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Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Trade Union's details

Name of Trade Union:

Unite the Union

Year ended:

31 December 2018

List number:

795T

Head or Main Office address:

Unite House
128 Theobald's Road
Holborn
London
WC1X 8TN

Has the address changed during the year to which the return relates?

Yes

No

X

(Click the appropriate box)

Website address (if available)

www.unitetheunion.org

General Secretary:

Len McCluskey

Telephone Number:

020 7611 2500

Contact name for queries regarding the completion of this return:

Ed Sabisky

Telephone Number:

020 7611 2500

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Ed.Sabisky@unitetheunion.org

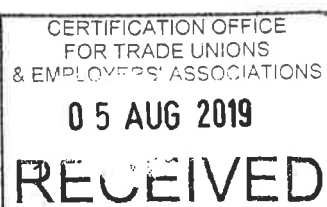
Please follow the guidance notes in the completion of this return. Any difficulties or problems in the completion of this return should be directed to the Certification Officer as below or by telephone to: 0330 109 3602.

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.

(Revised October 2018)



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	908,144	29,037	16,081	8,631	961,893
Female	302,813	8,436	7,569	6,295	325,113
Unspecified	3,800	59	105	47	4,011
Total	1,214,757	37,532	23,755	14,973	A 1,291,017

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

1,152,609

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

51,282

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
See Appendix 1			

State whether the union is:

a. A branch of another trade union?

Yes ☐

No ☒

If yes, state the name of that other union:

b. A federation of trade unions?

Yes ☐

No ☒

If yes, state the number of affiliated unions:

and names:

APPENDIX 1
UNITE THE UNION
CHANGE IN OFFICERS AND OFFICERS IN POST

EC Member	Notes
ABACHOR Suzanne	
ADAMS Lindsey	
AGYEMANG-PREMPEH Kwasi	
ALLAM Julian	
ALLDAY Richard	
ASHWORTH, Tracey	Left 31/08/2018
BANKS Dick	
BENTHAM Roy	
BLYTHE Tracey	Joined 01/12/2018
BOWEN Cliff	
BRAMWELL, Jamie	Joined 01/07/2018
CADMAN Chris	
CALLAGHAN Mary	Joined 01/12/2018
CASEY Mick	
CASSIDY Eddie	
COOPER John	
COXHILL Tracy	
CROZIER Ann	
DAVISON Tim	
DONNELLY Donna	Joined 01/09/2018
DOUGLAS Jenny	
DUO Christian	
DURKIN Neil	
ELLIOT Jennifer	
ENTWISTLE Phil	
FARRELL, Michael	Deceased 09/2018
GAMBLE, Jim	Left 30/06/2018
GILL Jas	
GILLESPIE Kelly	
GILLIGAN Wendy	
GREEN Andy	
GRICE, Stuart	Joined 01/07/2018
HAWORTH Alexandra	
HAYES Ruth	
HIBBERT Steve	
JACKSON Dawn	
JONES Andy	
KNOWLES Barry	
LANIGAN Trudy	
MARSDEN Philippa	
MATTHEWS Susan	
McGOVERN Sean	
MITCHELL James	
MITCHELL Tam	
MOLONEY Therese	
MORRIS Frank	
MUNA Suzanne	
MURPHY Tom	
OSBORNE Kate	

**APPENDIX 1
UNITE THE UNION
CHANGE IN OFFICERS AND OFFICERS IN POST**

EC Member	Notes
PEARSON Tony	
PERCIVAL Howard	
PISANI Joe	
REILLY Alan	
ROSENTHAL Simon	
RUDDOCK Stan	
RYAN Maggie	
SEAMAN Tony	
SHEPHERD June	
SMITH Dave	
SMITH Ken	
Stansfield, Alan	Left 30/06/2018
STEWART Jane	
STILL Joyce	
STOTT Nigel	
SURAYA Jasmin	
SULLIVAN Fran	Left 30/11/2018
TATEM Fiona	
TAYLOR Jayne	
THOMAS, Mark	Left 30/11/2018
THOMPSON Stephen	
TURNER Howard	
VERMA Neelam	
WELSH Paul	
WILLIAMS Dave	
WISEMAN Phil	
WOOD Mark	
WOODHOUSE Tony	

General fund

(see notes 13 to 18)

	£'000	£'000
INCOME		
From Members: Contributions and Subscriptions		157,707
From Members: Other income from members (specify)		
Total other income from members		-
Total of all income from members		157,707
Investment income (as at page 13)		2,452
Other Income		
Income from Federations and other bodies (as at page 4)	-	
Income from any other sources (as at page 4)	43,173	
Total of other income (as at page 4)		43,173
Total income		203,332
Expenditure		
Benefits to members (as at page 5)		9,317
Administrative expenses (as at page 11)		131,596
Federation and other bodies (specify)		
Affiliations	6,302	
Grants and donations	675	
Total expenditure Federation and other bodies		6,977
Taxation		(1)
Total expenditure		147,889
Surplus (deficit) for year		55,443
Amount of general fund at beginning of year as restated		285,214
Amount of general fund at end of year		340,657

Analysis of income from federation and other bodies and other income

(see notes 19 and 20)

Description	£'000	£'000
Federation and other bodies		
Other income	-	
	-	
	-	
	-	
	-	
	-	
Total federation and other bodies		-
Other income		
Insurance premium equivalent	593	
Validation fee	1,404	
Affinity / sundry income	1,516	
Pension scheme actuarial gain	39,660	
	-	
	-	
Total other income		43,173
Total of all other income		43,173

Analysis of benefit expenditure shown at general fund

(see notes 21 to 23)

	£'000		£'000
Representation – Employment Related Issues		brought forward	2,369
Legal representation	(666)	Education and Training services	
		-	2,237
Representation – Non Employment Related Issues			
		Negotiated Discount Services	
		n/a	-
Communications			
Journals and publications	901	Salary Costs	
		n/a	-
Advisory Services			
n/a	-	Other Benefits and Grants (specify)	
		Incapacity	1,903
Dispute Benefits		Accident and fatality	75
-	2,134	Funeral	600
		Driver care	1,479
		Care Xpress	480
		Convalescence	174
		Superannuation	-
Other Cash Payments			
carried forward	2,369	Total (should agree with figure in General Fund)	9,317

Accounts other than the revenue account/general fund

(See notes 21 to 23)

FUND 2		Fund Account	
Name:	AEEU Section Members Superannuation Fund	£'000	£'000
Income			
	From members		-
	Investment income (as at page 13)		-
	Other income (specify)		
	Total other income as specified		-
	Total Income		-
Expenditure			
	Benefits to members		20
	Administrative expenses and other expenditure (as at page 11)		39
	Total Expenditure		59
	Surplus (Deficit) for the year		(59)
	Amount of fund at beginning of year		1,143
	Amount of fund at the end of year (as Balance Sheet)		1,084
	Number of members contributing at end of year		-

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

(See notes 21 to 23)

FUND 4		Fund Account	
Name:	Printing Machine Branch	£'000	£'000
Income			
	From members		-
	Investment income (as at page 13)		-
	Other income (specify)		
	Total other income as specified		-
	Total Income		-
Expenditure			
	Benefits to members		-
	Administrative expenses and other expenditure (as at page 11)		-
	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:	Branch Funds	£'000	£'000
Income			
	From members		1,743
	Investment income (as at page 13)		5
	Other income (specify)		
	Other income	1,363	
	Branch administration deficit	(1,201)	
	Total other income as specified		162
	Total Income		1,910
Expenditure			
	Benefits to members		-
	Administrative expenses and other expenditure (as at page 11)		(3,135)
	Total Expenditure		(3,135)
	Surplus (Deficit) for the year		5,045
	Amount of fund at beginning of year		30,726
	Amount of fund at the end of year (as Balance Sheet)		35,771
	Number of members contributing at end of year		198,204

(See notes 21 to 23)

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

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

(See notes 21 to 23)

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

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

Political fund account

(see notes 24 to 33)

Political fund account 1		To be completed by trade unions which maintain their own political fund	
		£'000	£'000
Income	Members contributions and levies		7,777
	Investment income (as at page 13)		54
	Other income (specify) Other income	-	
	Total other income as specified		-
		Total Income	7,831
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			
Expenditure			
	Expenditure A (as at page i)		2,152
	Expenditure B (as at page ii)		65
	Expenditure C (as at page iii)		267
	Expenditure D (as at page iv)		-
	Expenditure E (as at page v)		839
	Expenditure F (as at page vi)		276
	Non-political expenditure (as at page vii)		405
		Total Expenditure	4,004
		Surplus (Deficit) for the year	3,827
		Amount of political fund at beginning of year	14,909
		Amount of political fund at the end of year (as Balance Sheet)	18,736
		Number of members at end of year contributing to the political fund	985,571
		Number of members at end of the year not contributing to the political fund	305,446
		Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund	-

POLITICAL FUND ACCOUNT 2		To be completed by trade unions which act as components of a central trade union	
		£'000	£'000
Income	Contributions and levies collected from members on behalf of central political fund	-	-
	Funds received back from central political fund		-
	Other income (specify) Other income	-	
	Total other income as specified		-
		Total Income	-
Expenditure			
	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify) Affiliation fees		-
	Benefit Expenditure		-
	Administration expenses in connection with political objects (specify)		-
	Political Fund Expenditure		-
	Non-political expenditure		-
		Total Expenditure	-
		Surplus (Deficit) for the year	-
		Amount held on behalf of trade union political fund at beginning of year	
		Amount remitted to central political fund	
		Amount held on behalf of central political fund at end of year	-
		Number of members at end of year contributing to the political fund	-
		Number of members at end of the year not contributing to the political fund	-
		Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund	-

The following pages 9i to 9vii relate to the Political Fund Account Expenditure

Political fund account expenditure (a)

Expenditure under section 72 (1) (a) of the Trade Union and Labour Relations (consolidation) Act.
To be completed where total expenditure from the political fund exceeds £2,000 during the period
to which return relates.

Contribution to the funds of, or on the payment of expenses incurred directly or indirectly by a political party

Name of political party in relation to which money was expended	Total amount spent during the period £'000
THE LABOUR PARTY	2,152
Total	2,152

Political fund account expenditure (d)

Expenditure under section 72 (1) (d) 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.

[illegible]

Political fund account expenditure (c)

Expenditure under section 72 (1) (c) of the Trade Union and Labour Relations (Consolidation) Act.
To be completed where total expenditure from the political fund exceeds £2,000 during the period
to which return relates.

Expenditure in connection with the registration of electors, the candidature of any person, the selection of any candidate or the holding of any ballot by the union in connection with any election to a political office

Title and Date of election	Name of political party/organisation	Name of candidate, organisation or political party (see note 33(iii))	£'000
Glasgow North 30/05/2018	The Labour Party	AGNES TOLMIE	1.6
Welsh LP Deputy Leadership election 21/04/2018	The Labour Party	CAROLYN HARRIS	1.0
Edinburgh North and Leith 30/5/18	The Labour Party	GORDON MUNRO	3.6
Airdrie and Shotts 20/6/18	The Labour Party	HELEN MCFARLANE	0.3
Southport 7/12/2017	The Labour Party	LIZ SAVAGE	1.5
Dover 22/3/18	The Labour Party	MICHELLE DORRELL	0.1
Birkenhead 03/08/2018	The Labour Party	MICK WHITLEY	4.6
Watford 16/1/18	The Labour Party	MIKE HEDGES	2.7
NEWHAM MAYORAL ELECTION 3/5/18	The Labour Party	MIKE HEDGES	4.5
Motherwell and Wishaw 24/5/18	The Labour Party	ROKHSANA FIAZ	1.6
Putney 4/11/18	The Labour Party	ANGELA FEENEY	1.2
Dunfermline and West Fife 5/6/18	The Labour Party	BONNIE CRAVEN	7.3
Blackpool North and Cleveleys 3/2/18	The Labour Party	CARA HILTON	2.8
Lewisham East 20/5/18	The Labour Party	CHRIS WEBB	1.0
Inverclyde 01/6/18	The Labour Party	CLAUDIA WEBBE	7.6
Crawley 14/1/2018	The Labour Party	COLIN JACKSON	2.5
Mansfield 16/2/18	The Labour Party	DAN DOBSON	5.9
Gloucester 16/12/17	The Labour Party	DAVID PRESCOTT	2.0
Thurrock 16/12/17	The Labour Party	DOINA CORRELL	1.2
Worcester 24/11/18	The Labour Party	ELLY BAKER	1.0
Chingford and Woodford Green 15/7/18	The Labour Party	EMMA RANDLE	4.3
Carlisle 13/12/17	The Labour Party	FAIZA SHAHHEEN	9.4
Milton Keynes South 10/2/18	The Labour Party	FRAN ROBSON	3.2
Uxbridge and South Ruislip 29/09/18	The Labour Party	HANNAH O'NEILL	2.1
Shipley 7/12/17	The Labour Party	JAMES OGUNGBOSE	3.6
Truro and Falmouth 28/4/18	The Labour Party	JANE AITCHISON	9.5

Northampton North 25/11/17	The Labour Party	JENNIFER FORBES	0.1
Bolton West 27/1/18	The Labour Party	JOYCE STILL	0.6
South Thanet	The Labour Party	JULIE HILLING	3.7
South Ribble 15/1/18	The Labour Party	KAREN CONSTANTINE	2.2
Glasgow East 1/6/18	The Labour Party	KATE LEWIS	3.4
Peterborough 20/2/19	The Labour Party	LINDA CROKER	2.5
Welsh LP Leadership	The Labour Party	LISA FORBES	0.6
Election 6/12/18	The Labour Party	MARK DRAYFORD	14.7
Barrow and Furness 6/2/19	The Labour Party	MARK FRYER	1.0
Glasgow South West 12/9/18	The Labour Party	MATT KERR	0.1
Kingswood 21/4/18	The Labour Party	NICOLA BOWDEN JONES	9.6
Harrow East 27/2/18	The Labour Party	PAMELA FITZPATRICK	1.2
Camborne and Redruth 2/12/17	The Labour Party	PAUL FARMER	2.3
Plymouth, Moor View 16/12/17	The Labour Party	PHILIPPA DAVEY	2.8
Newport West 26/1/19	The Labour Party	PHILLIPPA MARSDEN	5.2
Scottish LP Leadership 18/11/2017	The Labour Party	RICHARD LEONARD	12.6
Reading West 10/3/18	The Labour Party	SARAH HACKER	4.2
Southampton, Itchen 10/3/18	The Labour Party	SIMON LETTS	2.7
Paisley and Renfrewshire South 28/6/18	The Labour Party	SIOBHAN MCCREADY	5.1
East Worthing and Shoreham Saturday 15/9/18	The Labour Party	SOPHIE COOK	15.7
Scarborough and Whitby 7/4/18	The Labour Party	STEVE HOWLEY	2.5
Cities of London and Westminster ALL POSTAL 4/2/18	The Labour Party	STEVEN SAXBY	10.3
Rossendale and Darwen 17/12/17	The Labour Party	VALERIE WISE	2.0
Pendle 24/2/18	The Labour Party	WAYNE BLACKBURN	3.7
Nuneaton 21/4/18	The Labour Party	ZOE MAYOU	4.0
Welsh Executive Committee election	The Labour Party	The LABOUR PARTY	41.1
Welsh Labour Leadership election 06/12/2018	The Labour Party	THE LABOUR PARTY	27.3
Total			267.3

Political fund account expenditure (b)

Expenditure under section 72 (1) (b) of the Trade Union and Labour Relations (Consolidation) Act.
To be completed where total expenditure from the political fund exceeds £2,000 during the period
to which return relates.

Expenditure of money on the provision of any services or property for use
by or on behalf of any political party

Name of political party to which payment was made	Total amount paid during the period £'000
THE LABOUR PARTY	65
Total	65

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	£'000
THE LABOUR PARTY	839
Total	839

Political fund account expenditure (f)

Expenditure under section 72 (1) (f) of the Trade Union and Labour Relations (consolidation) Act.
To be completed where total expenditure from the political fund exceeds £2,000 during the period
to which return relates.

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

Name of organisation or political party	£'000
THE LABOUR PARTY MEMBER TO MEMBER COMMUNICATION	276
Total	276

Expenditure from the political fund not falling within section 72(1) of the trade union & labour relations (consolidation) act 1992

For expenditure not falling within section 72(1) the required information is-

(a) the nature of each cause or campaign for which money was expended, and the total amount expended in relation to each one	£'000
NHS REPEAL THE 8TH RIGHT2CHANGE TRUMP CAMPAIGNS BREXIT VARIOUS MINOR CAMPAIGNS <div style="text-align: right;">Total</div> <div style="text-align: right;">Total expenditure</div>	3 10 10 12 21 1 57
(b) the name of each organisation to which money was paid (otherwise than for a particular cause or campaign), and the total amount paid to each one	£'000
DURHAM MINERS GALA CLASS STRATAGEM <div style="text-align: right;">Total</div> <div style="text-align: right;">Total expenditure</div>	69 50 5 124
(c) the total amount of all other money expended	£'000
ALL OTHER EXPENDITURE <div style="text-align: right;">Total</div> <div style="text-align: right;">Total expenditure</div>	224 224 405

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

(see notes 34 and 35)

		£'000
Administrative Expenses		
Remuneration and expenses of staff		69,804
Salaries and Wages included in above	£ 53,907,000	
Auditors' fees		398
Legal and Professional fees		1,812
Occupancy costs		4,663
Stationery, printing, postage, telephone, etc.		4,180
Expenses of Executive Committee (Head Office)		458
Expenses of conferences		3,127
Other administrative expenses (specify)		
Expenses of committees / ex-councils		2,908
Branch and regional costs		137
Payments to regions and branches		10,552
Motor vehicle costs excl. depreciation		1,364
IT costs excl. depreciation		867
Sundry expenses		8,350
Bank charges		362
Non-recurring items		(4,981)
Other Outgoings		
Net losses on disposal and revaluation of investments		4,320
Depreciation		7,883
Taxation		-
Outgoings on land and buildings (specify)		
Maintenance and repairs		2,716
Other outgoings (specify)		
Pension adjustment		9,580
Total		128,500
Charged to:		
	General Fund (Page 3)	131,596
	AEEU Section Members Superannuation Fund (Fund 2)	39
	Branch Funds (Fund 5)	(3,135)
Total		128,500

Analysis of officials' salaries and benefits

(see notes 36 to 46)

[illegible]

Analysis of investment income

(see notes 47 and 48)

	Political Fund £'000	Other Fund(s) £'000
Rent from land and buildings	-	-
Dividends (gross) from:		
Equities (e.g. shares)	-	1,220
Interest (gross) from:		
Government securities (Gilts)	-	-
Mortgages	-	-
Local Authority Bonds	-	-
Bank and Building Societies	54	286
Other investment income (specify)		
Unit trusts	-	-
Gain on sale of investments and unrealised gains/losses on revaluation of investments	-	-
Unrealised gain on revaluation of Unity Trust Bank plc shares	-	951
	54	2,457
Total investment income		2,511
Credited to:		
General Fund (Page 3)		2,452
AEEU Section Members Superannuation Fund (Fund 2)		-
Branch Funds (Fund 5)		5
Political Fund		54
Total Investment Income		2,511

Balance sheet as at **31 December 2018**

(see notes 49 to 52)

Previous Year		£'000	£'000
166,155	Fixed Assets (at page 15)		175,655
	Investments (as per analysis on page 16)		
54,785	Quoted (Market value £51,596)	51,596	
5,625	Unquoted	7,858	
60,410	Total Investments		59,454
	Other Assets		
-	Loans to other trade unions	-	
13,275	Sundry debtors	12,761	
109,025	Cash at bank and in hand	130,468	
(5,241)	Pension scheme asset	29,331	
117,059	Total of other assets		172,560
343,624	Total assets		407,669
285,214	General Fund (Page 3)		340,657
1,143	AEEU Section Members Superannuation Fund (Fund 2)		1,084
54	MSF Section Craft Members Superannuation Fund (Fund 3)		54
30,726	Branch Funds (Fund 5)		35,771
73	Plate Preparers Superannuation Fund (Fund 6)		73
82	Litho Printers Superannuation Fund (Fund 7)		82
63	TGWU Section Members Superannuation Fund (Fund 8)		63
427	BAeSSA (Fund 9)		427
14,909	Political Fund (Account 1)		18,736
	LIABILITIES		
	Amount held on behalf of central trade union political fund		
-	Loans: From other trade unions	-	
-	Loans: Other (Bank loans to Branches)	-	
-	Bank overdraft	-	
9,633	Sundry creditors	9,422	
1,300	Provisions	1,300	
-	Other liabilities	-	
10,933	Total liabilities		10,722
343,624	Total assets		407,669

Fixed assets account

(see notes 53 to 57)

	Land and Buildings		Furniture and Equipment	Motor Vehicles	Not used for union business	Total
	Freehold £'000	Leasehold £'000	£'000	£'000	£'000	£'000
Cost or Valuation						
At start of year	183,616	9,382	9,893	9,706	-	212,597
Additions	21,724	-	1,258	1,680	-	24,662
Disposals	(8,160)	(485)	-	(1,870)	-	(10,515)
Revaluation/Transfers	-	-	-	-	-	-
At end of year	197,180	8,897	11,151	9,516	-	226,744
Accumulated Depreciation						
At start of year	32,226	2,008	6,324	5,884	-	46,442
Charges for year	4,776	241	1,437	1,429	-	7,883
Disposals	(1,739)	(18)	-	(1,479)	-	(3,236)
Impairments	-	-	-	-	-	-
Revaluation/Transfers	-	-	-	-	-	-
At end of year	35,263	2,231	7,761	5,834	-	51,089
Net book value at end of year	161,917	6,666	3,390	3,682	-	175,655
Net book value at end of previous year	151,390	7,374	3,569	3,822	-	166,155

Analysis of investments

(see notes 58 and 59)

Quoted		All Funds Except Political Funds £'000	Political Fund £'000
	Equities (e.g. Shares)		
	Equities	50,842	-
	Funds	754	-
	Government Securities (Gilts)	-	-
		-	-
	Other quoted securities (to be specified)	-	-
		-	-
	Total quoted (as Balance Sheet)	51,596	-
	Market Value of Quoted Investment	51,596	-
Unquoted	Equities		
	-	7,829	-
		-	-
	Government Securities (Gilts)		
	Local government	29	-
		-	-
	Mortgages		
		-	-
		-	-
	Bank and Building Societies		
		-	-
		-	-
	Other unquoted investments (to be specified)		
		-	-
	Total unquoted (as Balance Sheet)	7,858	-
	Market Value of Unquoted Investments	-	-

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?		<input checked="" type="checkbox"/> YES X	<input type="checkbox"/> NO
If YES name the relevant companies:		Company registration number (if not registered in England & Wales, state where registered)	
Company name			
Unite the Union Trustee Company Ltd		00969191	
Unite the Union Second Trustee Company Ltd		06477198	
UNIFI Nominee Company Ltd		02334993	
MSF Nominee Company Ltd		02435004	
Unite Amicus Section Pension Trustee Ltd		06349044	
AEEU Pensions Trustee Ltd		03597144	
M&P Benefits Ltd		02172923	
Blackhorse HCC Ltd		10313117	
Are the shares which are controlled by the union registered in the names of the union's trustees?		<input checked="" type="checkbox"/> YES X	<input type="checkbox"/> NO
If NO, state the names of the persons in whom the shares controlled by the union are registered.			
Company name		Names of shareholders	
MSF Nominee Company Ltd		Roger Lyons- 2 shares held in trust for Unite Amicus Section	

Summary sheet

(see notes 62 to 73)

	All funds except Political Funds £'000	Political Funds £'000	Total Funds £'000
Income			
From Members	159,450	7,777	167,227
From Investments	2,457	54	2,511
Other Income (including increases by revaluation of assets)	43,335	-	43,335
Total Income	205,242	7,831	213,073
Expenditure (including decreases by revaluation of assets)			
Benefit expenditure	9,337	-	9,337
Administrative expenses	128,500	1,309	129,809
Federation & other bodies	6,977	2,695	9,672
Taxation	(1)	-	(1)
Total Expenditure	144,813	4,004	148,817
Funds at beginning of year as restated (including reserves)	317,782	14,909	332,691
Funds at end of year (including reserves)	378,211	18,736	396,947
Assets			
Fixed Assets			175,655
Investment Assets			59,454
Other Assets			172,560
Total Assets			407,669
Liabilities		Total Liabilities	10,722
Net assets (Total Assets less Total Liabilities)			396,947

Information on Industrial Action Ballots

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

If Yes, how many ballots were held: 282

For each ballot held please complete the information below:

Ballot	Number of individuals who were entitled to vote in the ballot	Number of Individuals answering "Yes" to the question	Number of Individuals answering "No" to the question	Number of invalid or otherwise spoiled voting papers returned	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?	Does section 226(2B) of the 1992 Act apply in relation of this ballot?	If yes, were the number of individuals answering "Yes" to the question at least 40% of the number of individuals who were entitled to vote in the ballot?
1	49	27	1	0	28	Y	N	
2	266	228	16	0	244	Y	N	
3	39	18	2	1	21	Y	N	
4	31	13	5	0	18	Y	N	
5	258	78	64	0	142	Y	N	
6	16	7	5	3	15	Y	N	
7	55	31	14	0	45	Y	N	
8	33	32	0	0	32	Y	N	
9	99	33	5	0	38	N	N	
10	85	32	7	0	39	N	N	
11	56	28	14	0	42	Y	N	
12	37	31	3	1	35	Y	N	
13	102	51	17	0	68	Y	N	
14	240	179	20	0	199	Y	N	
15	20	7	3	0	10	Y	N	
16	79	40	6	0	46	Y	N	
17	361	73	41	2	116	N	N	
18	306	245	11	0	256	Y	N	
19	30	26	0	0	26	Y	N	
20	49	42	0	1	43	Y	N	
21	33	28	2	0	30	Y	N	
22	22	12	2	0	14	Y	N	
23	67	58	0	0	58	Y	N	
24	1039	408	157	7	572	Y	N	
25	503	266	33	0	299	Y	N	
26	80	11	11	0	22	N	N	
27	53	14	10	0	24	N	N	
28	21	14	2	0	16	Y	N	
29	293	178	43	0	221	Y	N	
30	72	54	1	0	55	Y	N	
31	86	37	7	2	46	Y	N	
32	291	234	22	0	256	Y	N	
33	20	11	1	0	12	Y	N	
34	37	21	0	0	21	Y	N	
35	131	105	9	0	114	Y	N	
36	743	174	151	0	325	N	N	
37	71	28	25	4	57	Y	N	
38	58	23	13	0	36	Y	Y	N
39	283	95	148	0	243	Y	N	
40	27	24	0	0	24	Y	N	
41	46	11	10	0	21	N	N	
42	87	67	2	0	69	Y	N	
43	27	16	2	0	18	Y	N	
44	40	20	11	0	31	Y	Y	Y
45	116	65	5	0	70	Y	N	
46	140	56	32	0	88	Y	N	
47	298	136	21	0	157	Y	Y	Y
48	269	200	7	0	207	Y	N	
49	154	135	12	0	147	Y	N	
50	67	47	8	0	55	Y	N	
51	181	103	18	0	121	Y	Y	Y

Information on Industrial Action Ballots

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?	Does section 226(2B) of the 1992 Act apply in relation of this ballot?	If yes, were the number of individuals answering "Yes" to the question at least 40% of the number of individuals who were entitled to vote in the ballot?
	Number of individuals who were entitled to vote in the ballot	Number of Individuals answering "Yes" to the question	Number of Individuals answering "No" to the question	Number of invalid or otherwise spoiled voting papers returned	Number of votes cast in the ballot			
52	49	31	2	1	34	Y	N	
53	40	31	0	0	31	Y	N	
54	26	10	1	0	11	N	N	
55	30	19	0	0	19	Y	N	
56	34	25	0	0	25	Y	N	
57	48	20	8	0	28	Y	N	
58	6	5	0	0	5	Y	N	
59	85	35	21	0	56	Y	N	
60	112	43	48	4	95	Y	N	
61	762	407	37	4	448	Y	N	
62	11	3	1	0	4	N	N	
63	209	88	30	1	119	Y	N	
64	139	48	28	0	76	Y	N	
65	9	9	0	0	9	Y	N	
66	168	97	19	0	116	Y	N	
67	107	72	9	0	81	Y	N	
68	127	32	63	1	96	Y	N	
69	28	10	5	0	15	Y	N	
70	203	155	14	0	169	Y	N	
71	47	39	5	0	44	Y	N	
72	32	30	1	0	31	Y	N	
73	167	98	13	0	111	Y	N	
74	196	131	26	0	157	Y	N	
75	56	37	9	0	46	Y	N	
76	49	27	1	0	28	Y	N	
77	186	154	24	0	178	Y	N	
78	110	91	7	0	98	Y	N	
79	144	57	66	1	124	Y	N	
80	41	30	5	1	36	Y	N	
81	30	19	5	0	24	Y	N	
82	21	9	1	0	10	N	N	
83	60	40	5	0	45	Y	N	
84	43	19	14	3	36	Y	N	
85	16	5	0	0	5	N	N	
86	39	33	1	0	34	Y	N	
87	7	5	0	0	5	Y	N	
88	98	36	40	5	81	Y	N	
89	164	76	32	0	108	Y	N	
90	79	55	16	1	72	Y	N	
91	36	22	0	0	22	Y	N	
92	147	119	6	0	125	Y	N	
93	8	8	0	0	8	Y	N	
94	6	5	0	0	5	Y	N	
95	42	30	8	0	38	Y	Y	Y
96	15	2	10	0	12	Y	N	
97	44	32	5	0	37	Y	N	
98	365	172	69	0	241	Y	N	
99	56	30	12	0	42	Y	N	
100	309	144	35	1	180	Y	N	
101	162	107	20	8	135	Y	N	
102	21	11	0	0	11	Y	N	
103	12	5	0	0	5	N	N	
104	9	1	0	0	1	N	N	
105	17	13	0	0	13	Y	N	
106	15	8	0	0	8	Y	N	
107	35	17	0	0	17	N	N	

Information on Industrial Action Ballots

Ballot	Number of individuals who were entitled to vote in the ballot	Number of Individuals answering "Yes" to the question	Number of Individuals answering "No" to the question	Number of invalid or otherwise spoiled voting papers returned	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?	Does section 226(2B) of the 1992 Act apply in relation of this ballot?	If yes, were the number of individuals answering "Yes" to the question at least 40% of the number of individuals who were entitled to vote in the ballot?
108	15	6	1	0	7	N	N	
109	50	25	22	0	47	Y	N	
110	5	4	0	0	4	Y	N	
111	4	4	0	0	4	Y	N	
112	17	10	6	0	16	Y	N	
113	66	44	1	0	45	Y	N	
114	69	41	2	0	43	Y	N	
115	98	51	7	0	58	Y	N	
116	1817	743	165	0	908	N	N	
117	54	30	5	0	35	Y	N	
118	138	105	6	4	115	Y	N	
119	15	10	1	0	11	Y	N	
120	39	21	9	1	31	Y	N	
121	28	23	0	0	23	Y	N	
122	159	65	41	0	106	Y	N	
123	30	21	4	0	25	Y	N	
124	235	125	10	1	136	Y	N	
125	1	1	0	0	1	Y	N	
126	1042	648	70	0	718	Y	N	
127	28	16	0	0	16	Y	N	
128	67	32	13	3	48	Y	N	
129	293	168	16	0	184	Y	N	
130	38	22	7	0	29	Y	N	
131	234	154	17	4	175	Y	N	
132	27	18	0	0	18	Y	N	
133	7	7	0	0	7	Y	N	
134	73	53	13	0	66	Y	N	
135	52	32	2	0	34	Y	N	
136	37	26	4	0	30	Y	N	
137	34	20	2	0	22	Y	N	
138	439	156	123	0	279	Y	N	
139	59	41	3	0	44	Y	N	
140	60	45	4	0	49	Y	N	
141	262	185	2	0	187	Y	N	
142	327	164	9	0	173	Y	N	
143	677	499	26	0	525	Y	N	
144	5	0	0	0	0	N	N	
145	240	142	38	1	181	Y	N	
146	217	106	5	1	112	Y	N	
147	63	39	17	0	56	Y	Y	Y
148	230	123	39	11	173	Y	N	
149	44	11	18	2	31	Y	N	
150	145	94	20	0	114	Y	N	
151	242	136	6	0	142	Y	Y	Y
152	120	76	2	0	78	Y	Y	Y
153	26	5	0	0	5	N	N	
154	44	7	19	3	29	Y	N	
155	201	123	25	2	150	Y	N	
156	132	78	22	1	101	Y	N	
157	25	24	0	0	24	Y	N	
158	280	76	24	1	101	N	N	
159	105	45	14	0	59	Y	Y	Y
160	20	8	0	0	8	N	N	
161	298	111	58	0	169	Y	N	
162	53	38	0	0	38	Y	N	
163	467	218	52	0	270	Y	N	

Information on Industrial Action Ballots

Ballot	Number of individuals who were entitled to vote in the ballot	Number of Individuals answering "Yes" to the question	Number of Individuals answering "No" to the question	Number of invalid or otherwise spoiled voting papers returned	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?	Does section 226(2B) of the 1992 Act apply in relation of this ballot?	If yes, were the number of individuals answering "Yes" to the question at least 40% of the number of individuals who were entitled to vote in the ballot?
164	69	31	7	0	38	Y	N	
165	374	130	16	2	148	N	N	
166	104	29	9	2	40	N	N	
167	317	215	35	4	254	Y	N	
168	56	43	1	0	44	Y	N	
169	296	115	41	0	156	Y	N	
170	80	21	7	0	28	N	N	
171	498	205	40	1	246	N	N	
172	264	78	34	0	112	N	N	
173	54	16	6	0	22	N	N	
174	25	18	5	0	23	Y	N	
175	69	46	15	0	61	Y	N	
176	464	189	36	1	226	N	N	
177	274	100	12	1	113	N	N	
178	335	232	13	1	246	Y	N	
179	4	3	0	0	3	Y	N	
180	193	142	9	0	151	Y	N	
181	109	46	5	0	51	N	N	
182	40	25	9	0	34	Y	N	
183	27	24	0	0	24	Y	N	
184	26	15	2	0	17	Y	N	
185	220	127	41	5	173	Y	N	
186	49	28	0	0	28	Y	N	
187	266	235	8	1	244	Y	N	
188	39	19	2	0	21	Y	N	
189	31	12	5	1	18	Y	N	
190	258	102	40	0	142	Y	N	
191	16	15	0	0	15	Y	N	
192	55	37	8	0	45	Y	N	
193	56	34	7	1	42	Y	N	
194	37	16	19	0	35	Y	N	
195	240	191	6	2	199	Y	N	
196	361	78	33	5	116	N	N	
197	306	251	5	0	256	Y	N	
198	30	25	0	1	26	Y	N	
199	33	28	0	2	30	Y	N	
200	1039	458	98	16	572	Y	N	
201	80	11	11	0	22	N	N	
202	86	40	4	2	46	Y	N	
203	291	240	16	0	256	Y	N	
204	131	110	3	1	114	Y	N	
205	71	48	6	3	57	Y	N	
206	58	25	11	0	36	Y	Y	Y
207	283	114	127	2	243	Y	N	
208	46	11	9	1	21	N	N	
209	87	69	0	0	69	Y	N	
210	269	203	4	0	207	Y	N	
211	154	137	4	6	147	Y	N	
212	181	109	12	0	121	Y	Y	Y
213	49	31	3	0	34	Y	N	
214	40	30	0	1	31	Y	N	
215	48	22	5	1	28	Y	N	
216	112	77	16	2	95	Y	N	
217	762	420	21	7	448	Y	N	
218	11	3	1	0	4	N	N	
219	209	104	10	5	119	Y	N	

Information on Industrial Action Ballots

Ballot	Number of individuals who were entitled to vote in the ballot	Number of Individuals answering "Yes" to the question	Number of Individuals answering "No" to the question	Number of invalid or otherwise spoiled voting papers returned	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?	Does section 226(2B) of the 1992 Act apply in relation of this ballot?	If yes, were the number of individuals answering "Yes" to the question at least 40% of the number of individuals who were entitled to vote in the ballot?
						Number of votes cast in the ballot		
220	9	9	0	0	9	Y	N	
221	107	72	6	3	81	Y	N	
222	127	34	62	0	96	Y	N	
223	203	161	7	1	169	Y	N	
224	47	43	0	1	44	Y	N	
225	32	31	0	0	31	Y	N	
226	196	135	19	3	157	Y	N	
227	56	37	8	1	46	Y	N	
228	186	158	17	3	178	Y	N	
229	110	91	5	2	98	Y	N	
230	144	65	57	2	124	Y	N	
231	41	34	2	0	36	Y	N	
232	30	20	4	0	24	Y	N	
233	43	33	3	0	36	Y	N	
234	39	34	0	0	34	Y	N	
235	98	78	3	0	81	Y	N	
236	79	56	16	0	72	Y	N	
237	42	32	6	0	38	Y	Y	Y
238	15	4	8	0	12	Y	N	
239	44	36	1	0	37	Y	N	
240	162	128	5	2	135	Y	N	
241	5	4	0	0	4	Y	N	
242	17	14	2	0	16	Y	N	
243	66	43	1	1	45	Y	N	
244	138	103	7	5	115	Y	N	
245	15	11	0	0	11	Y	N	
246	39	30	1	0	31	Y	N	
247	159	91	14	1	106	Y	N	
248	30	22	2	1	25	Y	N	
249	235	121	12	3	136	Y	N	
250	1	1	0	0	1	Y	N	
251	67	41	6	0	47	Y	N	
252	293	170	13	1	184	Y	N	
253	38	23	6	0	29	Y	N	
254	234	158	15	2	175	Y	N	
255	73	59	7	0	66	Y	N	
256	52	31	3	0	34	Y	N	
257	37	25	2	3	30	Y	N	
258	327	158	9	6	173	Y	N	
259	5	0	0	0	0	N	N	
260	240	152	29	0	181	Y	N	
261	217	99	5	8	112	Y	N	
262	230	163	8	2	173	Y	N	
263	44	24	7	0	31	Y	N	
264	145	88	24	2	114	Y	N	
265	242	137	4	1	142	Y	Y	Y
266	120	74	2	2	78	Y	Y	Y
267	26	5	0	0	5	N	N	
268	44	15	13	1	29	Y	N	
269	201	136	13	1	150	Y	N	
270	132	89	12	0	101	Y	N	
271	280	89	7	5	101	N	N	
272	298	106	55	8	169	Y	N	
273	69	33	4	1	38	Y	N	
274	374	132	13	3	148	N	N	
275	104	33	5	2	40	N	N	

Information on Industrial Action Ballots

Ballot	Number of individuals who were entitled to vote in the ballot	Number of Individuals answering "Yes" to the question	Number of Individuals answering "No" to the question	Number of invalid or otherwise spoiled voting papers returned	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?	Does section 226(2B) of the 1992 Act apply in relation of this ballot?	If yes, were the number of individuals answering "Yes" to the question at least 40% of the number of individuals who were entitled to vote in the ballot?
276	317	230	19	5	254	Y	N	
277	25	18	5	0	23	Y	N	
278	464	197	21	8	226	N	N	
279	274	98	7	8	113	N	N	
280	335	233	7	6	246	Y	N	
281	27	23	0	1	24	Y	N	
282	220	142	22	9	173	Y	N	

Information on Industrial Action

***Categories of Nature of Trade Dispute :**

A: terms and conditions of employment, or the physical conditions in which any workers are required to work;
 B: engagement or non-engagement, or termination or suspension of employment or the duties of employment, of one or more workers;
 C: allocation of work or the duties of employment between workers or groups of workers;
 D: matters of discipline;
 E: a worker's membership or non-membership of a trade union;
 F: facilities for officials of trade unions;
 G: machinery for negotiation or consultation, and other procedures, relating to any of the above matters, including the recognition by employers or employers' associations of the right of a 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

If YES, for each industrial action taken please complete the information below:

Industrial Action	1. 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:	3. Number of days of industrial action:	4. Nature of Industrial Action
1	A, B	24/01/2018, 25/01/2018, 26/01/2018, 30/01/2018, 08/02/2018, 09/02/2018, 10/02/2018, 11/02/2018, 12/02/2018, 13/02/2018, 14/02/2018, 16/03/2018, 17/03/2018, 18/03/2018, 19/03/2018, 20/03/2018, 21/03/2018, 29/03/2018, 30/03/2018, 31/03/2018, 01/04/2018, 02/04/2018, 03/04/2018, 04/04/2018, 05/04/2018, 06/04/2018	26	Strike Action
2	A	26/01/2018, 29/01/2018	2	Strike Action
3	A, B	19/01/2018 - 09/02/2018	22	Strike Action
4	A	29/01/2018 - 15/03/2018	46	Action Short of a Strike
5	A	16/03/2018 & 19/03/2018	2	Strike Action
6	A	16/03/2018 - 23/03/2018	8	Action Short of a Strike
7	A	23/05/2018 24/05/2018, 08/06/2018, 09/06/2018, 27/06/2018, 28/06/2018, 29/06/2018, 30/06/2018, 01/07/2018, 02/07/2018,	10	Strike Action
8	A	08/06/2018 - 12/07/2018	42	Action Short of a Strike
9	A	29/09/2018-03/10/2018	5	Action Short of a Strike
10	A	29/09/2018-03/10/2018	5	Action Short of a Strike
11	B, G	26/11/2018, 27/11/2018, 28/11/2018, 29/11/2018, 30/11/2018, 03/12/2018, 04/12/2018, 05/12/2018, 06/12/2018	9	Strike Action
12	B, G	23/11/2018-06/12/2018	14	Action Short of a Strike
13	A	26/11/2018 - 12/12/2018		Action Short of a Strike
14	A	13/12/2018	1	Strike Action
15	A	24/09/2018, 25/09/2018, 26/09/2018, 27/09/2018, 28/9/2018	5	Strike Action
16	A	07/12/2018, 21/12/2018	2	Strike Action
17	A	26/09/2018, 03/10/2018, 10/10/2018, 17/10/2018, 24/10/2018, 30/10/2018, 31/10/2018, 06/11/2018, 07/11/2018, 14/11/2018, 15/11/2018	11	Strike Action
18	A	25/09/2018 - 20/11/2018	57	Action Short of a Strike
19	A	27/07/2018, 30/07/2018, 03/08/2018, 06/08/2018	4	Strike Action
20	A	20/07/2018 - 07/08/2018	18	Action Short of a Strike
21	A	08/10/2018 - 31/10/2018	24	Action Short of a Strike
22	A	29/12/2018-31/12/2018	3	Action Short of a Strike
23	A	10/09/2018, 17/09/2018, 24/09/2018 & 01/10/2018	4	Strike Action
24	A	15/10/2018, 22/10/2018, 29/10/2018, 05/11/2018, 12/11/2018, 13/11/2018, 19/11/2018, 20/11/2018, 26/11/2018, 27/11/2018, 03/12/2108, 04/12/2018, 06/11/2018 & 14/11/2018	14	Strike Action
25	A	16/11/2018 - 31/12/2018	46	Action Short of a Strike
26	A	01/01/2018 - 23/01/2018	23	Strike Action
27	A	09/07/2018, 12/07/2018, 20/07/2018, 21/07/2018, 22/07/2018	5	Strike Action
28	A	09/08/2016, 10/08/2018, 16/08/2018, 17/08/2018, 20/08/2018, 23/08/2018, 28/08/2018, 03/09/2018	8	Strike Action
29	A	23/07/2018 - 06/09/2018	46	Action Short of a Strike
30	A	19/07/2018	1	Strike Action
31	A	24/08/2018 - 28/08/2018	5	Action Short of a Strike
32	A	04/12/2018, 21/12/2018, 22/12/2018	3	Strike Action
33	A	27/09/2018, 28/09/2019, 29/09/2018	3	Strike Action
34	A	01/01/2018 - 16/02/2018	47	Action Short of a Strike
35	A	15/02/2018 - 23/02/2018	9	Action Short of a Strike
36	A	04/03/2018, 05/03/2018, 06/03/2018, 07/03/2018, 28/04/2018, 29/04/2018	6	Strike Action
37	A	16/03/2018, 19/03/2018, 21/03/2018, 23/03/2018, 25/03/2018, 26/03/2018, 27/03/2018, 28/03/2018, 29/03/2018, 30/03/2018, 31/03/2018	11	Strike Action
38	A	31/05/2018, 02/06/2018, 07/06/2018, 09/06/2018	4	Strike Action
39	A	21/06/2018, 22/06/2018, 25/06/2018, 26/06/2018	4	Strike Action
40	A	23/07/2018; 24/07/2018; 30/07/2018; 31/07/2018; 06/08/2018; 07/08/2018; 13/08/2018; 14/08/2018; 20/08/2018; 21/08/2018	10	Strike Action
41	A	16/03/2018 - 12/04/2018	28	Action Short of a Strike
42	A	31/05/2018 - 09/06/2018	10	Action Short of a Strike
43	A	21/06/2018 - 10/09/2018	82	Action Short of a Strike
44	A	23/07/2018 - 26/09/2018	66	Action Short of a Strike
45	A	27/08/2018, 28/08/2018, 29/08/2018, 30/08/2018, 31/08/2018, 01/09/2018, 02/09/2018, 10/09/2018, 11/09/2018, 12/09/2018, 13/09/2018, 14/09/2018, 15/09/2018, 16/09/2018, 01/10/2018, 02/10/2018, 03/10/2018, 04/10/2018, 05/10/2018, 06/10/2018, 07/10/2018	21	Strike Action
46	A	14/09/2018, 16/09/2018	2	Strike Action
47	A	30/01/2018; 06/02/2018; 08/02/2018; 20/02/2018; 22/02/2018; 20/03/2018; 22/03/2018; 28/03/2018, 29/03/2018, 30/03/2018	10	Strike Action
48	D	29/01/18; 19/02/18; 22/02/18; 27/02/18; 01/03/18; 06/03/18; 07/03/18; 08/03/18	8	Strike Action
49	C	28/03/18; 29/03/18; 25/04/18; 27/04/18; 01/05/18; 03/05/18	6	Strike Action
50	B	28/08/18; 03/09/18; 07/09/18; 10/09/18; 14/09/18; 17/09/18; 24/09/18	7	Strike Action
51	A	31/01/18; 07/02/18; 14/02/18; 21/02/18; 07/03/18; 14/03/18; 21/03/18; 28/03/18	8	Strike Action

Information on Industrial Action

	1. The nature of the trade dispute for which industrial action was taken using the categories* below: A B C D E F G		3. Number of days of industrial action:	4. Nature of Industrial Action
Industrial Action		2. Dates of the industrial action taken:		
52	A	31/03/2018, 01/04/2018, 07/04/2018, 08/04/2018, 14/04/2018, 15/04/2018, 21/04/2018, 22/04/2018, 28/04/2018, 29/04/2018, 05/05/2018, 06/05/2018, 12/05/2018, 13/05/2018, 19/05/2018, 20/05/2018, 26/05/2018, 27/05/2018, 02/06/2018, 03/06/2018, 09/06/2018, 10/06/2018, 16/06/2018, 17/06/2018	24	Action Short of a Strike
53	A	03/04/2018	1	Strike Action
54	B	28/03/18 - 18/04/18	22	Strike Action
55	A	15/03/2018, 16/03/2018, 22/03/2018, 23/03/2018, 05/04/2018, 06/04/2018, 12/04/2018, 13/04/2018, 19/04/2018, 20/04/2018	10	Strike Action
56	A	14/05/2018, 15/05/2018, 09/07/2018, 10/07/2018, 11/07/2018, 12/07/2018, 13/07/2018, 14/07/2018	10	Strike Action
57	A	18/5/18; 25/05/18; 01/06/18; 08/06/18	4	Strike Action
58	A	25/05/18; 01/06/18; 08/06/18; 15/06/18	4	Strike Action
59	B	28/05/2018, 29/05/2018, 30/05/2018, 17/07/2018, 18/07/2018, 19/07/2018	6	Strike Action
60	A	01/05/2018, 02/05/2018, 03/05/2018, 04/05/2018, 05/05/2018, 07/05/2018, 08/05/2018, 09/05/2018, 10/05/2018, 11/05/2018, 12/05/2018, 13/05/2018	12	Strike Action
61	G	20/07/2018, 21/07/2018, 22/07/2018	3	Strike Action
62	A	10/07/2018, 11/07/2018, 12/07/2018	3	Strike Action
63	A	24/08/2018, 25/08/2018, 26/08/2018, 04/10/2018	4	Strike Action
64	A	24/08/2018, 25/08/2018, 26/08/2018, 04/10/2018	4	Strike Action
65	A	24/08/2018, 25/08/2018, 26/08/2018, 04/10/2018	4	Strike Action
66	A	08/11/2018, 15/11/2018, 05/12/2018, 06/12/2018, 07/12/2018, 08/12/2018	6	Strike Action
67	A	22/11/2018, 20/12/2018	2	Strike Action
68	A	22/11/2018 - 31/12/2018	41	Action Short of Strike
69	A	04/12/2018, 05/12/2018, 06/12/2018, 07/12/2018, 08/12/2018, 09/12/2018, 10/12/2018, 11/12/2018, 21/12/2018, 22/12/2018, 23/12/2018, 24/12/2018, 25/12/2018, 26/12/2018, 27/12/2018, 28/12/2018	16	Strike Action
70	A	11/12/2018, 12/12/2018, 13/12/2018	3	Strike Action
71	A	07/12/2018, 08/12/2018, 11/12/2018, 12/12/2018, 21/12/2018, 22/12/2018	6	Strike Action
72	A	08/12/2018, 09/12/2018	2	Strike Action
73	A	08/12/2018, 09/12/2018	2	Strike Action

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.

See attached

UNITE THE UNION

NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2018

	2018 £'000	2017 £'000
1 Other membership benefits excluding legal		
Sickness	1,802	1,412
Accident and fatality	75	137
Funeral	600	498
Superannuation	20	22
Maternity, paternity and adoption	101	93
Drivercare	1,479	1,124
Legal helpline	480	480
Convalescence	174	196
Educational	2,237	2,259
Journals and publications	936	726
	7,904	6,947
2 Political affiliation fees, grants and donations		
The Labour Party:		
Affiliation fees	1,730	1,822
Election grants and donations	469	2,275
Other grants and donations	502	2,014
	2,701	6,111
3 a) Other affiliation fees, grants and donations		
Trades Union Congress	3,435	3,506
Scottish Trades Union Congress	259	257
Welsh Trades Union Congress	3	7
Irish Congress of Trade Unions	187	198
European Transport Workers' Federation	139	128
International Transport Workers' Federation	442	429
Confederation of Shipbuilding and Engineering Unions	109	115
European Federation of Food, Agriculture and Tourism Trade Unions	111	82
International Union of Food, Agriculture, Hotel, Restaurant, Catering, Tobacco & Allied Workers	235	234
IndustriALL Global Union	500	486
UNI Global Union	580	534
Public Services International	53	72
European Federation of Building & Woodworkers	29	22
Building Workers International	136	145
Other affiliations	86	58
Grants and donations (see note 3b)	694	945
	6,998	7,218

UNITE THE UNION

NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2018

	2018 £'000	2017 £'000
3 b) Grants and donations further analysis		
Bakers, Food & Allied Workers Union (Mcdonalds Dispute)	-	50
BA Hong Kong Cabin Crew Dispute	11	-
Burston Rally - Regional Donation	-	12
Cuba Solidarity	30	10
Grenfell Tower Donation		100
Pride Events	10	28
Institute Of Employment Rights	38	15
Marx Memorial Library	22	-
Nae Pasaran UK - Film Production	25	-
NHS 70th Birthday & Celebration	15	-
Palestine Solidarity	21	11
Show Racism The Red Card	111	1
Tolpuddle Donation	12	14
Union Solidarity International Limited	3	25
Union Sindical Obrera	10	-
Other grants and donations (less than £10k per donation)	386	679
	694	945
	2018 £'000	2017 £'000
4 Investment income and fair value adjustments		
Dividends received	1,274	1,602
Bank and other interest received	286	136
Net fair value adjustment (note 8)	(4,320)	6,222
Revaluation on unquoted shares	951	-
Net (charge)/income	(1,809)	7,960
	2018 £'000	2017 £'000
5 Non-operating items - expense/(income)		
One off property items		
Profit on disposal of properties	(10,143)	(2,182)
Irrecoverable VAT on purchase and refurbishment of properties	1,551	1,176
Reclassification of property related expenditure	330	-
	(8,262)	(1,006)
Other		
Voluntary redundancy and severance	1,262	21
Unfunded pensions	456	457
Membership reconciliation	3,901	-
Consolidation adjustment	(3,135)	(1,919)
Other	797	861
	(4,981)	(1,586)

UNITE THE UNION

NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2018

6 Taxation	2018 £'000	2017 £'000
Corporation tax charge for the year	(1)	-
Deferred tax movement (note 12)	-	200
	<u>(1)</u>	<u>200</u>

During the period the Union also suffered irrecoverable VAT of £5.0 million (2017: £5.2 million) arising on expenditure incurred.

In addition the Union paid rates of £3.4m (2017: £3.4m) on its properties.

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

UNITE THE UNION

NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2018

7 Tangible fixed assets

	Land and buildings £'000	Fixtures, fittings and computer equipment £'000	Motor vehicles £'000	Total £'000
Cost or valuation				
At 1 January 2018	192,998	9,893	9,706	212,597
Additions	21,724	1,258	1,680	24,662
Disposals	(8,645)	-	(1,870)	(10,515)
At 31 December 2018	206,077	11,151	9,516	226,744
Aggregate depreciation including impairment				
At 1 January 2018	34,234	6,324	5,884	46,442
Charge for the year	5,017	1,437	1,429	7,883
Disposals	(1,757)	-	(1,479)	(3,236)
At 31 December 2018	37,494	7,761	5,834	51,089
Net book value				
At 31 December 2018	168,583	3,390	3,682	175,655
At 31 December 2017	158,764	3,569	3,822	166,155

Split of Land and Buildings

	2018 £'000	2017 £'000
Freehold	161,917	151,390
Long Leasehold	6,666	7,374
	168,583	158,764

Included in land and buildings above is £26.8m (2017: £14m) of assets in the course of construction for the National Educational and Conference Centre & Hotel in Birmingham. This conference centre and hotel is operated under Blackhorse HCC Limited. Unite the Union Trustee Company Limited and Unite the Union Second Trustee Company Limited hold a legal charge on this property.

UNITE THE UNION

NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2018

8 Investments

	Quoted investments £'000	Unquoted investments £'000	Total £'000
Cost or fair value			
At 1 January 2017	54,785	5,625	60,410
Additions	11,821	1,282	13,103
Transfers	(241)	-	(241)
Disposal proceeds	(10,449)	-	(10,449)
Net fair value adjustment	(4,320)	-	(4,320)
Revaluation of unquoted investments	-	951	951
At 31 December 2018	51,596	7,858	59,454

	Quoted investments £'000	Unquoted investments £'000	Total £'000
Cost or fair value			
At 1 January 2017	63,916	5,625	69,541
Additions	28,357	-	28,357
Disposal proceeds	(43,710)	-	(43,710)
Net fair value adjustment	6,222	-	6,222
At 31 December 2017	54,785	5,625	60,410

Included in unquoted investments at 31 December 2018, the Union held 14.68% of the issued share capital of Unity Trust Bank plc.

On 4th August 2016, Unite formed Blackhorse HCC Limited (Co. Reg. No. 10313117, registered office address 10 Queen Street place, London, EC4R 1BE), a wholly owned subsidiary incorporated in the United Kingdom, to own and operate the National Education and Conference Centre & Hotel. On 30th March 2017, Unite entered into a back to back long leasehold arrangement with Blackhorse HCC Limited and agreed a Financing Agreement. On the same day, Blackhorse HCC Limited signed a franchise agreement in respect of the hotel portion of the Birmingham project with Starwood EAMA Licence and Services Company BVBA. Starwood, now part of the larger Marriott Group, are amongst the world's largest hotel companies who own, operate and franchise hotels. The hotel portion of the project will be marketed under the 'Aloft' hotel brand. As Unite owns 100% of Blackhorse HCC Limited, the financial results of Blackhorse HCC Limited are fully consolidated into these accounts.

UNITE THE UNION

NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2018

9 Debtors and prepayments

	2018 £'000	2017 £'000
Trade debtors	9,476	9,607
Mortgages	-	172
Other loans	245	264
Other debtors	665	752
Prepayments	2,375	2,480
	12,761	13,275

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

10 Cash at bank and in hand

	2018 £'000	2017 £'000
General Fund	86,718	71,038
Political Fund	16,833	13,099
Members Superannuation Funds	359	224
Branch Fund	26,558	24,664
	130,468	109,025

11 Creditors: amounts falling due within one year

	2018 £'000	2017 £'000
Trade creditors	79	-
Other creditors	2,742	856
Social security & other taxes	1,574	1,494
Accruals	5,027	7,283
	9,422	9,633

12 Deferred tax

	2018 £'000	2017 £'000
Opening provision	1,300	1,100
Movement (note 6)	-	200
Closing provision	1,300	1,300

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

UNITE THE UNION

NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2018

13 Reserves

a) General Fund analysis

	General Fund £'000	Pension Deficit £'000	Total £'000
2018			
Operating surplus	25,345	-	25,345
Other income	(1,829)	-	(1,829)
Non-recurring items	1,846	-	1,846
Taxation	1	-	1
Pension deficit reduction contributions	(4,492)	-	(4,492)
Pension adjustment	-	(5,088)	(5,088)
Surplus / (deficit) for the year	20,871	(5,088)	15,783
As at 1 January 2018	290,455	(5,241)	285,214
Actuarial gain	-	39,660	39,660
At 31 December 2018	311,326	29,331	340,657

2017	£'000	£'000	£'000
Operating surplus	20,056	-	20,056
Other income	7,931	-	7,931
Non-recurring items	(333)	-	(333)
Taxation	(200)	-	(200)
Pension deficit reduction contributions	(12,657)	-	(12,657)
Pension adjustment	-	4,939	4,939
Surplus for the year	14,797	4,939	19,736
As at 1 January 2017	275,658	(111,300)	164,358
Actuarial gain	-	101,120	101,120
At 31 December 2017	290,455	(5,241)	285,214
As at 1 January 2017 as previously stated	267,393	(104,915)	162,478
UCATT merger (see below)	8,265	(6,385)	1,880
As restated	275,658	(111,300)	164,358

Amalgamation with UCATT

On 1 January 2017, the Union of Construction, Allied Trades and Technicians (UCATT) amalgamated into Unite. As a consequence, all the assets and liabilities of UCATT were incorporated into Unite. As at 31 December 2016, UCATT (excluding ROI) had audited net assets of £1,880,000, inclusive of a pension scheme deficit of £6,385,000. In accounting for the amalgamation using merger accounting, the assets and liabilities of Unite have been restated as at 1 January 2016 and at 31 December 2016 together with the transactions in the year to 31 December 2016.

UNITE THE UNION

NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2018

13 Reserves (continued)

b) General Fund analysis excluding pension deficit	Central funds £'000	1% fund £'000	Dispute fund £'000	Total £'000
2018				
Operating surplus/(deficit) general fund	23,789	(751)	-	23,038
Transfer to 1% fund	(690)	690	-	-
2.5% diverted from branch administration	-	-	3,448	3,448
Ongoing dispute fund payments	-	-	(1,141)	(1,141)
Operating surplus / (deficit)	23,099	(61)	2,307	25,345
Other income	(1,829)	-	-	(1,829)
Non-recurring items	1,846	-	-	1,846
Taxation	1	-	-	1
Pension deficit reduction contributions	(4,492)	-	-	(4,492)
Surplus / (deficit) for the year	18,625	(61)	2,307	20,871
As at 1 January 2018	257,086	1,259	32,110	290,455
At 31 December 2018	275,711	1,198	34,417	311,326
	Central funds £'000	1% fund £'000	Dispute fund £'000	Total £'000
2017				
Operating surplus/(deficit) general fund	26,017	(886)	-	25,131
Transfer to 1% fund	(890)	890	-	-
2.5% diverted from branch administration	-	-	3,780	3,780
Ongoing dispute fund payments	-	-	(8,855)	(8,855)
Operating surplus / (deficit)	25,127	4	(5,075)	20,056
Other income	7,931	-	-	7,931
Non-recurring items	(333)	-	-	(333)
Taxation	(200)	-	-	(200)
Pension deficit reduction contributions	(12,657)	-	-	(12,657)
Surplus / (deficit) for the year	19,868	4	(5,075)	14,797
As at 1 January 2017	237,218	1,255	37,185	275,658
At 31 December 2017	257,086	1,259	32,110	290,455
Funds at 1 January 2017 as previously stated	228,953	1,255	37,185	267,393
UCATT merger	8,265	-	-	8,265
As restated	237,218	1,255	37,185	275,658

UNITE THE UNION

NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2018

13 Reserves (continued)

Included below is an analysis of dispute fund payments made in the year.

	Total £'000
Mears Ltd.	197
Manchester City Council	108
Vivark Ltd	85
First Aberdeen Ltd	82
Fujitsu Services Ltd (Head Office)	62
East Dunbartonshire Council	57
Arriva Northwest Ltd	49
Sprysman Cables & Systems Limited	70
British Airways Plc - Mixed Fleet	38
South Yorkshire SuperTram	31
Cammell Laird Shiprepairers and Shipbuilders Limited	44
Other	318
	1,141

14 Commitments under operating leases

At 31 December 2018 the Union's future minimum lease payments under non-cancellable operating leases are as follows:

	Land and buildings		Other assets	
	2018	2017	2018	2017
	£'000	£'000	£'000	£'000
Expiry date:				
Within one year	557	156	23	137
Between two and five years	1,160	234	-	34
Over five years	7	53	-	-
	1,724	443	23	171
Charge for the year	600	160	9	9

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

UNITE THE UNION

NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2018

15 Capital commitments

At 31 December 2018, the Union had capital commitments totalling £25.75 million (2017: £43.0 million), relating to the ongoing refurbishment programme of the Union's properties, principally the construction of the National Education and Conference Centre & Hotel as well as the new West Midland Regional Office on Jennens Road, Birmingham.

16 Contingent liabilities

On 19 October 2018, Unity Trust Bank Plc (Unity) set up its own pension scheme and received a bulk transfer of assets and member liabilities from Pace, a pension scheme operated by The Co-operative Group. The Unity scheme consists of only existing pensioners and deferred members as the Pace scheme ceased accrual for active employees in October 2015. As at 31 December 2018, the Unity scheme had assets of £35.8 million and liabilities of £31.8 million. As required by the Pace Trustees, in order for this transfer to occur, Unite the Union Trustee Company Limited and Unite the Union Second Trustee Company Limited provided a PPF guarantee over the punctual performance of Unity in respect of the new scheme. This guarantee would be called upon in the event Unity went into administration or otherwise became insolvent and the scheme required additional funding to meet its obligations. As consideration for providing this guarantee, Unite received a fee of £50,000 from Unity in 2018. An ongoing fee, calculated in reference to the 'buy-out' (s75) value of the Unity pension scheme, will result in a minimum annual fee of £10,000 and a maximum of £75,000.

17 Key management personnel

Key management personnel compensation of £5.0 million (2017: £5.1 million) was paid in the year, comprising salary, benefits in kind and employer pension contributions. See analysis of salaries for organisers, officers and senior officials on page 31 for a further breakdown.

18 Post balance sheet events

On 2 July 2018 the Union exchanged contracts for the sale of Esher Place for £16.5m, realising a profit on disposal of £3,337,000 after taking into account previous revaluations, plus additional amounts, which are subject to planning approval. This contract for sale went unconditional on 31 January 2019.

UNITE THE UNION

NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2018

19 Defined benefit pension schemes

The Union operates three defined benefit pension schemes providing service related benefits based on final pensionable salaries. As at 31 December 2018, the Schemes in operation were:

- The Unite Pension Scheme ("UPS")
- Unite Republic of Ireland Pension Scheme ("UROIPS")

During the year, the UCATT Officials and Staff Retirement and Death Benefits Scheme was merged into the UPS.

The actuaries to the schemes have provided the following information based on the full valuations (UPS at 30 September 2017) of the schemes to 31 December 2018 and adjusted the results so as to be in line with FRS102 requirements.

The liabilities have been assessed using the following assumptions.

	UPS	UIPS	UPS	UIPS
Financial assumptions:	Year Ended	Year Ended	Year Ended	Year Ended
	31/12/2018	31/12/2018	31/12/2017	31/12/2017
Discount Rate	2.90% pa	2.90% pa	2.50% pa	2.50% pa
Price Inflation - RPI	3.20% pa	3.20% pa	3.00% pa	3.20% pa
- CPI	2.20% pa	2.20% pa	2.00% pa	2.20% pa
- Irish CPI	-	1.75% pa	-	1.75% pa
Salary Increases	3.40% pa	3.40% pa	3.20% pa	3.20% pa
Rate of increase for deferred pensioners	2.20% pa	1.75% pa	2.00% pa	1.75% pa
Rate of increases of pensions in payment				
• RPI capped at 2.5% pa	2.20% pa	-	2.30% pa	-

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

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

Description	Year Ended 31/12/2018	Year Ended 31/12/2017
UPS		
Mortality (Pre and post retirement)	100% S2PMA/S2PFA CMI Model 2017 (1%) + 2 year age adjustment	100% S2PMA/S2PFA CMI_2016 1% (Year of birth) + 2 year age adjustment
UIPS		
Mortality (Pre and post retirement)	108% of PNML00 with CSO improvements from 2006	108% of PNML00 with CSO improvements from 2006

Analysis of asset values:

As at 31 December	2018 £'000	2017 £'000
Equities	479,457	522,465
Gilts and Bonds	485,800	503,307
Cash	6,100	553
Diversified growth fund	-	9,746
Annuities and other assets	15,200	9,400
Total	986,557	1,045,471

UNITE THE UNION

NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2018

19 Defined benefit pension schemes (continued)

The assets recognised in the balance sheet are as follows:

As at 31 December	2018 £'000	2017 £'000
Market value of assets	986,557	1,045,471
Present value of liabilities	(953,788)	(1,046,911)
Surplus/(deficit) in the scheme	32,769	(1,440)
Present value of unfunded obligations	(3,438)	(3,801)
Net pension asset/(liability)	29,331	(5,241)

Analysis of changes in the value of the scheme liabilities:

	2018 £'000	2017 £'000
Value of liabilities at 1 January	(1,046,911)	(1,090,746)
Change in asset ceiling	40,300	-
Current service cost	(10,421)	(12,085)
Interest cost	(24,736)	(29,082)
Past service costs	(4,800)	1,200
Member contributions	(4,785)	(4,660)
Benefits paid	47,365	41,927
Actuarial gains - change of basis	50,276	46,923
Foreign exchange movement	(76)	(388)
Value of liabilities at 31 December	(953,788)	(1,046,911)

Analysis of changes in the value of the scheme assets:

	2018 £'000	2017 £'000
Value of assets at 1 January	1,045,471	983,747
Actual return on assets excluding interest income	(50,600)	54,000
Actuarial (losses)	(336)	(13)
Employer contributions	11,478	19,782
Member contributions	4,785	4,660
Benefits paid	(47,365)	(41,927)
Admin expenses	(1,700)	(1,400)
Other income	41	-
Interest income	24,717	26,267
Foreign exchange movement	66	355
Value of assets at 31 December	986,557	1,045,471

UNITE THE UNION

NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2018

19 Defined benefit pension schemes (continued)

Analysis of changes in the value of unfunded obligations:

	2018 £'000	2017 £'000
Value of liabilities at 1 January	(3,801)	(4,301)
Unpaid interest cost	(90)	(110)
Actuarial gains	20	210
Benefits paid	433	400
Value of liabilities at 31 December	<u>(3,438)</u>	<u>(3,801)</u>

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

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

	2018 £'000	2017 £'000
Current service cost	10,421	12,085
Past service cost	4,800	(1,200)
Employment cost contribution	(7,419)	(7,525)
Admin expenses	1,700	1,400
Other income	(41)	-
Net interest charge	109	2,925
Total charge to Income and Expenditure	<u>9,570</u>	<u>7,685</u>
Pension deficit reduction contribution	(4,492)	(12,657)
Foreign exchange difference	10	33
Total Pension adjustment	<u>5,088</u>	<u>(4,939)</u>

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

	2018 £'000	2017 £'000
Actuarial gains - change of basis	49,960	47,120
Change in asset ceiling	40,300	-
Actual return on assets less interest	(50,600)	54,000
Total amount recognised in SOI	<u>39,660</u>	<u>101,120</u>

UNITE THE UNION

NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2018

19 Defined benefit pension schemes (continued)

Assets, liabilities, experience gains and losses

As at 31 December	2018 £'000	2017 £'000	2016 £'000	2015 £'000
Market value of scheme assets	986,557	1,045,471	983,747	837,731
Value of scheme liabilities	(953,788)	(1,046,911)	(1,090,746)	(912,940)
Surplus/(deficit) in the scheme	32,769	(1,440)	(106,999)	(75,209)

As at 31st December 2018, Unite Pension Scheme Trustee Limited, as trustee of the Unite Pension Scheme ("UPS"), had registered charges over certain property assets as security for future payments owed to UPS. The charges consist of (1) a maximum of £17.5 million against Unite House at 128 Theobalds Road, London and (2) the full realisable value of 1 Cathedral Road, Cardiff (latest valuation £6.6 million).

Further and future Funding

At 1 January 2018, the Union's annual deficit contributions to the schemes totalled £12.8m. However, in 2018 the Trustees of the UPS received a preliminary triennial valuation of a £69.7 million surplus as at 30th September 2017. As a result of this draft valuation, and as an interim measure while the valuation was discussed and agreed by both the Trustees and The Pensions Regulator, the Trustees agreed to suspend the deficit contributions to the UPS scheme from 1 May 2018. The termination of the deficit contributions was confirmed when the Trustees finalised the valuation in July 2018. Deficit contributions for the period January to May 2018 for the UPS Scheme totalled £4.4m before they were terminated. Based on the latest valuation no further deficit contributions are required to be paid on this scheme. Except for the Union's pension scheme in the Republic of Ireland, no deficit contributions are required until the next triennial valuation.

UNITE THE UNION

ACCOUNTING POLICIES YEAR ENDED 31 DECEMBER 2018

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

Accounting convention

The accounts are prepared under the historical cost convention.

Basis of consolidation

The financial statements consolidate the results of the wholly owned subsidiary, Blackhorse HCC Limited. As the sole shareholder of the company, the Union has control and beneficial right to profits. Both entities within these consolidated financial statements are prepared using standard accounting policies and are drawn up to the same reporting date. All significant intra-group transactions and balances between group entities are eliminated on consolidation.

Going concern

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

Contributions

Contributions are accounted for on a cash basis adjusted for accrued contributions received in 2019 relating to the prior year.

Investment and other income

All investment and other income, including legal and affinity income, is credited to the Statement of Comprehensive Income when receivable.

Expenditure

All expenditure in the accounts is exclusive of VAT where applicable on an accruals basis.

Tangible fixed assets

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

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

Land & buildings

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

Fixtures, fittings and computer equipment

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

Motor vehicles	- 4 years
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Impairment

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

UNITE THE UNION

ACCOUNTING POLICIES YEAR ENDED 31 DECEMBER 2018

Investments

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

Quoted investments - market value.

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

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

Pension costs

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

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

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

In addition to the defined benefit pension schemes, the Union also operates a defined contribution scheme for employees where the contributions are charged to the Statement of Comprehensive Income of the year in which they are payable to the scheme.

Foreign exchange

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

Corporation tax

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

Deferred tax

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

Branches and regions

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

Leases

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

Members' superannuation funds

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

UNITE THE UNION

ACCOUNTING POLICIES YEAR ENDED 31 DECEMBER 2018

Provisions

Provisions for future expenditure are included in the accounts only where the Union has a present obligation to meet such expenditure and the amount can be reliably measured.

Accounting estimates

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

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

- Tangible assets – the basis of calculation and assumption used to perform revaluation and useful economic life of assets used in calculating depreciation.
- Listed investments and Unity Trust Bank Plc – the basis of calculation and assumption used for market value.
- The Union reviews non-current assets each year for impairment, in line with accounting standards.
- Provisions and contingent liabilities – the inclusion of provisions for potential liabilities where there is an element of uncertainty in the outcome of the cases. Judgement is applied in determining the appropriate level of provision because the actual outcome can be uncertain at each year end.
- Defined benefit pension scheme – the actuarial assumptions used in calculating scheme assets and liabilities.

Accounting policies
(see notes 84 and 85)

See 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.

<p>Secretary's Signature:</p> <p><i>Len McCluskey</i></p> <p>Name: Len McCluskey</p> <p>Date: <i>2 August 2019</i></p>	<p>Executive Director – Finance, Property & Pensions Signature:</p> <p><i>[Signature]</i></p> <p>Name: Edward Sabisky</p> <p>Date: <i>2 August 2019</i></p>
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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)	<input checked="" type="radio"/> Yes		No	
Has the list of officers in post been completed? (see Page 2a and Note 12)	<input checked="" type="radio"/> Yes		No	
Has the return been signed? (see Pages 23 and 25 and Notes 86 and 95)	<input checked="" type="radio"/> Yes		No	
Has the auditor's report been completed? (see Pages 24 and 25 and Notes 2 and 92)	<input checked="" type="radio"/> Yes		No	
Is a rule book enclosed? (see Notes 8 and 88)	<input checked="" type="radio"/> Yes		No	
A member's statement is: (see Note 104)	<input checked="" type="radio"/> Enclosed		To follow	
Has the summary sheet been completed? (see Page 17 and Notes 7 and 62)	<input checked="" type="radio"/> Yes		No	
Has the membership audit certificate been completed? (see Page i to iii and Notes 97 to 103)	<input checked="" type="radio"/> Yes		No	

(see notes 90 to 96)

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?

Please explain in your report overleaf or attached.

- (See section 36(4) of the 1992 Act set out in note 92)

Please explain in your report overleaf or attached.

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AUDITOR'S REPORT (section one)

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

Opinion

We have audited the financial statements of Unite the Union (the 'Union') for the year ended 31 December 2018 which comprise the Statement of Comprehensive Income, the Balance Sheet, the Statement of Changes in Equity, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Union's affairs as at 31 December 2018, and of its result for the year then ended;
- and
- have been prepared in accordance with the requirements of the Trade Union and Labour Relations (Consolidation) Act 1992.

Basis for opinion

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

Conclusions relating to going concern

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

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

Other information

The Executive Council is responsible for the other information. The other information comprises the information included in the Report of the General Secretary, 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

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

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

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

We have nothing to report to you in respect of the above matters.

Responsibilities of the Executive Council

As explained more fully in the Statement of the Executive Council's Responsibilities, the Executive Council is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Executive Council determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Executive Council is 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 directors either intend to liquidate the Union or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs(UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

Use of our report

This report is made solely to the Union's members, as a body, in accordance with the provisions of the Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the Union's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Union and the Union's members as a body, for our audit work, for this report, or for the opinions we have formed.

Signature(s) of auditor or auditors:

BDO LLP

Name(s):

BDO LLP

Profession(s) or Calling(s):

Chartered Accountants

Address(es):

150 Aldersgate Street
London
EC1A 4AB

Date:

02/08/2019

Contact name for enquiries
and telephone number:

Gareth Jones
0207 334 9191

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

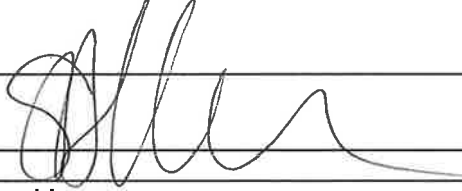
2. In the opinion of the assurer has he/she obtained the information and explanations necessary for the performance of his/her functions?

YES

If the answer to **either** questions 1 or 2 above is "NO" the assurer must:

- (a) set out below the assurer's reasons for stating that
- (b) provide a description of the information or explanation requested or required which has not been obtained
- (c) state whether the assurer required that information or those explanations from the union's officers, or officers of any of its branches or sections under section 24ZE of the 1992 Act
- (d) send a copy of this certificate to the Certification Officer as soon as is reasonably practicable after it is provided to the union.

Membership audit certificate (continued)

Signature of assurer	
Name	Simon Hearn
Address	Electoral Reform Services The Election Centre 33 Clarendon Road London, N8 0NW
Date	28/05/2019
Contact name and telephone number	Simon Hearn, Deputy Chief Executive 020 8365 8909

UNITE