liabilities		Total Liabilities	16,883,907
Net assets (Total Assets less Total Liabilities)			38,710,941

(see notes 74 to 80)

Did the union hold any ballots in respect of industrial action during the return period?

YES

If yes, how many ballots were held: 72 each with 2 questions, question a) strike action & b) action short of strike for each ballot held please complete the information below:

Ballot 1a

Number of individuals who were entitled to vote in the ballot 42

Number of votes cast in the ballot 16

Number of Individuals answering "Yes" to the question 14 ¹

Number of Individuals answering "No" to the question 2 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

* 1-3 should total "Number of votes cast in the ballot"

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 **No**

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

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 **No**

Ballot 1b

Number of individuals who were entitled to vote in the ballot 42

Number of votes cast in the ballot 16

Number of Individuals answering "Yes" to the question 16 ¹

Number of Individuals answering "No" to the question 0 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

* 1-3 should total "Number of votes cast in the ballot"

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 **No**

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

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 **No**

Ballot 2a

Number of individuals who were entitled to vote in the ballot 43

Number of votes cast in the ballot 26

Number of Individuals answering "Yes" to the question 25 ¹

Number of Individuals answering "No" to the question 1 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

* 1-3 should total "Number of votes cast in the ballot"

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 **Yes**

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

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 **Yes**

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Ballot 2b

Number of individuals who were entitled to vote in the ballot 43

Number of votes cast in the ballot 26

Number of Individuals answering "Yes" to the question 26 ¹

Number of Individuals answering "No" to the question 0 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

* 1-3 should total "Number of votes cast in the ballot"

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 Yes

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

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 Yes

Ballot 3a

Number of individuals who were entitled to vote in the ballot 56

Number of votes cast in the ballot 26

Number of Individuals answering "Yes" to the question 22 ¹

Number of Individuals answering "No" to the question 4 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

* 1-3 should total "Number of votes cast in the ballot"

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 No

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

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 No

Ballot 3b

Number of individuals who were entitled to vote in the ballot 56

Number of votes cast in the ballot 26

Number of Individuals answering "Yes" to the question 22 ¹

Number of Individuals answering "No" to the question 4 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

* 1-3 should total "Number of votes cast in the ballot"

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 No

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

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 No

Information on industrial action ballots

(see notes 74 to 80)

Ballot 4a

Number of individuals who were entitled to vote in the ballot 38

Number of votes cast in the ballot 21

Number of Individuals answering "Yes" to the question 17 ¹

Number of Individuals answering "No" to the question 4 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

* 1-3 should total "Number of votes cast in the ballot"

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 **Yes**

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

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 **Yes**

Ballot 4b

Number of individuals who were entitled to vote in the ballot 38

Number of votes cast in the ballot 21

Number of Individuals answering "Yes" to the question 19 ¹

Number of Individuals answering "No" to the question 2 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

* 1-3 should total "Number of votes cast in the ballot"

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 **Yes**

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

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 **Yes**

Ballot 5a

Number of individuals who were entitled to vote in the ballot 34

Number of votes cast in the ballot 29

Number of Individuals answering "Yes" to the question 25 ¹

Number of Individuals answering "No" to the question 4 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

* 1-3 should total "Number of votes cast in the ballot"

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 **Yes**

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

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 **Yes**

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Information on industrial action ballots

(see notes 74 to 80)

Ballot 5b

Number of individuals who were entitled to vote in the ballot 34

Number of votes cast in the ballot 29

Number of Individuals answering "Yes" to the question 25 ¹

Number of Individuals answering "No" to the question 4 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

* 1-3 should total "Number of votes cast in the ballot"

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 **Yes**

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

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 **Yes**

Ballot 6a

Number of individuals who were entitled to vote in the ballot 20

Number of votes cast in the ballot 12

Number of Individuals answering "Yes" to the question 12 ¹

Number of Individuals answering "No" to the question 0 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

* 1-3 should total "Number of votes cast in the ballot"

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 **Yes**

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

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 **Yes**

Ballot 6b

Number of individuals who were entitled to vote in the ballot 20

Number of votes cast in the ballot 12

Number of Individuals answering "Yes" to the question 12 ¹

Number of Individuals answering "No" to the question 0 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

* 1-3 should total "Number of votes cast in the ballot"

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 **Yes**

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

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 **Yes**

Cancel

Information on industrial action ballots

(see notes 74 to 80)

Ballot 7a

Number of individuals who were entitled to vote in the ballot 50

Number of votes cast in the ballot 17

Number of Individuals answering "Yes" to the question 15 ¹

Number of Individuals answering "No" to the question 2 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **No**

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

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 **No**

Ballot 7b

Number of individuals who were entitled to vote in the ballot 50

Number of votes cast in the ballot 17

Number of Individuals answering "Yes" to the question 15 ¹

Number of Individuals answering "No" to the question 2 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **No**

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

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 **No**

Ballot 8a

Number of individuals who were entitled to vote in the ballot 39

Number of votes cast in the ballot 28

Number of Individuals answering "Yes" to the question 24 ¹

Number of Individuals answering "No" to the question 4 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

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Information on industrial action ballots

(see notes 74 to 80)

Ballot 8b

Number of individuals who were entitled to vote in the ballot 39

Number of votes cast in the ballot 28

Number of Individuals answering "Yes" to the question 25¹

Number of Individuals answering "No" to the question 3²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 **Yes**

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

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 **Yes**

Ballot 9a

Number of individuals who were entitled to vote in the ballot 30

Number of votes cast in the ballot 22

Number of Individuals answering "Yes" to the question 19¹

Number of Individuals answering "No" to the question 3²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 **Yes**

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

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 **Yes**

Ballot 9b

Number of individuals who were entitled to vote in the ballot 30

Number of votes cast in the ballot 22

Number of Individuals answering "Yes" to the question 21¹

Number of Individuals answering "No" to the question 1²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 **Yes**

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

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 **Yes**

Information on industrial action ballots

(see notes 74 to 80)

Ballot 10a

Number of individuals who were entitled to vote in the ballot 32

Number of votes cast in the ballot 21

Number of Individuals answering "Yes" to the question 21¹

Number of Individuals answering "No" to the question 0²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

Ballot 10b

Number of individuals who were entitled to vote in the ballot 32

Number of votes cast in the ballot 21

Number of Individuals answering "Yes" to the question 21¹

Number of Individuals answering "No" to the question 0²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

Ballot 11a

Number of individuals who were entitled to vote in the ballot 43

Number of votes cast in the ballot 34

Number of Individuals answering "Yes" to the question 34¹

Number of Individuals answering "No" to the question 0²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

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Information on industrial action ballots

(see notes 74 to 80)

Ballot 11b

Number of individuals who were entitled to vote in the ballot 43

Number of votes cast in the ballot 34

Number of Individuals answering "Yes" to the question 34¹

Number of Individuals answering "No" to the question 0²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 Yes

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

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 Yes

Ballot 12a

Number of individuals who were entitled to vote in the ballot 52

Number of votes cast in the ballot 28

Number of Individuals answering "Yes" to the question 25¹

Number of Individuals answering "No" to the question 3²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 Yes

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

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 Yes

Ballot 12b

Number of individuals who were entitled to vote in the ballot 52

Number of votes cast in the ballot 28

Number of Individuals answering "Yes" to the question 27¹

Number of Individuals answering "No" to the question 1²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 Yes

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

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 Yes

Information on industrial action ballots

(see notes 74 to 80)

Ballot 13a

Number of individuals who were entitled to vote in the ballot 21

Number of votes cast in the ballot 14

Number of Individuals answering "Yes" to the question 12¹

Number of Individuals answering "No" to the question 2²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

Ballot 13b

Number of individuals who were entitled to vote in the ballot 21

Number of votes cast in the ballot 14

Number of Individuals answering "Yes" to the question 13¹

Number of Individuals answering "No" to the question 1²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

Ballot 14a

Number of individuals who were entitled to vote in the ballot 14

Number of votes cast in the ballot 13

Number of Individuals answering "Yes" to the question 13¹

Number of Individuals answering "No" to the question 0²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

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Information on industrial action ballots

(see notes 74 to 80)

Ballot 14b

Number of individuals who were entitled to vote in the ballot 14

Number of votes cast in the ballot 13

Number of Individuals answering "Yes" to the question 13¹

Number of Individuals answering "No" to the question 0²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 Yes

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

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 Yes

Ballot 15a

Number of individuals who were entitled to vote in the ballot 33

Number of votes cast in the ballot 21

Number of Individuals answering "Yes" to the question 19¹

Number of Individuals answering "No" to the question 2²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 Yes

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

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 Yes

Ballot 15b

Number of individuals who were entitled to vote in the ballot 33

Number of votes cast in the ballot 21

Number of Individuals answering "Yes" to the question 19¹

Number of Individuals answering "No" to the question 2²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 Yes

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

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 Yes

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Information on industrial action ballots

(see notes 74 to 80)

Ballot 16a

Number of individuals who were entitled to vote in the ballot 29

Number of votes cast in the ballot 26

Number of Individuals answering "Yes" to the question 25 ¹

Number of Individuals answering "No" to the question 1 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

Ballot 16b

Number of individuals who were entitled to vote in the ballot 29

Number of votes cast in the ballot 26

Number of Individuals answering "Yes" to the question 25 ¹

Number of Individuals answering "No" to the question 1 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

Ballot 17a

Number of individuals who were entitled to vote in the ballot 27

Number of votes cast in the ballot 21

Number of Individuals answering "Yes" to the question 18 ¹

Number of Individuals answering "No" to the question 3 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

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Information on industrial action ballots

(see notes 74 to 80)

Ballot 17b

Number of individuals who were entitled to vote in the ballot 27

Number of votes cast in the ballot 21

Number of Individuals answering "Yes" to the question 18¹

Number of Individuals answering "No" to the question 3²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 **Yes**

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

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 **Yes**

Ballot 18a

Number of individuals who were entitled to vote in the ballot 12

Number of votes cast in the ballot 10

Number of Individuals answering "Yes" to the question 6¹

Number of Individuals answering "No" to the question 4²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 **Yes**

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

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 **Yes**

Ballot 18b

Number of individuals who were entitled to vote in the ballot 12

Number of votes cast in the ballot 10

Number of Individuals answering "Yes" to the question 8¹

Number of Individuals answering "No" to the question 2²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 **Yes**

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

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 **Yes**

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Information on industrial action ballots

(see notes 74 to 80)

Ballot 19a

Number of individuals who were entitled to vote in the ballot 42

Number of votes cast in the ballot 31

Number of Individuals answering "Yes" to the question 27 ¹

Number of Individuals answering "No" to the question 4 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

Ballot 19b

Number of individuals who were entitled to vote in the ballot 42

Number of votes cast in the ballot 31

Number of Individuals answering "Yes" to the question 29 ¹

Number of Individuals answering "No" to the question 2 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

Ballot 20a

Number of individuals who were entitled to vote in the ballot 30

Number of votes cast in the ballot 23

Number of Individuals answering "Yes" to the question 19 ¹

Number of Individuals answering "No" to the question 4 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

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Information on industrial action ballots

(see notes 74 to 80)

Ballot 20b

Number of individuals who were entitled to vote in the ballot 30

Number of votes cast in the ballot 23

Number of Individuals answering "Yes" to the question 21¹

Number of Individuals answering "No" to the question 2²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 **Yes**

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

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 **Yes**

Ballot 21a

Number of individuals who were entitled to vote in the ballot 10

Number of votes cast in the ballot 7

Number of Individuals answering "Yes" to the question 5¹

Number of Individuals answering "No" to the question 2²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 **Yes**

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

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 **Yes**

Ballot 21b

Number of individuals who were entitled to vote in the ballot 10

Number of votes cast in the ballot 7

Number of Individuals answering "Yes" to the question 5¹

Number of Individuals answering "No" to the question 2²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 **Yes**

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

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 **Yes**

Information on industrial action ballots

(see notes 74 to 80)

Ballot 22a

Number of individuals who were entitled to vote in the ballot 67

Number of votes cast in the ballot 40

Number of Individuals answering "Yes" to the question 30¹

Number of Individuals answering "No" to the question 8²

Number of invalid or otherwise spoiled voting papers returned 2³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

Ballot 22b

Number of individuals who were entitled to vote in the ballot 67

Number of votes cast in the ballot 40

Number of Individuals answering "Yes" to the question 35¹

Number of Individuals answering "No" to the question 4²

Number of invalid or otherwise spoiled voting papers returned 1³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

Ballot 23a

Number of individuals who were entitled to vote in the ballot 27

Number of votes cast in the ballot 21

Number of Individuals answering "Yes" to the question 16¹

Number of Individuals answering "No" to the question 5²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

Information on industrial action ballots

(see notes 74 to 80)

Ballot 23b

Number of individuals who were entitled to vote in the ballot 27

Number of votes cast in the ballot 21

Number of Individuals answering "Yes" to the question 18 ¹

Number of Individuals answering "No" to the question 3 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

* 1-3 should total "Number of votes cast in the ballot"

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 Yes

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

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 Yes

Ballot 24a

Number of individuals who were entitled to vote in the ballot 70

Number of votes cast in the ballot 50

Number of Individuals answering "Yes" to the question 50 ¹

Number of Individuals answering "No" to the question 0 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

* 1-3 should total "Number of votes cast in the ballot"

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 Yes

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

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 Yes

Ballot 24b

Number of individuals who were entitled to vote in the ballot 70

Number of votes cast in the ballot 50

Number of Individuals answering "Yes" to the question 50 ¹

Number of Individuals answering "No" to the question 0 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

* 1-3 should total "Number of votes cast in the ballot"

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 Yes

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

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 Yes

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Information on industrial action ballots

(see notes 74 to 80)

Ballot 25a

Number of individuals who were entitled to vote in the ballot 17

Number of votes cast in the ballot 14

Number of Individuals answering "Yes" to the question 9¹

Number of Individuals answering "No" to the question 5²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 **Yes**

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

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 **Yes**

Ballot 25b

Number of individuals who were entitled to vote in the ballot 17

Number of votes cast in the ballot 14

Number of Individuals answering "Yes" to the question 10¹

Number of Individuals answering "No" to the question 3²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 **Yes**

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

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 **Yes**

Ballot 26a

Number of individuals who were entitled to vote in the ballot 25

Number of votes cast in the ballot 12

Number of Individuals answering "Yes" to the question 7¹

Number of Individuals answering "No" to the question 5²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 **No**

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

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 **No**

Information on industrial action ballots

(see notes 74 to 80)

Ballot 26b

Number of individuals who were entitled to vote in the ballot 25

Number of votes cast in the ballot 12

Number of Individuals answering "Yes" to the question 10¹

Number of Individuals answering "No" to the question 2²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 No

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

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 No

Ballot 27a

Number of individuals who were entitled to vote in the ballot 32

Number of votes cast in the ballot 30

Number of Individuals answering "Yes" to the question 26¹

Number of Individuals answering "No" to the question 4²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 Yes

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

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 Yes

Ballot 27b

Number of individuals who were entitled to vote in the ballot 32

Number of votes cast in the ballot 30

Number of Individuals answering "Yes" to the question 27¹

Number of Individuals answering "No" to the question 3²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 Yes

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

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 Yes

Information on industrial action ballots

(see notes 74 to 80)

Ballot 28a

Number of individuals who were entitled to vote in the ballot 27

Number of votes cast in the ballot 21

Number of Individuals answering "Yes" to the question 20¹

Number of Individuals answering "No" to the question 1²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 Yes

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

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 Yes

Ballot 28b

Number of individuals who were entitled to vote in the ballot 27

Number of votes cast in the ballot 21

Number of Individuals answering "Yes" to the question 20¹

Number of Individuals answering "No" to the question 1²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 Yes

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

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 Yes

Ballot 29a

Number of individuals who were entitled to vote in the ballot 5

Number of votes cast in the ballot 3

Number of Individuals answering "Yes" to the question 3¹

Number of Individuals answering "No" to the question 0²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 Yes

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

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 Yes

Information on industrial action ballots

(see notes 74 to 80)

Ballot 29b

Number of individuals who were entitled to vote in the ballot 5

Number of votes cast in the ballot 3

Number of Individuals answering "Yes" to the question 2¹

Number of Individuals answering "No" to the question 1²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **No**

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

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 **No**

Ballot 30a

Number of individuals who were entitled to vote in the ballot 5

Number of votes cast in the ballot 3

Number of Individuals answering "Yes" to the question 3¹

Number of Individuals answering "No" to the question 0²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

Ballot 30b

Number of individuals who were entitled to vote in the ballot 5

Number of votes cast in the ballot 3

Number of Individuals answering "Yes" to the question 3¹

Number of Individuals answering "No" to the question 0²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

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Information on industrial action ballots

(see notes 74 to 80)

Ballot 31a

Number of individuals who were entitled to vote in the ballot 21

Number of votes cast in the ballot 13

Number of Individuals answering "Yes" to the question 12 ¹

Number of Individuals answering "No" to the question 1 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

Ballot 31b

Number of individuals who were entitled to vote in the ballot 21

Number of votes cast in the ballot 13

Number of Individuals answering "Yes" to the question 12 ¹

Number of Individuals answering "No" to the question 1 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

Ballot 32a

Number of individuals who were entitled to vote in the ballot 23

Number of votes cast in the ballot 20

Number of Individuals answering "Yes" to the question 20 ¹

Number of Individuals answering "No" to the question 0 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

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Information on industrial action ballots

(see notes 74 to 80)

Ballot 32b

Number of individuals who were entitled to vote in the ballot 23

Number of votes cast in the ballot 20

Number of Individuals answering "Yes" to the question 20¹

Number of Individuals answering "No" to the question 0²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

Ballot 33a

Number of individuals who were entitled to vote in the ballot 29

Number of votes cast in the ballot 15

Number of Individuals answering "Yes" to the question 14¹

Number of Individuals answering "No" to the question 1²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

Ballot 33b

Number of individuals who were entitled to vote in the ballot 29

Number of votes cast in the ballot 15

Number of Individuals answering "Yes" to the question 15¹

Number of Individuals answering "No" to the question 0²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

Information on industrial action ballots

(see notes 74 to 80)

Ballot 34a

Number of individuals who were entitled to vote in the ballot 14

Number of votes cast in the ballot 12

Number of Individuals answering "Yes" to the question 9¹

Number of Individuals answering "No" to the question 3²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 **Yes**

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

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 **Yes**

Ballot 34b

Number of individuals who were entitled to vote in the ballot 14

Number of votes cast in the ballot 10

Number of Individuals answering "Yes" to the question 9¹

Number of Individuals answering "No" to the question 1²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 **Yes**

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

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 **Yes**

Ballot 35a

Number of individuals who were entitled to vote in the ballot 14

Number of votes cast in the ballot 12

Number of Individuals answering "Yes" to the question 10¹

Number of Individuals answering "No" to the question 2²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 **Yes**

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

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 **Yes**

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Information on industrial action ballots

(see notes 74 to 80)

Ballot 35b

Number of individuals who were entitled to vote in the ballot 14

Number of votes cast in the ballot 10

Number of Individuals answering "Yes" to the question 10¹

Number of Individuals answering "No" to the question 0²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 **Yes**

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

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 **Yes**

Ballot 36a

Number of individuals who were entitled to vote in the ballot 9

Number of votes cast in the ballot 8

Number of Individuals answering "Yes" to the question 6¹

Number of Individuals answering "No" to the question 2²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 **Yes**

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

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 **Yes**

Ballot 36b

Number of individuals who were entitled to vote in the ballot 9

Number of votes cast in the ballot 8

Number of Individuals answering "Yes" to the question 7¹

Number of Individuals answering "No" to the question 1²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 **Yes**

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

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 **Yes**

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Information on industrial action ballots

(see notes 74 to 80)

Ballot 37a

Number of individuals who were entitled to vote in the ballot 7

Number of votes cast in the ballot 3

Number of Individuals answering "Yes" to the question 3¹

Number of Individuals answering "No" to the question 0²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 **Yes**

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

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 **Yes**

Ballot 37b

Number of individuals who were entitled to vote in the ballot 7

Number of votes cast in the ballot 3

Number of Individuals answering "Yes" to the question 3¹

Number of Individuals answering "No" to the question 0²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 **Yes**

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

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 **Yes**

Ballot 38a

Number of individuals who were entitled to vote in the ballot 31

Number of votes cast in the ballot 26

Number of Individuals answering "Yes" to the question 25¹

Number of Individuals answering "No" to the question 1²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 **Yes**

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

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 **Yes**

Information on industrial action ballots

(see notes 74 to 80)

Ballot 38b

Number of individuals who were entitled to vote in the ballot 31

Number of votes cast in the ballot 26

Number of Individuals answering "Yes" to the question 25¹

Number of Individuals answering "No" to the question 1²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 Yes

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

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 Yes

Ballot 39a

Number of individuals who were entitled to vote in the ballot 88

Number of votes cast in the ballot 61

Number of Individuals answering "Yes" to the question 57¹

Number of Individuals answering "No" to the question 4²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 Yes

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

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 Yes

Ballot 39b

Number of individuals who were entitled to vote in the ballot 88

Number of votes cast in the ballot 61

Number of Individuals answering "Yes" to the question 58¹

Number of Individuals answering "No" to the question 3²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 Yes

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

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 Yes

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Information on industrial action ballots

(see notes 74 to 80)

Ballot 40a

Number of individuals who were entitled to vote in the ballot 47

Number of votes cast in the ballot 36

Number of Individuals answering "Yes" to the question 32¹

Number of Individuals answering "No" to the question 3²

Number of invalid or otherwise spoiled voting papers returned 1³

* 1-3 should total "Number of votes cast in the ballot"

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 Yes

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

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 Yes

Ballot 40b

Number of individuals who were entitled to vote in the ballot 47

Number of votes cast in the ballot 36

Number of Individuals answering "Yes" to the question 32¹

Number of Individuals answering "No" to the question 2²

Number of invalid or otherwise spoiled voting papers returned 2³

* 1-3 should total "Number of votes cast in the ballot"

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 Yes

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

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 Yes

Ballot 41a

Number of individuals who were entitled to vote in the ballot 55

Number of votes cast in the ballot 39

Number of Individuals answering "Yes" to the question 34¹

Number of Individuals answering "No" to the question 5²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 Yes

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

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 Yes

Information on industrial action ballots

(see notes 74 to 80)

Ballot 41b

Number of individuals who were entitled to vote in the ballot 55

Number of votes cast in the ballot 39

Number of Individuals answering "Yes" to the question 37 ¹

Number of Individuals answering "No" to the question 2 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

* 1-3 should total "Number of votes cast in the ballot"

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 **Yes**

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

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 **Yes**

Ballot 42a

Number of individuals who were entitled to vote in the ballot 45

Number of votes cast in the ballot 38

Number of Individuals answering "Yes" to the question 31 ¹

Number of Individuals answering "No" to the question 6 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

* 1-3 should total "Number of votes cast in the ballot"

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 **Yes**

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

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 **Yes**

Ballot 42b

Number of individuals who were entitled to vote in the ballot 45

Number of votes cast in the ballot 38

Number of Individuals answering "Yes" to the question 32 ¹

Number of Individuals answering "No" to the question 6 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

* 1-3 should total "Number of votes cast in the ballot"

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 **Yes**

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

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 **Yes**

Conce

Information on industrial action ballots

(see notes 74 to 80)

Ballot 43a

Number of individuals who were entitled to vote in the ballot 58

Number of votes cast in the ballot 35

Number of Individuals answering "Yes" to the question 30¹

Number of Individuals answering "No" to the question 5²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 **Yes**

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

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 **Yes**

Ballot 43b

Number of individuals who were entitled to vote in the ballot 58

Number of votes cast in the ballot 35

Number of Individuals answering "Yes" to the question 32¹

Number of Individuals answering "No" to the question 1²

Number of invalid or otherwise spoiled voting papers returned 2³

* 1-3 should total "Number of votes cast in the ballot"

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 **Yes**

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

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 **Yes**

Ballot 44a

Number of individuals who were entitled to vote in the ballot 13

Number of votes cast in the ballot 12

Number of Individuals answering "Yes" to the question 12¹

Number of Individuals answering "No" to the question 0²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 **Yes**

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

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 **Yes**

Carve

Information on industrial action ballots

(see notes 74 to 80)

Ballot 44b

Number of individuals who were entitled to vote in the ballot 13

Number of votes cast in the ballot 12

Number of Individuals answering "Yes" to the question 12 ¹

Number of Individuals answering "No" to the question 0 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

Ballot 45a

Number of individuals who were entitled to vote in the ballot 25

Number of votes cast in the ballot 15

Number of Individuals answering "Yes" to the question 15 ¹

Number of Individuals answering "No" to the question 0 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

Ballot 45b

Number of individuals who were entitled to vote in the ballot 25

Number of votes cast in the ballot 15

Number of Individuals answering "Yes" to the question 15 ¹

Number of Individuals answering "No" to the question 0 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

Information on industrial action ballots

(see notes 74 to 80)

Ballot 46a

Number of individuals who were entitled to vote in the ballot 39

Number of votes cast in the ballot 30

Number of Individuals answering "Yes" to the question 30¹

Number of Individuals answering "No" to the question 0²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 Yes

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

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 Yes

Ballot 46b

Number of individuals who were entitled to vote in the ballot 39

Number of votes cast in the ballot 30

Number of Individuals answering "Yes" to the question 30¹

Number of Individuals answering "No" to the question 0²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 Yes

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

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 Yes

Ballot 47a

Number of individuals who were entitled to vote in the ballot 18

Number of votes cast in the ballot 16

Number of Individuals answering "Yes" to the question 16¹

Number of Individuals answering "No" to the question 0²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 Yes

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

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 Yes

Information on industrial action ballots

(see notes 74 to 80)

Ballot 47b

Number of individuals who were entitled to vote in the ballot 18

Number of votes cast in the ballot 16

Number of Individuals answering "Yes" to the question 16¹

Number of Individuals answering "No" to the question 0²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 Yes

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

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 Yes

Ballot 48a

Number of individuals who were entitled to vote in the ballot 10

Number of votes cast in the ballot 8

Number of Individuals answering "Yes" to the question 7¹

Number of Individuals answering "No" to the question 1²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 Yes

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

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 Yes

Ballot 48b

Number of individuals who were entitled to vote in the ballot 10

Number of votes cast in the ballot 8

Number of Individuals answering "Yes" to the question 7¹

Number of Individuals answering "No" to the question 1²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 Yes

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

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 Yes

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Information on industrial action ballots

(see notes 74 to 80)

Ballot 49a

Number of individuals who were entitled to vote in the ballot 10

Number of votes cast in the ballot 8

Number of Individuals answering "Yes" to the question 7 ¹

Number of Individuals answering "No" to the question 1 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

Ballot 49b

Number of individuals who were entitled to vote in the ballot 10

Number of votes cast in the ballot 8

Number of Individuals answering "Yes" to the question 7 ¹

Number of Individuals answering "No" to the question 1 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

Ballot 50a

Number of individuals who were entitled to vote in the ballot 49

Number of votes cast in the ballot 29

Number of Individuals answering "Yes" to the question 18 ¹

Number of Individuals answering "No" to the question 11 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **No**

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

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 **No**

One

Information on industrial action ballots

(see notes 74 to 80)

Ballot 50b

Number of individuals who were entitled to vote in the ballot 49

Number of votes cast in the ballot 29

Number of Individuals answering "Yes" to the question 27 ¹

Number of Individuals answering "No" to the question 2 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

* 1-3 should total "Number of votes cast in the ballot"

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 **Yes**

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

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 **Yes**

Ballot 51a

Number of individuals who were entitled to vote in the ballot 37

Number of votes cast in the ballot 36

Number of Individuals answering "Yes" to the question 35 ¹

Number of Individuals answering "No" to the question 1 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

* 1-3 should total "Number of votes cast in the ballot"

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 **Yes**

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

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 **Yes**

Ballot 51b

Number of individuals who were entitled to vote in the ballot 37

Number of votes cast in the ballot 36

Number of Individuals answering "Yes" to the question 35 ¹

Number of Individuals answering "No" to the question 1 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

* 1-3 should total "Number of votes cast in the ballot"

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 **Yes**

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

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 **Yes**

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Information on industrial action ballots

(see notes 74 to 80)

Ballot 52a

Number of individuals who were entitled to vote in the ballot 28

Number of votes cast in the ballot 12

Number of Individuals answering "Yes" to the question 11¹

Number of Individuals answering "No" to the question 1²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **No**

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

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 **No**

Ballot 52b

Number of individuals who were entitled to vote in the ballot 28

Number of votes cast in the ballot 12

Number of Individuals answering "Yes" to the question 11¹

Number of Individuals answering "No" to the question 1²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **No**

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

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 **No**

Ballot 53a

Number of individuals who were entitled to vote in the ballot 93

Number of votes cast in the ballot 47

Number of Individuals answering "Yes" to the question 42¹

Number of Individuals answering "No" to the question 5²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

Cancel

Information on industrial action ballots

(see notes 74 to 80)

Ballot 53b

Number of individuals who were entitled to vote in the ballot 93

Number of votes cast in the ballot 47

Number of Individuals answering "Yes" to the question 45 ¹

Number of Individuals answering "No" to the question 2 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

* 1-3 should total "Number of votes cast in the ballot"

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 Yes

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

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 Yes

Ballot 54a

Number of individuals who were entitled to vote in the ballot 23

Number of votes cast in the ballot 15

Number of Individuals answering "Yes" to the question 11 ¹

Number of Individuals answering "No" to the question 4 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

* 1-3 should total "Number of votes cast in the ballot"

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 Yes

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

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 Yes

Ballot 54b

Number of individuals who were entitled to vote in the ballot 23

Number of votes cast in the ballot 15

Number of Individuals answering "Yes" to the question 13 ¹

Number of Individuals answering "No" to the question 2 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

* 1-3 should total "Number of votes cast in the ballot"

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 Yes

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

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 Yes

Conse

Information on industrial action ballots

(see notes 74 to 80)

Ballot 55a

Number of individuals who were entitled to vote in the ballot 51

Number of votes cast in the ballot 38

Number of Individuals answering "Yes" to the question 27 ¹

Number of Individuals answering "No" to the question 10 ²

Number of invalid or otherwise spoiled voting papers returned 1 ³

* 1-3 should total "Number of votes cast in the ballot"

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 **Yes**

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

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 **Yes**

Ballot 55b

Number of individuals who were entitled to vote in the ballot 51

Number of votes cast in the ballot 38

Number of Individuals answering "Yes" to the question 28 ¹

Number of Individuals answering "No" to the question 10 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

* 1-3 should total "Number of votes cast in the ballot"

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 **Yes**

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

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 **Yes**

Ballot 56a

Number of individuals who were entitled to vote in the ballot 14

Number of votes cast in the ballot 12

Number of Individuals answering "Yes" to the question 12 ¹

Number of Individuals answering "No" to the question 0 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

* 1-3 should total "Number of votes cast in the ballot"

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 **Yes**

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

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 **Yes**

One

Information on industrial action ballots

(see notes 74 to 80)

Ballot 56b

Number of individuals who were entitled to vote in the ballot 14

Number of votes cast in the ballot 12

Number of Individuals answering "Yes" to the question 12¹

Number of Individuals answering "No" to the question 0²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 **Yes**

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

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 **Yes**

Ballot 57a

Number of individuals who were entitled to vote in the ballot 4

Number of votes cast in the ballot 4

Number of Individuals answering "Yes" to the question 4¹

Number of Individuals answering "No" to the question 0²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 **Yes**

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

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 **Yes**

Ballot 57b

Number of individuals who were entitled to vote in the ballot 4

Number of votes cast in the ballot 4

Number of Individuals answering "Yes" to the question 4¹

Number of Individuals answering "No" to the question 0²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 **Yes**

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

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 **Yes**

Information on industrial action ballots

(see notes 74 to 80)

Ballot 58a

Number of individuals who were entitled to vote in the ballot 3

Number of votes cast in the ballot 3

Number of Individuals answering "Yes" to the question 3¹

Number of Individuals answering "No" to the question 0²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

Ballot 58b

Number of individuals who were entitled to vote in the ballot 3

Number of votes cast in the ballot 3

Number of Individuals answering "Yes" to the question 3¹

Number of Individuals answering "No" to the question 0²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

Ballot 59a

Number of individuals who were entitled to vote in the ballot 4

Number of votes cast in the ballot 3

Number of Individuals answering "Yes" to the question 3¹

Number of Individuals answering "No" to the question 0²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

Cancel

Information on industrial action ballots

(see notes 74 to 80)

Ballot 59b

Number of individuals who were entitled to vote in the ballot 4

Number of votes cast in the ballot 3

Number of Individuals answering "Yes" to the question 3¹

Number of Individuals answering "No" to the question 0²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

Ballot 60a

Number of individuals who were entitled to vote in the ballot 11

Number of votes cast in the ballot 9

Number of Individuals answering "Yes" to the question 9¹

Number of Individuals answering "No" to the question 0²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

Ballot 60b

Number of individuals who were entitled to vote in the ballot 11

Number of votes cast in the ballot 9

Number of Individuals answering "Yes" to the question 9¹

Number of Individuals answering "No" to the question 0²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

Conce

Information on industrial action ballots

(see notes 74 to 80)

Ballot 61a

Number of individuals who were entitled to vote in the ballot 4

Number of votes cast in the ballot 3

Number of Individuals answering "Yes" to the question 3¹

Number of Individuals answering "No" to the question 0²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

Ballot 61b

Number of individuals who were entitled to vote in the ballot 4

Number of votes cast in the ballot 3

Number of Individuals answering "Yes" to the question 3¹

Number of Individuals answering "No" to the question 0²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

Ballot 62a

Number of individuals who were entitled to vote in the ballot 4

Number of votes cast in the ballot 3

Number of Individuals answering "Yes" to the question 3¹

Number of Individuals answering "No" to the question 0²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

Information on industrial action ballots

(see notes 74 to 80)

Ballot 62b

Number of individuals who were entitled to vote in the ballot 4

Number of votes cast in the ballot 3

Number of Individuals answering "Yes" to the question 2¹

Number of Individuals answering "No" to the question 0²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

Ballot 63a

Number of individuals who were entitled to vote in the ballot 5

Number of votes cast in the ballot 5

Number of Individuals answering "Yes" to the question 4¹

Number of Individuals answering "No" to the question 1²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

Ballot 63b

Number of individuals who were entitled to vote in the ballot 5

Number of votes cast in the ballot 5

Number of Individuals answering "Yes" to the question 4¹

Number of Individuals answering "No" to the question 1²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

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Information on industrial action ballots

(see notes 74 to 80)

Ballot 64a

Number of individuals who were entitled to vote in the ballot 10

Number of votes cast in the ballot 8

Number of Individuals answering "Yes" to the question 7¹

Number of Individuals answering "No" to the question 1²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 Yes

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

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 Yes

Ballot 64b

Number of individuals who were entitled to vote in the ballot 10

Number of votes cast in the ballot 8

Number of Individuals answering "Yes" to the question 8¹

Number of Individuals answering "No" to the question 0²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 Yes

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

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 Yes

Ballot 65a

Number of individuals who were entitled to vote in the ballot 26

Number of votes cast in the ballot 16

Number of Individuals answering "Yes" to the question 15¹

Number of Individuals answering "No" to the question 1²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 Yes

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

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 Yes

Information on industrial action ballots

(see notes 74 to 80)

Ballot 65b

Number of individuals who were entitled to vote in the ballot 26

Number of votes cast in the ballot 16

Number of Individuals answering "Yes" to the question 15¹

Number of Individuals answering "No" to the question 1²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

Ballot 66a

Number of individuals who were entitled to vote in the ballot 4

Number of votes cast in the ballot 3

Number of Individuals answering "Yes" to the question 3¹

Number of Individuals answering "No" to the question 0²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

Ballot 66b

Number of individuals who were entitled to vote in the ballot 4

Number of votes cast in the ballot 3

Number of Individuals answering "Yes" to the question 3¹

Number of Individuals answering "No" to the question 0²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

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Information on industrial action ballots

(see notes 74 to 80)

Ballot 67a

Number of individuals who were entitled to vote in the ballot 9

Number of votes cast in the ballot 4

Number of Individuals answering "Yes" to the question 2¹

Number of Individuals answering "No" to the question 2²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 No

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

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 No

Ballot 67b

Number of individuals who were entitled to vote in the ballot 9

Number of votes cast in the ballot 4

Number of Individuals answering "Yes" to the question 3¹

Number of Individuals answering "No" to the question 1²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 No

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

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 No

Ballot 68a

Number of individuals who were entitled to vote in the ballot 8

Number of votes cast in the ballot 5

Number of Individuals answering "Yes" to the question 5¹

Number of Individuals answering "No" to the question 0²

Number of invalid or otherwise spoiled voting papers returned 0³

* 1-3 should total "Number of votes cast in the ballot"

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 Yes

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

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 Yes

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Information on industrial action ballots

(see notes 74 to 80)

Ballot 68b

Number of individuals who were entitled to vote in the ballot 8

Number of votes cast in the ballot 5

Number of Individuals answering "Yes" to the question 5¹

Number of Individuals answering "No" to the question 0²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

Ballot 69a

Number of individuals who were entitled to vote in the ballot 24

Number of votes cast in the ballot 11

Number of Individuals answering "Yes" to the question 9¹

Number of Individuals answering "No" to the question 2²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **No**

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

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 **No**

Ballot 69b

Number of individuals who were entitled to vote in the ballot 24

Number of votes cast in the ballot 11

Number of Individuals answering "Yes" to the question 10¹

Number of Individuals answering "No" to the question 1²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

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Information on industrial action ballots

(see notes 74 to 80)

Ballot 70a

Number of individuals who were entitled to vote in the ballot 32

Number of votes cast in the ballot 21

Number of Individuals answering "Yes" to the question 18 ¹

Number of Individuals answering "No" to the question 2 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

* 1-3 should total "Number of votes cast in the ballot"

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 Yes

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

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 Yes

Ballot 70b

Number of individuals who were entitled to vote in the ballot 32

Number of votes cast in the ballot 21

Number of Individuals answering "Yes" to the question 19 ¹

Number of Individuals answering "No" to the question 2 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

* 1-3 should total "Number of votes cast in the ballot"

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 Yes

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

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 Yes

Ballot 71a

Number of individuals who were entitled to vote in the ballot 41

Number of votes cast in the ballot 25

Number of Individuals answering "Yes" to the question 23 ¹

Number of Individuals answering "No" to the question 1 ²

Number of invalid or otherwise spoiled voting papers returned 1 ³

* 1-3 should total "Number of votes cast in the ballot"

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 Yes

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

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 Yes

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Information on industrial action ballots

(see notes 74 to 80)

Ballot 71b

Number of individuals who were entitled to vote in the ballot 41

Number of votes cast in the ballot 25

Number of Individuals answering "Yes" to the question 23 ¹

Number of Individuals answering "No" to the question 1 ²

Number of invalid or otherwise spoiled voting papers returned 1 ³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

Ballot 72a

Number of individuals who were entitled to vote in the ballot 31

Number of votes cast in the ballot 26

Number of Individuals answering "Yes" to the question 17 ¹

Number of Individuals answering "No" to the question 9 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

Ballot 72b

Number of individuals who were entitled to vote in the ballot 31

Number of votes cast in the ballot 26

Number of Individuals answering "Yes" to the question 17 ¹

Number of Individuals answering "No" to the question 9 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

*** 1-3 should total "Number of votes cast in the ballot"**

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 **Yes**

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

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 **Yes**

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Information on Industrial action

(see note 81)

*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 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: 1/1/18 – 31/12/18

3. Number of days of industrial action:

4. Nature of industrial action. Action Short of a Strike (delete one as appropriate)

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: 7-8-13-14-15/2/18

3. Number of days of industrial action: 5

4. Nature of industrial action. Strike Action (delete one as appropriate)

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: 21/2/18 & 8/3/18

3. Number of days of industrial action: 2

4. Nature of industrial action. Strike Action (delete one as appropriate)

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: 28/2/18 & 1/3/18
3. Number of days of industrial action:2
4. Nature of industrial action. Strike Action (delete one as appropriate)

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: 15/3/18-31/12/18
3. Number of days of industrial action:
4. Nature of industrial action. Action Short of a Strike (delete one as appropriate)

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: 27/3/18
3. Number of days of industrial action:1
4. Nature of industrial action. Strike Action (delete one as appropriate)

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: 27/3/18
3. Number of days of industrial action:1
4. Nature of industrial action. Strike Action (delete one as appropriate)

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: 27/3/18
3. Number of days of industrial action:1
4. Nature of industrial action. Strike Action (delete one as appropriate)

Industrial Action 9

5. 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

6. Dates of the industrial action taken: 9/5/18 & 23/5/18

7. Number of days of industrial action:2

8. Nature of industrial action. Strike Action (delete one as appropriate)

Industrial Action 10

5. 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

6. Dates of the industrial action taken: 16-17-23-24/5/18 & 6-7/6/18

7. Number of days of industrial action:6

8. Nature of industrial action. Strike Action (delete one as appropriate)

Industrial Action 11

5. 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

6. Dates of the industrial action taken: 5/6/18 – 31/12/18

7. Number of days of industrial action:

8. Nature of industrial action. Action Short of a Strike (delete one as appropriate)

Industrial Action 12

5. 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

6. Dates of the industrial action taken: 12/6/18

7. Number of days of industrial action:1

8. Nature of industrial action. Strike Action (delete one as appropriate)

Industrial Action 13

5. 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

6. Dates of the industrial action taken: 12/6/18

7. Number of days of industrial action:1

8. Nature of industrial action. Strike Action (delete one as appropriate)

Industrial Action 14

9. 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

10. Dates of the industrial action taken: 28/6/18 & 3-4-5/7/18

11. Number of days of industrial action:4

12. Nature of industrial action. Strike Action (delete one as appropriate)

Industrial Action 15

9. 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

10. Dates of the industrial action taken: 27/6/18 & 2-3-10-11-12/7/18

11. Number of days of industrial action:6

12. Nature of industrial action. Strike Action (delete one as appropriate)

Industrial Action 16

9. 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

10. Dates of the industrial action taken: 23-24-25/1/18, 21/3/18, 17/4/18 & 11-17/7/18

11. Number of days of industrial action:7

12. Nature of industrial action. Strike Action (delete one as appropriate)

Industrial Action 17

9. 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

10. Dates of the industrial action taken: 17-26/4/18 & 17/7/18

11. Number of days of industrial action:3

12. Nature of industrial action. Strike Action (delete one as appropriate)

Industrial Action 18

9. 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

10. Dates of the industrial action taken: 17/7/18

11. Number of days of industrial action:1

12. Nature of industrial action. Strike Action (delete one as appropriate)

Industrial Action 19

13. 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

14. Dates of the industrial action taken: 21/8/18 – 31/12/18

15. Number of days of industrial action:

16. Nature of industrial action. Action Short of a Strike (delete one as appropriate)

Industrial Action 20

13. 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

14. Dates of the industrial action taken: 3/9/18 – 31/12/18

15. Number of days of industrial action:

16. Nature of industrial action. Action Short of a Strike (delete one as appropriate)

Industrial Action 21

13. 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

14. Dates of the industrial action taken: 18/9/18

15. Number of days of industrial action: 1

16. Nature of industrial action. Strike Action (delete one as appropriate)

Industrial Action 22

13. 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

14. Dates of the industrial action taken: 17-18/7/18 & 19-20/9/18

15. Number of days of industrial action: 4

16. Nature of industrial action. Strike Action (delete one as appropriate)

Industrial Action 23

13. 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

14. Dates of the industrial action taken: 24/5/18 & 9/10/18

15. Number of days of industrial action: 2

16. Nature of industrial action. Strike Action (delete one as appropriate)

Industrial Action 24

17. 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

18. Dates of the industrial action taken: 22/10/18 – 31/12/18

19. Number of days of industrial action:

20. Nature of industrial action. Action Short of a Strike (delete one as appropriate)

Industrial Action 25

17. 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

18. Dates of the industrial action taken: 22/10/18 – 31/12/18

19. Number of days of industrial action:

20. Nature of industrial action. Action Short of a Strike (delete one as appropriate)

Industrial Action 26

17. 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

18. Dates of the industrial action taken: 31/10/18 & 6-7/11/18

19. Number of days of industrial action:3

20. Nature of industrial action. Strike Action (delete one as appropriate)

Industrial Action 27

17. 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

18. Dates of the industrial action taken:1/11/18

19. Number of days of industrial action:1

20. Nature of industrial action. Strike Action (delete one as appropriate)

Industrial Action 28

17. 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

18. Dates of the industrial action taken: 5/11/18 – 31/12/18

19. Number of days of industrial action:

20. Nature of industrial action. Action Short of a Strike (delete one as appropriate)

Industrial Action 29

21. 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

22. Dates of the industrial action taken: 13-20-22-27-28-29/11/18 – 19/11/18 – 31/12/18

23. Number of days of industrial action:6

24. Nature of industrial action. 6 x Strike Action / 1 x Action Short of a Strike (delete one as appropriate)

Industrial Action 30

21. 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

22. Dates of the industrial action taken: 30/10/18 – 31/12/18

23. Number of days of industrial action:

24. Nature of industrial action. Action Short of a Strike (delete one as appropriate)

NASUWT – The Teachers' Union
GENERAL AND SUNDERLAND RESERVE FUND
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2018

16. OPERATING LEASES

Group and Entity

At 31 December 2018 the Union has commitments under non-cancellable operating leases as follows:

	2018	2017
	£	£
Expiry date:		
Within 1 year	746,597	448,961
Between 2 and 5 years	1,295,216	1,089,016
Over 5 years	<u>-</u>	<u>-</u>

25. FINANCIAL INSTRUMENTS

	2018	2017
	£	£
Financial assets		
Financial assets measured at fair value	19,586,842	21,750,800
Financial assets that are debt instruments measured at amortised cost	2,185,932	1,842,267
Financial liabilities		
Financial liabilities measured at amortised cost	<u>(1,550,930)</u>	<u>(1,197,552)</u>

Financial assets measured at fair value through income and expenditure comprises investments in listed securities.

Financial assets measured at amortised cost comprise cash at bank, trade debtors and accrued income and unlisted investments.

Financial liabilities measured at amortised cost comprise trade creditors, accruals and other creditors.

NASUWT – The Teachers' Union
GENERAL AND SUNDERLAND RESERVE FUND
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2018
 (continued)

26. FINANCIAL INSTRUMENTS (continued)

The entity's income, expense, gains and losses in respect of financial instruments are summarised below:

	2018	2017
	£	£
Financial assets		
Total investment income for financial assets measured at fair value through income and expenditure	721,146	711,690
Net gains/(losses) on financial assets measured at fair value through income and expenditure	(1,550,113)	1,442,488
Total interest income for financial assets measured at amortised cost through income and expenditure	39,283	1,179
	<hr/>	<hr/>

NASUWT – The Teachers' Union
POLITICAL FUND
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2018

1. FINANCIAL INSTRUMENTS

	2018	2017
	£	£
Financial assets		
Financial assets that are debt instruments measured at amortised cost	374,847	246,861
Financial liabilities		
Financial liabilities measured at amortised cost	2,675	-

Financial assets measured at amortised cost comprises of cash at bank.

Financial liabilities measured at amortised cost comprises of trade creditors.

**NASUWT – The Teachers' Union
CENTRAL BENEVOLENT FUND**

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2018

1. FINANCIAL INSTRUMENTS

	2018	2017
Financial assets	£	£
Financial assets measured at fair value	836,837	921,934
Financial assets that are debt instruments measured at amortised cost	826,948	844,490

	2018	2017
Financial Liabilities	£	£
Financial liabilities measured at amortised cost	(9,641)	-

Financial assets measured at fair value through income and expenditure comprises investments in listed securities.

Financial assets measured at amortised cost comprise cash at bank, benevolent loans and sundry debtors.

The entity's income, expense, gains and losses in respect of financial instruments are summarised below:

	2018	2017
Financial assets	£	£
Total investment income for financial assets measured at fair value through income and expenditure	33,243	33,942
Net gains/(losses) on financial assets measured at fair value through income and expenditure	(80,375)	49,905
Total interest income for financial assets measured at amortised cost through income and expenditure	2,270	1,407

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.

Copy of the appropriate section of the financial statements are attached

NASUWT – The Teachers' Union
GENERAL AND SUNDERLAND RESERVE FUND
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2018

1. ENTITY INFORMATION

The NASUWT is a teachers' union which represents teachers in England, Northern Ireland, Scotland and Wales.

The address and principal place of business is Hillscourt, Rose Hill, Rednal, Birmingham, B45 8RS.

2. ACCOUNTING POLICIES

a. Basis of preparation of financial statements

These financial statements have been prepared in accordance with applicable United Kingdom accounting standards, including Financial Reporting Standard 102 – 'The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland' ('FRS 102').

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgement in applying the company's accounting policies (see note 3).

b. Basis of Consolidation

The financial statements consolidate the accounts of NASUWT (the "Entity") and its subsidiary undertakings ("subsidiaries") as detailed in note 17.

The Entity financial statements include the assets, liabilities and results of the NASUWT Head Office, Local Associations and Federations, Sunderland Reserve Fund and The Conference Centre.

The funds which make up the NASUWT are as follows:

- General Fund – comprising of:
 - Head Office - funds all of the staff and facilities to enable provision of services to members.
 - Local Associations and Federations - funds local activity on a imprest funding basis.
- Conference Centre - primarily provides facilities for members, and the Union generally, as well as an income stream from third party hire.
- Sunderland Reserve fund - funds members' action costs and undertakes legal casework for the protection of members.

The Group financial statements include the Entity and its subsidiaries, NASUWT Buildings Limited and Glass Estates Limited. In the revenue accounts these are included in the General Fund.

c. Going Concern

National Executive have reviewed the performance of the Union and their expectations for 2019 onwards and believe the Union will continue to operate as a going concern for the foreseeable future.

Regarding the subsidiary of the Union, NASUWT Buildings, and its subsidiary, Glass Estates Limited, the directors of these companies have reviewed the performance of the trading company, Glass Estates Limited, and their expectations for 2019 and believe that the companies will continue to generate positive cashflow on their own account for the foreseeable future.

The National Executive of the Union have no reason to believe that a material uncertainty exists that may cast significant doubt about the ability of NASUWT Buildings Limited and Glass Estates Limited to continue as a going concern or its ability to continue with the current funding arrangements.

CME

NASUWT – The Teachers' Union
GENERAL AND SUNDERLAND RESERVE FUND
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2018
(continued)

d. Subscriptions and Other Income

Subscriptions are accounted for under the accruals concept, except that arrears of subscriptions, which are not considered to be material in amount, are not included until received.

Commissions, dividend and miscellaneous income is recognised at the point when there is an unequivocal right to the income.

e. Depreciation

No depreciation is provided in respect of freehold land. The other fixed assets are depreciated over their estimated useful lives by equal annual instalments based on cost, at the following rates:

Freehold buildings and leasehold property	2%
Furniture and equipment	20%
Motor vehicles	20%
Contract purchase motor vehicles	Net cost over contract period
Computer equipment.....	20-25%

Conference Centre refurbishments are included within land and buildings. These are depreciated over 5 years which is their estimated lifespan.

f. Stocks

Stocks comprise consumable stores and items purchased for resale and are valued at the lower of cost and net realisable value.

g. Investment properties

Certain of the properties owned by NASUWT and its subsidiaries are held for long-term investment and rented to third parties.

Investment properties are initially recognised at cost which includes purchase cost and any directly attributable expenditure.

Investment properties whose fair value can be measured reliably are measured at fair value. The surplus or deficit on revaluation is recognised in the income statement.

h. Financial instruments

Debtors

Short term debtors are measured at transaction price, less any impairment.

Creditors

Short term trade creditors are measured at the transaction price.

Cash

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours.

Fixed Asset Investments

Gains and losses representing the movement in market values during the period are credited or charged to the income statement in the period of gain or loss.

There are no complex financial instruments.

Carrie

NASUWT – The Teachers' Union
GENERAL AND SUNDERLAND RESERVE FUND
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2018
(continued)

3. JUDGEMENTS IN APPLYING ACCOUNTING POLICIES AND KEY SOURCES OF ESTIMATION

Preparation of the financial statements requires management to make significant judgements and estimates. The items in the financial statements where these judgements and estimates have been made include:

Revaluation of Investment properties

The NASUWT carries its investment property at market value, with changes in market value being recognised in the Revenue Account. The National Executive uses a professional valuation to determine the current market value of the property at regular intervals as deemed appropriate. In intervening years the National Executive review market information and update the valuation based on their estimate of market movement since the previous professional valuation.

Legal Provision

The legal provision represents the liability for future costs on open cases at the year end. The provision is estimated based on historic cost data relating to the various categories of legal cases then applying this average cost per case to the number of open cases in each category. Where there are clearly exceptional cases either in the historic cost data or in the open cases these are extracted and specific provisions estimated where applicable.

Defined Benefit Pension scheme liability

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

Further details are given in note 24.

Defined Benefit Pension Scheme – Guaranteed Minimum Pension Equalisation (GMP)

Following a court judgement in October 2018 involving The Lloyds Bank Pension Schemes the NASUWT has an additional liability with regard to its own defined benefit pension scheme relating to GMP. The judgment confirms that members' benefits do need to be equalised for the effects of unequal GMPs and provided some clarity regarding the methodology that may be used. The judgement only impacts on benefits earned between 17 May 1990 and 5 April 2017. Full details of the ruling can be found at the following link <https://www.11kbw.com/wp-content/uploads/Lloyds-judgment-Oct18.pdf> . This ruling is still open to appeal.

The judgement laid down various methodologies for the basis of the calculation of the liability. The NASUWT have used option C2 as the most appropriate but whichever is used there are a large number of assumptions required to derive the estimate and as a result there is inherent uncertainty in the calculated figure. Ultimately, the true cost of the GMP equalisation uplifts will not be known until the detailed member by member calculations have been performed.

The liability estimated using the above methodology is estimated by the actuary, KPMG LLP, at 0.13% of the scheme liabilities which amounts to £98,000. Each scheme will have a widely differing profile of members, benefits and assumptions therefore it is difficult to compare liabilities from

Carrie

NASUWT – *The Teachers' Union*
GENERAL AND SUNDERLAND RESERVE FUND
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2018
(continued)

scheme to scheme. As this is a very subjective estimate at this point in time it is sensible to consider sensitivities if the final liability was found to be different to that above. Common estimates have put the liability as between 1% and 3%. The effect on NASUWT if this were to be the case would be liabilities between approximately £700,000 and £2,100,000.

The wording in the Court ruling implies that the Court is instructing trustees to make amendments to pension scheme benefits. Plan amendments are treated as past service costs and therefore the additional liability of £98,000 has been charged to the General Fund Income Statement within pension costs.

Carve

NASUWT – The Teachers' Union
POLITICAL FUND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018

1. ENTITY INFORMATION

The NASUWT Political Fund is a political fund of the Trade Union set aside to meet those objectives to which Section 3 of the Trade Union Act 1913 applies.

The address and principal place of business is Hillscourt, Rose Hill, Rednal, Birmingham, B45 8RS.

2. ACCOUNTING POLICIES

a. Basis of preparation of financial statements

These financial statements have been prepared in accordance with applicable United Kingdom accounting standards, including Financial Reporting Standard 102 – 'The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland' ('FRS 102').

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgement in applying the company's accounting policies (see note 3).

b. Subscriptions

Income and expenditure is accounted for under the accruals concept, except that arrears of subscriptions, which are not considered to be material in amount, are not included until received.

c. Financial instruments

Debtors

Short term debtors are measured at transaction price, less any impairment.

Creditors

Short term trade creditors are measured at the transaction price.

Cash

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours.

There are no complex financial instruments.

3. JUDGEMENTS IN APPLYING ACCOUNTING POLICIES AND KEY SOURCES OF ESTIMATION

There are no significant judgements and estimates made by management in the preparation of the financial statements.

AME

NASUWT – The Teachers' Union
CENTRAL BENEVOLENT FUND

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2018

1. CHARITY INFORMATION

The Central Benevolent Fund (the charity) is set aside for general benevolent purposes of the NASUWT in alleviating hardship to members. The fund is managed as a separate entity from the NASUWT.

2. ACCOUNTING POLICIES

a. Basis of preparation of financial statements

The accounts (financial statements) have been prepared under the historical cost convention, with the exception of investments which are stated at market valuation. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The Central Benevolent Fund constitutes a public benefit entity as defined by FRS 102. The Trustees have given due consideration to the Charity's Commission's published guidance on the Public Benefit requirement under the Charities Act 2011.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgement in applying the company's accounting policies (see note 3).

The trustees consider that there are no material uncertainties about the Central Benevolent Fund's ability to continue as a going concern.

b. Funds structure

General funds are unrestricted funds that are available for use at the discretion of the trustees in furtherance of the general objects of the charity and that have not been designated for specific purposes.

c. Income recognition

All incoming resources are included in the Statement of Financial Activities (SOFA) when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Income tax recoverable in relation to donations received under Gift Aid or deed of covenant is recognised at the time of the donation.

d. Resources expended

All resources expended are accounted for on an accruals basis. Charitable activities include costs of services and of grants including support costs.

Liabilities are recognised where there is a legal or constructive obligation committing the charity to the obligation.

Resources expended include irrecoverable VAT.

e. Financial instruments

Fixed asset Investments

Investments are stated at market value.

Gains and losses representing the movement in market values during the period are credited or charged to the SOFA in the period of gain or loss.

Debtors

Short term debtors are measured at transaction price, less any impairment.

Creditors

Short term trade creditors are measured at the transaction price.

Carve

**NASUWT – The Teachers' Union
CENTRAL BENEVOLENT FUND**

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2018

e. Financial instruments (continued)

Cash

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours.

There are no complex financial instruments.

f. Donated services

Donated services are included for staff costs, premises costs and auditor's remuneration at the value the charity would have paid for them in the open market.

g. Benevolent loans

Benevolent loans are considered to meet the criteria of concessionary loans under FRS 102. They are recorded in the financial statements at face value.

3. JUDGEMENTS IN APPLYING ACCOUNTING POLICIES AND KEY SOURCES OF ESTIMATION UNCERTAINTY

Preparation of the financial statements requires management to make significant judgements and estimates.

The items in the financial statements where these judgements and estimates have been made may include:

Revaluation of Investment properties

The charity carries its investment property at fair value, with changes in fair value being recognised in the Statement of Financial Activities. The charity used a professional valuation in 2016 by I Vivian and I Bell, RICS registered valuers, of Sanderson Weatherall LLP to determine the current market value of the property. In 2018 the valuation has been assessed by the Trustees based on published market data.

Donated services from NASUWT

The charity receives donated services which are analysed in note 4. The staff costs are calculated based on the percentage of each staff members' time spent on providing administration services to the charity. Premises costs are calculated by apportioning the total property costs over the proportion of staff costs donated.

Accounting policies

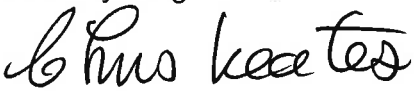
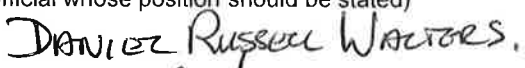
(see notes 84 and 85)

Copy of the appropriate section of the financial statements are attached

Signatures to the annual return

(see notes 86 and 87)

including the accounts and balance sheet contained in the return. Please send the return with the original signatures. Copies will not be accepted.

Secretary's Signature: 	Chairman's Signature: (or other official whose position should be stated) 
Name: CHRIS KEATES	Name: DANIEL RUSSELL WALTERS
Date: 23 May 2019.	Date: 22.5.19

Checklist

(see notes 88 and 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 2a 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 24 and 25 and Notes 2 and 92)	Yes	✓	No	
Is a rule book enclosed? (see Notes 8 and 88)	Yes	✓	No	
A member's statement is: (see Note 104)	Enclosed		To follow	✓
Has the summary sheet been completed? (see Page 17 and Notes 7 and 62)	Yes	✓	No	
Has the membership audit certificate been completed? (see Page i to iii and Notes 97 to 103)	Yes	✓	No	

Done

Checklist for auditor's report

(see notes 90 to 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 relate?
(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 YES
 - b. established and maintained a satisfactory system of control of its accounting records, its cash holding and all its receipts and remittances. YES
(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.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE NASUWT – *The Teachers' Union*

Opinion

We have audited the financial statements of NASUWT for the year ended 31 December 2018 which comprise "General Fund Revenue Account incorporating the subsidiaries" the "Conference Centre Trading, Profit and Loss Account", the "Sunderland Reserve Fund Revenue Account", the "Group and Entity Statement of Comprehensive Income", the "General and Sunderland Reserve Fund Consolidated Balance Sheet", the "General and Sunderland Reserve Fund Entity Balance Sheet", the "General and Sunderland Reserve Fund Entity Balance Sheet", the "General and Sunderland Reserve Fund consolidated Cashflow Statement", the "General and Sunderland Reserve Fund Statement of Changes in Equity" 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 Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

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

In our opinion the financial statements:

- give a true and fair view of the state of the matters 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.

Basis for opinion

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

Conclusions relating to going concern

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

- the officers' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the officers have 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.

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE
NASUWT – *The Teachers' Union*
(continued)**

Other information

The officers are responsible for the other information. The other information comprises the information included in the annual report, 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.

Matters on which we are required to report by exception

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

- proper accounting records have not been kept;
- a satisfactory system of control over its accounting records, cash holdings and receipts and remittances has not been maintained; or
- the financial statements are not in agreement with the accounting records and returns.

Responsibilities of officers

As explained more fully in the statement of officers' responsibility set out on page 24, the officers 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 officers determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

We have been appointed as auditor under section 33 of the Trade Union and Labour Relations Act 1992 and report in accordance with section 36 of that Act.

In preparing the financial statements, the officers 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 officers either intend to liquidate the union or to cease operations, or have no realistic alternative but to do so.

Carrie

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE
NASUWT – *The Teachers' Union*
(continued)**

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 Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Carrie

Auditor's report (continued)

See attached

Signature(s) of auditor or auditors:	<i>Crowe UK LLP</i>	
Name(s):	CROWE U.K LLP	
Profession(s) or Calling(s):	Registered Auditor	
Address(es):	Black Country House Rounds Green Road Oldbury B69 2DG	
Date:	<i>28 May 2019</i>	
Contact name for enquiries and telephone number:	Dave Darlaston 0121 543 1900	

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

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)

Crowe ~~See attached~~ NOTHING TO REPORT

Signature of assurer	<i>Crowe U.K. LLP</i>
Name	Crowe U.K. LLP
Address	Black Country House Rounds Green Road Oldbury B69 2DG
Date	<i>28 May 2019</i>
Contact name and telephone number	Dave Darlaston 0121 543 1900