

Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	University & College Union		
Year ended:	31st August 2019		
List no:	792T		
Head or Main Office address:	Carlow Street		
	London		
Postcode	NW1 7LH		
Website address (if available)	www.ucu.org.uk		
Has the address changed during the year to which the return relates?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	('X' in appropriate box)
General Secretary:	Dr Jo Grady		
Telephone Number:	020 7756 2500		
Contact name for queries regarding the completion of this return	David Hales		
Telephone Number:	020 7756 2500		
E-mail:	Dhales@ucu.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

You should send the annual return to the following email address stating the name of the union in subject:

For Unions based in England and Wales: returns@certoffice.org

For Unions based in Scotland: eymw@tcyoung.co.uk

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OFFICERS OF THE UNIVERSITY AND COLLEGE UNION - 2018/2019

Officers of the Union at 31st August 2018:

President	Ms Vicky Knight
President Elect	Dr Douglas Chalmers
Vice-president	Ms Nita Sanghera
Honorary Treasurer	Dr Steve Sangwine
Immediate Past President	-----

Officers of the Union at 31st August 2019

Dr Douglas Chalmers
Ms Nita Sanghera
Ms Vicky Blake
Dr Steve Sangwine

Members of the National Executive Committee from 1st September 2018 and at 27 May 2019 (until the end of Congress):

Ms Vicky Knight (President)
Dr Douglas Chalmers (President Elect)
Ms Nita Sanghera (Vice President)
Dr Steve Sangwine (Honorary Treasurer)
Mr Dave Muritu
Dr Victoria Showunmi**
Ms Elane Heffernan
Ms Emma-Jane Phillips
Mr Steve Boyce
Mr Ryan Prout
Dr Sue Abbott
Miss Ariane Bogain
Ms Pura Ariza
Ms Carolyn Campbell
Ms Elaine White
Ms Cecily Blyther**
Ms Christina Paine
Mr Brian Hamilton
Dr Eleni Michalopoulou
Dr Catherine Prendergast
Mr David Limb
Ms Ann Gow
Ms Janice Aitken
Ms Vida Greaux
Mr Chris Jones
Mr Steve Lui
Mr Bruce Baker*
Dr Joan Harvey
Mr Rob Goodfellow
Dr Justine Mercer
Mr David Ridley
Ms Rhiannon Lockley
Mr John Paul Sullivan
Ms Ioanna Ioannou
Prof Paul Anderson
Mr Sean Wallis
Dr Amanda Williams
Ms Julia Roberts
Mr Sean Vernell

Ms Pat Hornby Atkinson
Dr Adam Ozanne
Ms Janet Farrar
Ms Pauline Collins
Ms Lesley Kane
Mr Denis Nicole
Ms Alison Chapman
Mr Justin Wynne
Ms Mandy Brown
Ms Anya Cook
Ms Margot Hill
Mr Robert Clunas
Ms Mel Stouph
Dr Joanna de Groot
Ms Vicky Blake
Ms Julia Charlton
Ms Jo McNeill
Mr Mark Abel
Dr Julie Hearn
Dr Marion Hersh
Mr Michael Carley
Dr Carlo Morelli

* Elected March 2019

** Elected October 2018

General Secretary

Ms Sally Hunt (until 1 April 2019)

Trustees

Mr Philip Burgess
Dr Alastair Hunter
Ms Angela McConnell
Ms Laura Miles
Ms Kathy Taylor

Members of the National Executive Committee from 27 May 2019 (after end of Congress) and at 31st August 2019:

Dr Douglas Chalmers (President)
Ms Nita Sanghera (President elect)
Ms Vicky Blake (Vice president)
Dr Steve Sangwine (Honorary treasurer)
Ms Vicky Knight (Immediate past president)*
Ms Maxine Looby
Dr Victoria Showunmi
Ms Elane Heffernan
Ms Lucy Burke
Ms Louise Gooddy
Mr Ryan Prout
Dr Sue Abbott

Miss Ariane Bogain
Ms Pura Ariza
Ms Carolyn Campbell
Ms Elaine White
Ms Cecily Blyther
Ms Christina Paine
Mr Brian Hamilton
Dr Eleni Michalopoulou
Dr Catherine Prendergast
Mr David Limb
Dr Carlo Morelli
Ms Janice Aitken
Ms Vida Greaux
Mr Chris Jones
Mr Steve Lui
Dr Joan Harvey
Mr Bruce Baker
Mr Rob Goodfellow
Dr Justine Mercer
Mr Nick Hardy
Ms Kirsten Forkert
Mr John Paul Sullivan
Ms Ioanna Ioannou
Prof Paul Anderson
Ms Sean Wallis
Dr Amanda Williams
Ms Julia Roberts
Mr Sean Vernell
Dr Philippa Browning
Ms Saira Weiner
Ms Janet Farrar
Ms Deepa Govindarajan Driver
Ms Lesley Kane
Mrs Sally Pellow
Prof Catherine Pope
Ms Alison Chapman
Ms Jacqueline D'Arcy
Ms Anya Cook
Ms Margot Hill
Mr Robert Clunas
Ms Mel Stouph
Dr Joanna de Groot
Dr Maria Chondrogianni
Ms Jo McNeill
Mr Mark Abel
Dr Julie Hearn
Dr Marion Hersh
Mr Michael Carley
Ms Lesley McGorrigan

* resigned 28 May 2019

General Secretary

Dr Jo Grady (from 1 August 2019)

Trustees

Mr Philip Burgess

Dr Alastair Hunter

Ms Angela McConnell

Ms Kathy Taylor

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	56,781	1,516	9	67	58,373
Female	61,247	1,774	10	59	63,090
Other					
Total	118,028	3,290	19	126	A 121,463

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

100,929

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

1,745

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
President	Ms Vicky Knight	Dr Douglas Chalmers	27.5.19
President-Elect	Dr Douglas Chalmers	Ms Nita Sanghera	27.5.19
Vice President	Ms Nita Sanghera	Ms Vicky Blake	27.5.19
Immediate Past Presid.	N/A	Ms Vicky Knight	27.5.19
Immediate Past Presid.	Ms Vicky Knight	N/A	28.5.19
Honorary Treasurer	Dr Steve Sangwine	Dr Steve Sangwine	27.5.19

State whether the union is:

a. A branch of another trade union?

Yes

No

X

If yes, state the name of that other union:

b. A federation of trade unions?

Yes

No

X

If yes, state the number of affiliated unions:

and names:

Officers in post

(see note 12)

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

Name of Officer	Position held
Please see attached pages P2A.1-P2A.4	

General Fund

(see notes 13 to 18)

	£	£
Income		
From Members: Contributions and Subscriptions		22,291,549
From Members: Other income from members (specify)		
Donations		22,807
Total other income from members		22,807
Total of all income from members		22,314,356
Investment income (as at page 12)		38,036
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	108,716	
Total of other income (as at page 4)		108,716
Total income		22,461,108
Interfund Transfers IN		
Expenditure		
Benefits to members (as at page 5)		749,173
Administrative expenses (as at page 10)		21,600,500
Federation and other bodies (specify)		
Subscriptions to TUC		230,304
Subscriptions to Education International		133,464
European Trade Union Committee for Education		32,756
Irish Congress of Trade Unions		13,816
Education International Europe Region		9,297
Other subscriptions		29,807
Total expenditure Federation and other bodies		449,444
Taxation		8,926
Total expenditure		22,808,043
Interfund Transfers OUT		302,000
Surplus (deficit) for year		-346,935
Amount of general fund at beginning of year		34,962,769
Amount of general fund at end of year		34,313,834

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	
Any Other Sources	
Insurance commission	34,370
Miscellaneous	3,352
Donations from non-members	11,780
University facility fees	59,214
Total other sources	108,716
Total of all other income	108,716

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

			£
Representation – Employment Related Issues		brought forward	495,140
	493,136	Advisory Services	
Representation – Non Employment Related Issues		Other Cash Payments	
	2,004	Education and Training services	133,993
Communications		Negotiated Discount Services	
Dispute Benefits		Other Benefits and Grants (specify)	
		Equality, health & safety & pensions events	83,825
		Hardship payments	36,215
carried forward	495,140	Total (should agree with figure in General Fund)	749,173

(See notes 21 and 23)

Fund 4		Fund Account	
Name:	Investment Reserve	£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Revaluation of quoted investments		91,050
	less deferred tax on unrealised gain		-17,299
	Total other income as specified		73,751
	Total Income		73,751
	Interfund Transfers IN		
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		73,751
	Amount of fund at beginning of year		887,153
	Amount of fund at the end of year (as Balance Sheet)		960,904
	Number of members contributing at end of year		N/A

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

(See notes 21 and 23)

Fund 8		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
	Interfund Transfers IN		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Interfund Transfers OUT		
	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 9		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
	Interfund Transfers IN		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Interfund Transfers OUT		
	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		

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		157,480
	Investment income (as at page 12)		
Other income (specify)			
		Total other income as specified	
		Total income	157,480
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)		
	Expenditure F (as at page vi)		
	Non-political expenditure (as at page vii)		156,685
		Total expenditure	156,685
		Surplus (deficit) for year	795
		Amount of political fund at beginning of year	13,592
		Amount of political fund at the end of year (as <u>Balance Sheet</u>)	14,387
		Number of members at end of year contributing to the political fund	79,576
		Number of members at end of the year not contributing to the political fund	41,887
		Number of members at end of year who have completed an exemption notice and do not contribute to the political fund	39,220
Political fund account 2		To be completed by trade unions which act as components of a central trade union	
Income	Contributions and levies collected from members on behalf of central political fund		
	Funds received back from central political fund		
	Other income (specify)		
		Total other income as specified	
		Total income	
Expenditure	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)		
	Administration expenses in connection with political objects(specify)		
	Non-political expenditure		
		Total expenditure	
		Surplus (deficit) for year	
		Amount held on behalf of trade union political fund at beginning of year	
		Amount remitted to central political	
		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	

**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	£

Total expenditure

(b) the name of each organisation to which money was paid (otherwise than for a particular cause of campaign), and the total amount paid to each one £

Trades Union Congress - proportion of affiliation	96,000
National Pensioners' Convention affiliation	4,500
TU Coordinating Group affiliation	5,674
Fairshare Educational Foundation - Share Action membership	2,000
OTHER affil'ns - Wales TUC £951 - Results UK £500 - War on Want £500 -	
Int'l Brigade Mem'l Trust £400 - The Peoples Assembly £350 -	
Public Service Pensioners' Council £347 - Burmah Campaign UK £300 -	
Campaign Against Climate Change £300 - CODIR £250 - Venezuela	
Solidarity Campaign £240 - MENA Solidarity N'work £200 - Cuba Solidarity	
Campaign £200 - Hope not Hate £200 - Abortion Rights £175 - TOTAL	4,913

Total expenditure 113,087

£

(c) the total amount of all other money expended

Conferences	14,160
DeHavilland - political monitoring service	18,784
Miscellaneous political lobbying	554
Labour Law project donation	5,000
IER annual donation	3,000
The Peoples Assembly Donation	1,000
Stand Up to Racism donation	500
IWD donation	250
Chesterfield TUC May Day donation	150
Dundee-Nablus Twinning Donation £100 - Feminist Library donation £100	200

Total expenditure 43,598

Total of all expenditures 156,685

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

(see notes 34 and 35)

		£
Administrative Expenses		
Remuneration and expenses of staff		15,204,901
Salaries and Wages included in above	8,074,661	
Auditors' fees		41,834
Legal and Professional fees		487,183
Occupancy costs		1,577,455
Stationery, printing, postage, telephone, etc.		435,627
Expenses of Executive Committee (Head Office)		245,557
Expenses of conferences		602,240
Other administrative expenses (specify)		
Equipment & systems maintenance		908,265
Campaigns & policy		432,213
Bargaining & negotiations		163,461
Higher & further education		226,579
Ballots		610,017
Miscellaneous		118,520
Other Outgoings		
Interest on:		
Bank loans (including overdrafts)		6
USS Discount unwind		48,411
Depreciation		552,411
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
Payments to charities		1,948
Other donations		108,777
Pension scheme		128,000
Actuarial loss on pension scheme net assets		2,903,000
Total		24,796,405
Charged to:	General Fund (Page 3)	21,600,500
	Fighting Fund	292,905
	Pension Fund	2,903,000
	Investment Reserve	
Total		24,796,405

Analysis of officials' salaries and benefits

(see notes 36 to 46 below)

Office held	Gross Salary	Employers N.I. contributions	Benefits		Total	
			Pension Contributions	Other Benefits		
				Description		Value
£	£	£		£		
General Secretary to 31.3.2019	64,570	54,276	11,623	Car benefit	4,336	534,805
				Post employment		
				payments	400,000	
General Secretary from 1.8.2019	8,235	1,037	1,606			10,878

Analysis of investment income

(see notes 47 and 48)

	Political Fund £		Other Fund(s) £
Rent from land and buildings			
Dividends (gross) from:			
Equities (e.g. shares)			17,209
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			20,827
Other investment income (specify)			
			38,036
		Total investment income	38,036
		Credited to:	
		General Fund (Page 3)	38,036
		Fighting Fund	
		Pension Fund	
		Investment Reserve	
		Political Fund	
		Total Investment Funds	38,036

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	17,484,869	89,690	2,756,679			20,331,238
Additions			219,427			219,427
Disposals			-1,673			-1,673
Revaluation/Transfers						
At end of year	17,484,869	89,690	2,974,433			20,548,992
Accumulated Depreciation						
At start of year	3,608,536	36,773	2,256,844			5,902,153
Charges for year	349,697	1,794	200,944			552,435
Disposals			-1,673			-1,673
Revaluation/Transfers						
At end of year	3,958,233	38,567	2,456,115			6,452,915
Net book value at end of year	13,526,636	51,123	518,318			14,096,077
Net book value at end of previous year	13,876,333	52,917	499,835			14,429,085

Analysis of investments

(see notes 58 and 59)

Quoted	All Funds Except Political Funds £	Political Fund £
Equities (e.g. Shares)	1,182,300	
Government Securities (Gilts)		
Other quoted securities (to be specified)		
Total quoted (as Balance Sheet)	1,182,300	
Market Value of Quoted Investment	1,182,300	
Unquoted		
Equities	180,000	
Government Securities (Gilts)		
Mortgages		
Bank and Building Societies		
Other unquoted investments (to be specified)		
Total unquoted (as Balance Sheet)	180,000	
Market Value of Unquoted Investments	180,000	

Summary sheet

(see notes 62 to 73)

	All funds except Political Funds £	Political Funds £	Total Funds £
Income			
From Members	22,716,721	157,480	22,874,201
From Investments	38,036		38,036
Other Income (including increases by revaluation of assets)	182,467		182,467
Total Income	22,937,224	157,480	23,094,704
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	26,279,722	156,685	26,436,407
Funds at beginning of year (including reserves)	32,191,584	13,592	32,205,176
Funds at end of year (including reserves)	28,849,086	14,387	28,863,473
Assets			
Fixed Assets			14,096,077
Investment Assets			1,362,300
Other Assets			28,856,056
		Total Assets	44,314,433
Liabilities		Total Liabilities	15,450,960
Net Assets (Total Assets less Total Liabilities)			28,863,473

Ballots & Industrial Action- If you have 6 or more entries for either of these, please complete the Excel Spreadsheet

(see notes 74 to 80)

Did the union hold any ballots in respect of industrial action during the return period?	<input type="text" value="Yes"/>
If Yes How many ballots were held: <input style="width: 50px;" type="text" value="334"/>	
For each ballot held please complete the information below:	
Ballot 1	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
Number of votes cast in the ballot	<input style="width: 80px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px;" type="text"/> ¹
Number of individuals answering "No" to the question	<input style="width: 80px;" type="text"/> ²
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px;" type="text"/> ³
1-3 should total "Number of votes cast"	
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	<input style="width: 60px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 60px;" type="text"/>
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	<input style="width: 60px;" type="text"/>
Ballot 2	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
Number of votes cast in the ballot	<input style="width: 80px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px;" type="text"/> ¹
Number of individuals answering "No" to the question	<input style="width: 80px;" type="text"/> ²
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px;" type="text"/> ³
1-3 should total "Number of votes cast"	
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	<input style="width: 60px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 60px;" type="text"/>
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	<input style="width: 60px;" type="text"/>
Ballot 3	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
Number of votes cast in the ballot	<input style="width: 80px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px;" type="text"/> ¹
Number of individuals answering "No" to the question	<input style="width: 80px;" type="text"/> ²
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px;" type="text"/> ³
1-3 should total "Number of votes cast"	
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	<input style="width: 60px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 60px;" type="text"/>
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	<input style="width: 60px;" type="text"/>

Ballots & Industrial Action: If you have 6 or more entries for either of these, please complete the Excel Spreadsheet

Ballot 4

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

1-3 should total "Number of votes cast"

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 to this ballot (see notes 76-80)?

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

Ballot 5

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

1-3 should total "Number of votes cast"

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 to this ballot (see notes 76-80)?

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

Ballot 6

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

1-3 should total "Number of votes cast"

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 to this ballot (see notes 76-80)?

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

Ballots and Industrial Action: If you have 6 or more entries for either of these, please complete the Excel Spreadsheet

Information on Industrial Action Ballots

Name of Organisation:		University & College Union			Reporting Period	Year ended 31/08/2019		
Did the union hold any ballots in respect of industrial action during the return period?				<u>Yes</u>	For each ballot held please complete the information below			
If yes, how many ballots were held?				<u>310</u>				
Ballot	Number of individuals who were entitled to vote in the ballot	Number of votes cast 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	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 226(2B) of the 1992 Act apply to this ballot?	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
1	618	278	162	116	0	No	No	
2	618	278	187	90	1	No	No	
3	100	33	20	13	0	No	No	
4	100	33	20	13	0	No	No	
5	401	103	47	56	0	No	No	
6	401	103	64	39	0	No	No	
7	322	96	68	28	0	No	No	
8	322	96	79	17	0	No	No	
9	54	19	13	6	0	No	No	
10	54	19	16	2	1	No	No	
11	305	141	66	74	1	No	No	
12	305	141	84	56	1	No	No	
13	416	156	90	66	0	No	No	
14	416	156	111	45	0	No	No	
15	230	100	61	38	1	No	No	

16	230	100	78	22	0	No	No
17	668	295	201	94	0	No	No
18	668	295	235	59	1	No	No
19	528	222	151	70	1	No	No
20	528	222	182	40	0	No	No
21	1152	540	412	128	0	No	No
22	1152	540	464	76	0	No	No
23	42	13	9	4	0	No	No
24	42	13	11	2	0	No	No
25	131	26	17	9	0	No	No
26	131	26	20	6	0	No	No
27	362	161	110	51	0	No	No
28	362	161	134	27	0	No	No
29	345	155	96	57	2	No	No
30	345	155	113	42	0	No	No
31	1478	677	487	189	1	No	No
32	1478	677	552	124	1	No	No
33	371	129	90	38	1	No	No
34	371	129	100	29	0	No	No
35	93	34	15	19	0	No	No
36	93	34	19	14	1	No	No
37	361	99	60	37	2	No	No
38	361	99	79	19	1	No	No
39	249	74	51	23	0	No	No
40	249	74	62	12	0	No	No
41	1369	603	408	195	0	No	No
42	1369	603	478	125	0	No	No
43	619	274	185	88	1	No	No
44	619	274	212	61	1	No	No
45	133	40	20	20	0	No	No
46	133	40	28	12	0	No	No
47	311	114	80	33	1	No	No
48	311	114	91	23	0	No	No

49	582	275	191	83	1	No	No
50	582	275	213	62	0	No	No
51	37	21	16	5	0	Yes	No
52	37	21	20	1	0	Yes	No
53	547	165	119	46	0	No	No
54	547	165	136	27	2	No	No
55	225	65	28	37	0	No	No
56	225	65	41	22	2	No	No
57	497	177	123	52	2	No	No
58	497	177	138	39	0	No	No
59	332	77	48	28	1	No	No
60	332	77	51	26	0	No	No
61	441	179	110	69	0	No	No
62	441	179	136	43	0	No	No
63	992	432	286	144	2	No	No
64	992	432	350	81	1	No	No
65	302	108	85	23	0	No	No
66	302	108	97	10	1	No	No
67	368	94	63	31	0	No	No
68	368	94	70	23	1	No	No
69	21	2	2	0	0	No	No
70	21	2	2	0	0	No	No
71	1877	832	598	232	2	No	No
72	1877	832	702	130	0	No	No
73	908	410	285	125	0	No	No
74	908	410	315	95	0	No	No
75	108	33	27	6	0	No	No
76	108	33	28	5	0	No	No
77	274	100	76	24	0	No	No
78	274	100	86	13	1	No	No
79	1374	604	391	211	2	No	No
80	1374	604	454	148	2	No	No
81	212	67	43	24	0	No	No

82	212	67	55	12	0	No	No
83	80	13	5	8	0	No	No
84	80	13	7	6	0	No	No
85	728	338	276	61	1	No	No
86	728	338	305	33	0	No	No
87	84	24	9	15	0	No	No
88	84	24	16	8	0	No	No
89	373	239	162	77	0	Yes	No
90	373	239	206	33	0	Yes	No
91	526	174	113	61	0	No	No
92	526	174	140	33	1	No	No
93	400	201	135	64	2	Yes	No
94	400	201	157	43	1	Yes	No
95	601	249	141	108	0	No	No
96	601	249	182	64	3	No	No
97	437	183	113	70	0	No	No
98	437	183	138	45	0	No	No
99	907	387	273	113	1	No	No
100	907	387	312	73	2	No	No
101	1358	547	425	122	0	No	No
102	1358	547	467	77	3	No	No
103	402	125	89	35	1	No	No
104	402	125	101	23	1	No	No
105	795	357	248	108	1	No	No
106	795	357	288	69	0	No	No
107	53	28	24	4	0	Yes	No
108	53	28	24	4	0	Yes	No
109	590	251	159	91	1	No	No
110	590	251	179	72	0	No	No
111	81	38	23	15	0	No	No
112	81	38	26	12	0	No	No
113	1822	896	626	270	0	No	No
114	1822	896	696	200	0	No	No

115	824	385	257	126	2	No	No
116	824	385	293	92	0	No	No
117	396	153	99	54	0	No	No
118	396	153	121	32	0	No	No
119	165	76	65	11	0	No	No
120	165	76	68	8	0	No	No
121	35	4	1	3	0	No	No
122	35	4	3	1	0	No	No
123	560	199	122	74	3	No	No
124	560	199	151	47	1	No	No
125	40	23	18	5	0	Yes	No
126	40	23	21	2	0	Yes	No
127	1204	510	337	169	4	No	No
128	1204	510	382	125	3	No	No
129	207	79	61	17	1	No	No
130	207	79	65	14	0	No	No
131	605	204	165	39	0	No	No
132	605	204	175	27	2	No	No
133	335	128	83	44	1	No	No
134	335	128	100	28	0	No	No
135	320	99	76	23	0	No	No
136	320	99	87	11	1	No	No
137	636	317	175	140	2	No	No
138	636	317	215	100	2	No	No
139	840	337	243	91	3	No	No
140	840	337	270	67	0	No	No
141	2176	941	699	242	0	No	No
142	2176	941	793	146	2	No	No
143	438	150	110	38	2	No	No
144	438	150	129	21	0	No	No
145	1196	559	378	179	2	No	No
146	1196	559	432	126	1	No	No
147	106	32	20	12	0	No	No

148	106	32	22	10	0	No	No
149	252	55	37	17	1	No	No
150	252	55	47	8	0	No	No
151	690	272	187	85	0	No	No
152	690	272	219	53	0	No	No
153	36	10	10	0	0	No	No
154	36	10	9	1	0	No	No
155	613	200	129	71	0	No	No
156	613	200	155	45	0	No	No
157	1299	657	436	218	3	Yes	No
158	1299	657	503	150	4	Yes	No
159	1699	829	561	261	7	No	No
160	1699	829	670	154	5	No	No
161	312	121	79	40	2	No	No
162	312	121	90	29	2	No	No
163	1244	564	413	151	0	No	No
164	1244	564	484	80	0	No	No
165	523	169	113	56	0	No	No
166	523	169	126	43	0	No	No
167	115	48	26	22	0	No	No
168	115	48	40	8	0	No	No
169	854	369	281	85	3	No	No
170	854	369	318	51	0	No	No
171	722	349	222	126	1	No	No
172	722	349	269	78	2	No	No
173	54	24	11	13	0	No	No
174	54	24	12	12	0	No	No
175	250	108	73	35	0	No	No
176	250	108	94	14	0	No	No
177	35	10	6	4	0	No	No
178	35	10	8	2	0	No	No
179	18	5	2	3	0	No	No
180	18	5	1	4	0	No	No

181	18	3	3	0	0	No	No
182	18	3	3	0	0	No	No
183	56	17	13	4	0	No	No
184	56	17	15	2	0	No	No
185	62	20	15	5	0	No	No
186	62	20	17	3	0	No	No
187	18	5	2	3	0	No	No
188	18	5	3	2	0	No	No
189	510	203	150	53	0	No	No
190	510	203	159	44	0	No	No
191	25	7	5	2	0	No	No
192	25	7	7	0	0	No	No
193	52	19	7	12	0	No	No
194	52	19	15	4	0	No	No
195	554	193	122	70	1	No	No
196	554	193	135	57	1	No	No
197	148	57	37	20	0	No	No
198	148	57	46	11	0	No	No
199	804	352	212	139	1	No	No
200	804	352	268	84	0	No	No
201	1629	818	564	254	0	Yes	No
202	1629	818	636	181	1	Yes	No
203	526	222	172	49	1	No	No
204	526	222	184	36	2	No	No
205	234	64	44	20	0	No	No
206	234	64	54	9	1	No	No
207	381	98	58	40	0	No	No
208	381	98	69	29	0	No	No
209	1170	569	366	202	1	No	No
210	1170	569	444	125	0	No	No
211	582	286	215	71	0	No	No
212	582	286	235	51	0	No	No
213	72	25	14	11	0	No	No

214	72	25	17	8	0	No	No
215	136	37	28	9	0	No	No
216	136	37	32	5	0	No	No
217	214	71	42	29	0	No	No
218	214	71	49	22	0	No	No
219	347	161	98	62	1	No	No
220	347	161	107	53	1	No	No
221	625	285	171	114	0	No	No
222	625	285	203	82	0	No	No
223	72	18	10	8	0	No	No
224	72	18	13	5	0	No	No
225	242	65	39	26	0	No	No
226	242	65	44	21	0	No	No
227	317	139	91	47	1	No	No
228	317	139	115	24	0	No	No
229	850	376	276	99	1	No	No
230	850	376	296	79	1	No	No
231	685	301	236	64	1	No	No
232	685	301	263	36	2	No	No
233	415	119	82	37	0	No	No
234	415	119	98	20	1	No	No
235	1308	629	500	128	1	No	No
236	1308	629	556	73	0	No	No
237	715	327	210	115	2	No	No
238	715	327	241	84	2	No	No
239	583	249	189	59	1	No	No
240	583	249	205	44	0	No	No
241	126	39	23	16	0	No	No
242	126	39	34	5	0	No	No
243	68	25	18	7	0	No	No
244	68	25	19	6	0	No	No
245	158	48	41	7	0	No	No
246	158	48	43	5	0	No	No

247	115	32	24	8	0	No	No
248	115	32	28	4	0	No	No
249	2613	1109	841	264	4	No	No
250	2613	1109	936	170	3	No	No
251	216	66	44	22	0	No	No
252	216	66	55	11	0	No	No
253	658	364	274	89	1	Yes	No
254	658	364	312	52	0	Yes	No
255	347	119	85	33	1	No	No
256	347	119	98	21	0	No	No
257	472	170	93	77	0	No	No
258	472	170	117	50	3	No	No
259	62	12	7	5	0	No	No
260	62	12	10	2	0	No	No
261	468	142	115	27	0	No	No
262	468	142	126	15	1	No	No
263	128	34	29	5	0	No	No
264	128	34	33	1	0	No	No
265	21	9	8	1	0	No	No
266	21	9	8	0	1	No	No
267	209	66	49	16	1	No	No
268	209	66	53	12	1	No	No
269	462	138	90	46	2	No	No
270	462	138	103	35	0	No	No
271	514	154	73	80	1	No	No
272	514	154	103	50	1	No	No
273	1010	368	261	106	1	No	No
274	1010	368	295	72	1	No	No
275	575	233	166	67	0	No	No
276	575	233	189	43	1	No	No
277	95	28	24	4	0	No	No
278	95	28	26	2	0	No	No
279	221	101	76	25	0	No	No

280	221	101	85	16	0	No	No	
281	206	50	24	26	0	No	No	
282	206	50	39	11	0	No	No	
283	196	69	38	31	0	No	No	
284	196	69	44	25	0	No	No	
285	923	414	274	140	0	No	No	
286	923	414	319	95	0	No	No	
287	824	452	286	166	0	Yes	No	
288	824	452	351	100	1	Yes	No	
289	1399	591	446	142	3	No	No	
290	1399	591	491	99	1	No	No	
291	122	88	57	31	0	Yes	No	
292	122	88	77	11	0	Yes	No	
293	69084	28295	19682	8513	100	No	No	
294	69084	28295	22658	5503	134	No	No	
295	1212	550	392	157	1	No	No	
296	1212	550	453	95	2	No	No	
297	49	28	10	18	0	Yes	No	
298	49	28	18	10	0	Yes	No	
299	540	238	166	70	2	No	No	
300	540	238	205	29	4	No	No	
301	253	146	116	30	0	Yes	No	
302	253	146	135	11	0	Yes	No	
303	2401	1256	1136	119	1	Yes	Yes	Yes
304	2401	1291	1160	128	3	Yes	Yes	Yes
305	76	41	29	12	0	Yes	Yes	Yes
306	167	88	73	15	0	Yes	Yes	Yes
307	110	86	77	8	1	Yes	Yes	Yes
308	119	65	60	5	0	Yes	Yes	Yes
309	180	102	93	9	0	Yes	Yes	Yes
310	116	61	50	11	0	Yes	Yes	Yes
311	77	29	28	1	0	No	Yes	No
312	76	45	45	0	0	Yes	Yes	Yes

313	84	44	42	2	0	Yes	Yes	Yes
314	172	91	86	5	0	Yes	Yes	Yes
315	50	32	32	0	0	Yes	Yes	Yes
316	64	37	32	5	0	Yes	Yes	Yes
317	333	192	171	21	0	Yes	Yes	Yes
318	72	41	35	6	0	Yes	Yes	Yes
319	82	50	34	16	0	Yes	Yes	Yes
320	97	57	50	7	0	Yes	Yes	Yes
321	74	40	31	9	0	Yes	Yes	Yes
322	68	35	32	3	0	Yes	Yes	Yes
323	158	98	95	3	0	Yes	Yes	Yes
324	209	133	100	31	2	Yes	Yes	Yes
325	209	133	119	11	3	Yes	Yes	Yes
326	143	61	50	11	0	No	Yes	No
327	103	45	35	10	0	No	Yes	No
328	85	10	8	2	0	No	No	
329	92	31	25	6	0	No	No	
330	371	217	209	8	0	Yes	Yes	Yes
331	325	197	185	12	0	Yes	Yes	Yes
332	325	201	173	28	0	Yes	Yes	Yes
333	187	69	45	23	1	No	Yes	No
334	88	56	53	3	0	Yes	Yes	Yes

(see note 81)

***Categories of Nature of Trade Dispute**

- A: terms and conditions of employment, or the physical conditions in which any workers require 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

Yes

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: to

3. Number of days of industrial action:

4. Nature of industrial action.

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: to

3. Number of days of industrial action:

4. Nature of industrial action.

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: to

3. Number of days of industrial action:

4. Nature of industrial action.

use a continuation page if necessary

Information on Industrial Action

Name of Organisation:		University & College Union		Reporting Period	Year ended 31/08/2019
Did Union members take industrial action during the return period in response to any inducement on the part of the union?			<u>Yes</u>	If YES, for each industrial action taken please complete the information below	
Industrial Action	Nature of the trade dispute for which action was taken	Dates of the industrial action taken	Number of days of industrial action	Nature of industrial action	Categories of nature of Trade Dispute
1	A	07/02/2019	1	Strike Action	<p>A: Terms and conditions of employment, or the physical conditions in which any workers are required to work</p> <p>B: Engagement or non-engagement, or termination or suspension of employment or the duties of employment, of one or more workers</p> <p>C: Allocation of work or the duties of employment between workers or groups of workers</p> <p>D: Matters of discipline</p> <p>E: A worker's membership or non-membership of a trade union</p> <p>F: Facilities for officials of trade unions</p> <p>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</p>
2	A	07/02/2019-11/02/2019	3	Action Short of a Strike	
3	A	28/11/2018-29/11/2018	2	Strike Action	
4	A	29/01/2019-30/01/2019	2	Strike Action	
5	A	29/01/2019-30/01/2019	2	Strike Action	
6	A	29/01/2019-10/04/2019	5	Strike Action	
7	A	29/01/2019-11/04/2019	5	Strike Action	
8	A	29/01/2019-30/01/2019	2	Strike Action	
9	A	29/01/2019-20/03/2019	3	Strike Action	
10	A	12/02/2019	1	Strike Action	
11	A	29/01/2019-04/06/2019	10	Strike Action	
12	A	28/11/2018-30/01/2019	4	Strike Action	
13	A	28/11/2018-05/07/2019	10	Strike Action	
14	A	28/11/2018-22/03/2019	7	Strike Action	
15	A	28/11/2018-30/01/2019	4	Strike Action	

16	A	29/04/2019-07/06/2019	7	Strike Action
17	A	28/11/2018-29/11/2018	2	Strike Action
18	A	28/11/2018-30/01/2019	4	Strike Action
19	A	20/03/2019-30/08/2019	6	Strike Action
20	A	08/04/2019-09/04/2019	2	Strike Action
21	A	01/07/2019-31/08/2019	3	Strike Action
22	C	03/07/2019-05/07/2019	3	Strike Action
23	A	03/07/2019-05/07/2019	3	Strike Action
24	A	29/01/2019-31/01/2019	2	Strike Action

negotiation or consultation or in the carrying out of such procedures

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.

Please see the attached notes - pages 22-1 to 22-9

UNIVERSITY AND COLLEGE UNION

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST AUGUST 2019

STATEMENT OF RESPONSIBILITIES OF THE
UNION AND MEMBERS OF THE NATIONAL EXECUTIVE COMMITTEE

The National Executive Committee is the principal executive committee of the Union and consists of the Officers of the Union (Vice-President; President-elect; President; Immediate Past-President; Honorary Treasurer), the General Secretary and the ordinary members of the Committee elected for constituencies defined in the Union's Rules.

Trade Union law requires the Union and members of the National Executive Committee to prepare financial statements for each financial period which give a true and fair view of the state of affairs of the Union and of the surplus or deficit of the Union for that period. In preparing those financial statements the Union and members of the National Executive Committee are responsible for preparing accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). In doing so the National Executive Committee is required to:

- (a) select suitable accounting policies and then apply them consistently;
- (b) make judgements and estimates that are reasonable and prudent;
- (c) state whether applicable UK Accounting Standards, comprising FRS 102, have been followed, subject to any material departures disclosed and explained in the financial statements; and
- (d) prepare the financial statements on the going concern basis unless it is inappropriate to assume that the Union will continue in operation.

The Union and members of the National Executive Committee are responsible for keeping proper accounting records such as are necessary to give a true and fair view of the state of affairs of the Union and to explain its transactions. The Union and members of the National Executive Committee must also establish and maintain a satisfactory system of control of its accounting records, its cash holdings and all its receipts and remittances and hence are responsible for safeguarding the assets and taking reasonable steps for the prevention and detection of fraud and other irregularities.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST AUGUST 2019

1. Taxation

Analysis of charge in year

	Year ended <u>31.8.2019</u>	Year ended <u>31.8.2018</u>
	£	£
Current tax		
Provision for UK corporation tax on surplus for the year.	8,926	7,560
Adjustments in respect of previous provision.	--	--
Total current tax charge.	<u>8,926</u>	<u>7,560</u>
Deferred tax	17,299	18,006
Total tax charge.	<u>£26,225</u>	<u>£25,566</u>

Factors affecting the tax charge for the year

	Year ended <u>31.8.2019</u>	Year ended <u>31.8.2018</u>
	£	£
(Deficit) / surplus on accumulated funds before taxation.	<u>£(201,528)</u>	<u>£3,358,894</u>
(Deficit) / surplus on accumulated funds before taxation multiplied by the main rate of UK corporation tax at 19%.	(38,290)	638,190
Effects of:		
Income not chargeable to taxation.	(4,911,777)	(4,283,601)
Expenses not deductible for tax purposes.	<u>4,958,993</u>	<u>3,652,971</u>
Current tax charge.	<u>£8,926</u>	<u>£7,560</u>

Deferred taxation

	Year ended <u>31.8.2019</u>	Year ended <u>31.8.2018</u>
	£	£
At 1st September.	141,883	123,877
Movement in year: deferred tax charge recognised in Investment Reserve Fund.	17,299	18,006
At 31st August.	<u>£159,182</u>	<u>£141,883</u>

The movement in the provision for deferred taxation from 1st September 2018 to 31st August 2019 of £17,299 represents the deferred tax provision on unrealised gains on the revaluation of quoted investments at the year end recognised in Investment Reserve Fund (2018 - charge £18,006).

UNIVERSITY AND COLLEGE UNION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST AUGUST 2019
(continued)

2. Pension Schemes

Introduction:

The University and College Union participates in the Universities Superannuation Scheme (USS) and also operates a defined benefits scheme, the NATFHE Pension and Life Assurance Scheme. Both schemes are described more fully within this note.

The deficit disclosed in these financial statements in respect of the NATFHE Pension and Life Assurance Scheme was evaluated by the scheme's actuary at 31 August 2018 as £5,064,000 and at 31 August 2019 as £7,665,000.

The former NATFHE agreed to pay additional contributions per month for a period of 15 years from 1 June 2006. These additional monthly amounts were payable in accordance with a schedule of contributions agreed between the Trustees of the NATFHE Pension and Life Assurance Scheme and the Employer (NATFHE). The UCU agreed to continue these payments from 1 June 2006 and the payments were revised from 1 July 2009 as part of a recovery plan agreed between the Trustees of the NATFHE Pension and Life Assurance Scheme and UCU.

The recovery plan payments were subsequently amended after the completion of each of the triennial valuations carried out on 1 April 2011, 1 April 2014 and 1 April 2017.

Following completion of the latest triennial valuation of the NATFHE Pension and Life Assurance Scheme on 1 April 2017 a revised recovery plan was agreed between the Trustees of the NATFHE Pension and Life Assurance Scheme and the University and College Union on 10 January 2018. The payments due in accordance with the plan consist of a single payment of £1,500,000 payable by 31 January 2018 and monthly payments of £55,000 from 1 January 2018 to 31 December 2027.

The future accrual of benefits under the NATFHE Pension and Life Assurance Scheme ceased from 1st November 2006.

From 1st November 2006 the former employees of NATFHE commenced payment of contributions to the USS and ceased to make contributions to the NATFHE Pension and Life Assurance Scheme.

NATFHE PENSION AND LIFE ASSURANCE SCHEME
FRS102 Section 28 - POST-EMPLOYMENT BENEFITS

The University and College Union "the employer" operates the NATFHE Pension and Life Assurance Scheme which is governed by a Trust Deed dated 1 April 1974, as subsequently amended, and is administered by Trustees, nominated by the former NATFHE and by members of the scheme. The scheme is a defined benefit scheme. The scheme is closed to new members.

The NATFHE Pension and Life Assurance Scheme is subject to triennial valuations and the last triennial valuation was carried out as at 1 April 2017. The next valuation is due at 1 April 2020.

The valuation carried out as at 1 April 2017 revealed a deficit of £7.321m and that the Scheme had assets sufficient to cover 81% of its technical provisions as at that date.

The scheme's actuary was asked to provide figures relevant to the scheme as at 31 August 2018 and 31 August 2019 for the purposes of complying with FRS102.

The figures provided in these financial statements are based on the following actuarial assumptions:

	At 31.8.2019	At 31.8.2018
Discount rate *	1.80% pa	2.70% pa
Inflation assumption (RPI) **	3.40% pa	3.40% pa
Rate of increase in salaries	3.65% pa	3.65% pa
Pension increases:		
Rate of increase in pensions in payment - 5% pa fixed pension increases	5.00% pa	5.00% pa
Rate of increase in pensions in payment - RPI pension increases	3.40% pa	3.40% pa
Rate of increase in pensions revaluation in deferment	3.40% pa	3.40% pa
Standard mortality tables were used as follows:		
Post-retirement mortality	99% S2NA	99% S2NA
	CMI 2017 projection based on individual year of birth, 1.25% pa long term improvement ***	CMI 2017 projection based on individual year of birth, 1.25% pa long term improvement ***
Tax-free cash	No allowance	No allowance

* Under FRS102 the discount rate should be based upon the yield available on high quality corporate bonds (usually taken as AA rated in the UK) of appropriate term and currency. The yield on an index of long-dated corporate bonds was used to determine the discount rate used in 2018. The yield was based on the Merrill Lynch nominal AA corporate bond spot curve at the review date, using a duration of 17 years for the Scheme's liabilities. Bond yields increase significantly as their terms increase and this can be reflected in the choice of discount rate used. The discount rate used at the review date in 2019 is based upon an estimate of the cashflows arising with a similar duration to that of the scheme's liabilities using the Merrill Lynch nominal AA corporate bond spot and indicating that a discount rate of between 1.75% and 1.85% is appropriate. The discount rate used (1.80%) is the middle of this range and is lower than that used last year (2.70%) reflecting the changes to yields on bonds of the appropriate term over this period and the adjustment in the methodology of calculation of the discount rate used.

UNIVERSITY AND COLLEGE UNION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST AUGUST 2019
(continued).

2. Pension Schemes (continued)

** The inflation assumption of 3.4% pa used in 2018 was based on the unadjusted difference between conventional gilt yields and index-linked gilt yields at the accounting date using data published by the Bank of England. A term of 17 years was used to set the inflation assumption as this was considered to be an appropriate duration for the Scheme's liabilities and was consistent with the approach adopted in 2017. However, this approach did not take into account the shape of the implied inflation curve and, at the review date in 2019, would lead to an overestimate of the future RPI increases. The Bank of England publishes implied inflation data which has been used in evaluating the single rate of inflation that would arise based on the cashflows arising with a similar duration to that of the scheme's liabilities. Based on this analysis an RPI inflation assumption of 3.4% pa is considered to be appropriate.

***CMI - Continuous Mortality Investigation into the mortality of Self-Administered Pension Schemes.

No allowance was made for withdrawals from active service before normal retirement date. 90% of members were assumed to be married when they die with husbands being three years older than their wives. Members retiring between their 60th and 65th birthdays with accrued service arising before 1 April 2003 will receive an un-reduced pension in respect of that service. Members with pension service accrued after 1 April 2003 will receive a reduced pension derived from the scheme's early retirement factors. The figures provided in these financial statements assume that those members with pre 1 April 2003 service still employed by UCU (known as Special Deferred members) will retire at age 62 years. 90% of deferred members are assumed to be married at retirement. Any other deferred members with pre 1 April 2003 service are assumed to retire at age 60 years. Members who joined the scheme after 1 April 2003 are assumed to retire at age 65. These assumptions are consistent with those used last year.

Under the mortality tables and projections adopted, the assumed future life expectancy at age 65 is as follows:

	At 31.8.2019	At 31.8.2018
Male currently aged 45	23.7 years	23.7 years
Female currently aged 45	25.9 years	25.8 years
Male currently aged 65	22.3 years	22.3 years
Female currently aged 65	24.3 years	24.3 years

Major asset categories as a percentage of total assets are as follows:

	At 31.8.2019	At 31.8.2018
Equities	42%	44%
Bonds	40%	36%
Gilts	18%	20%
Cash (negligible)	0%	0%
Total	<u>100%</u>	<u>100%</u>

The actual return on the Scheme's assets net of expenses over the year to the Review Date was £4,293,000 (2018 - £1,020,000).

The assets do not include any investment in the Employer.

Reconciliation of Assets and Defined Benefit Obligation:

	At 31.8.2019	At 31.8.2018
	£'000	£'000
Fair value of assets at 1st September 2018	34,636	32,574
Interest on assets	930	827
Contributions from employer*	660	2,160
Benefits paid	(1,037)	(1,118)
Return on plan assets less interest	3,363	193
Fair value of assets at 31st August 2019	<u>£38,552</u>	<u>£34,636</u>

* The Employer expects to contribute £660,000 to the Scheme during the year to 31 August 2020. A special employer's contribution of £1,500,000 was paid to the scheme on 29 January 2018.

Defined Benefit Obligation at 1st September 2018	(39,700)	(42,030)
Interest cost	(1,058)	(1,037)
Past service cost	(230)	--
Benefits paid	1,037	1,118
Experience gain / (loss) on defined benefit obligation	266	(284)
Changes in demographic assumptions	--	288
Changes in financial assumptions	(6,532)	2,245
Present value of Defined Benefit obligations at 31st August 2019	<u>£(46,217)</u>	<u>£(39,700)</u>

Amounts recognised in the Balance Sheet:

Fair value of assets at 31st August 2019	38,552	34,636
Present value of defined benefit obligations at 31st August 2019	<u>(46,217)</u>	<u>(39,700)</u>
(Deficit) and net defined benefit liability at 31st August 2019	<u>£(7,665)</u>	<u>£(5,064)</u>

UNIVERSITY AND COLLEGE UNION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST AUGUST 2019
(continued).

2. Pension Schemes (continued)

Analysis of the amount charged to financial expenses in the Income and Expenditure Account:	Year ended 31.8.2019 £'000	Year ended 31.8.2018 £'000
Interest on pension scheme assets	930	827
Interest on pension scheme liabilities	<u>(1,058)</u>	<u>(1,037)</u>
Net financial expense	<u>£(128)</u>	<u>£(210)</u>

The projected net financial expense for the year to 31st August 2020 amounts to £132,000 (2019 - £128,000). Interest on pension scheme liabilities is projected to be £823,000 (2019 - £1,058,000) and interest on assets is projected to be £691,000 (2019 - £930,000).

Analysis of amount (charged) or credited in Pension Fund Account (Fund 3) in respect of the actuarial (loss) / gain on the NATFHE Pension and Life Assurance Scheme:	Year ended 31.8.2019 £'000	Year ended 31.8.2018 £'000
Gain on scheme assets in excess of interest	3,363	193
Experience gain / (loss) gain arising on the scheme liabilities	266	(284)
Gains from changes to demographic assumptions	--	288
(Losses) / gains from changes in financial assumptions	<u>(6,532)</u>	<u>2,245</u>
Actuarial (loss) / gain recognised in the Pension Fund Account (Fund 3)	<u>£(2,903)</u>	<u>£2,442</u>

Movement in scheme deficit during the year:	Year ended 31.8.2019 £'000	Year ended 31.8.2018 £'000
Deficit in scheme at 1 September 2018	(5,064)	(9,456)
Movement in year:		
* Contributions received from Employer in the year	660	2,160
Net financial (expense)	(128)	(210)
Past service cost	(230)	--
Actuarial (loss) / gain	<u>(2,903)</u>	<u>2,442</u>
Deficit in scheme at 31 August 2019	<u>£(7,665)</u>	<u>£(5,064)</u>

* Contributions received from the employer include a special employer's contribution of £1,500,000 which was paid to the scheme on 29 January 2018.

The asset values are derived from the bid values of the funds invested.

No allowance for deferred taxation or incapacity benefits has been made.

No allowance has been made in these figures for possible effects of the cost that might be incurred in respect of the scheme's liability to pay the Pension Protection Fund Levy.

USS INSTITUTIONS - ACTUARIAL VALUATION AS AT 31 MARCH 2017
FRS102 Section 28 - POST-EMPLOYMENT BENEFITS

The University and College Union participates in the Universities Superannuation Scheme (USS). The scheme is a hybrid pension scheme, providing defined benefits (for all members), as well as defined contribution benefits. The assets of the scheme are held in a separate fund administered by the trustee, Universities Superannuation Scheme Limited. The University and College Union is required to contribute a specified percentage of payroll costs to the pension scheme to fund the benefits payable to the Union's employees. Under the scheme trust deed and rules, the employer contribution rate is determined by the trustee, acting on actuarial advice. The employer contribution rate was 16% up until 31 March 2016, 18% up until 31 March 2019 and 19.5% thereafter. The Union is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis and therefore accounts for the scheme as if it were a defined contribution scheme in accordance with section 28 of FRS102.

The latest available triennial actuarial valuation of the scheme was at 31 March 2017 ("the valuation date"), which was carried out using the projected unit method. The next formal valuation is due to be carried out at 31 March 2020. However, the Trustee has agreed to carry out an additional valuation as at 31 March 2018 which was not completed by 31st August 2019. The additional valuation carried out as at 31 March 2018 was completed on 16 September 2019 and the details of this are disclosed in note 6 - Post Balance Sheet Event.

The 2017 valuation was the fourth valuation for USS under the scheme-specific funding regime introduced by the Pensions Act 2004, which requires schemes to adopt a statutory funding objective, which is to have sufficient and appropriate assets to cover their technical provisions. At the valuation date, the value of the assets of the scheme was £60.0 billion and the value of the scheme's technical provisions was £67.5 billion indicating a shortfall of £7.5 billion and a funding ratio of 89%.

UNIVERSITY AND COLLEGE UNION

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST AUGUST 2019
(continued).**

2. Pension Schemes (continued)

Past Service Funding Position: Technical Provisions.	Valuation at 31 March 2017	Valuation at 31 March 2014
Scheme assets	£60.0bn	£41.6bn
Total scheme liabilities	£67.5bn	£46.9bn
FRS 102 total scheme deficit	£7.5bn	£5.3bn
FRS 102 total funding level	89.0%	89.0%

Defined benefit liability numbers for the scheme have been produced using the following assumptions as at 31 March 2018 and 2019:

	2019	2018
Discount rate	2.44%	2.64%
Pensionable salary growth	N/A	N/A
Price inflation (CPI)	2.11%	2.02%

The current life expectancies on retirement at age 65 are:

	2019		2018	
	At age 65 years.	At age 45 years.	At age 65 years.	At age 45 years.
Males	24.6 years	26.6 years	24.5 years	26.5 years
Females	26.1 years	27.9 years	26.0 years	27.8 years

UCU specific rates used in deficit contribution model:

Discount rate	1.8%	2.7%
Salary inflation rate	3.65%	3.00%

Amounts recognised in the Balance Sheet in respect of the pension scheme liability on the multi-employer defined benefit pension scheme

Present value of deficit contributions payable to USS at 1.9.2018.	1,792,980	1,885,511
Interest payable as contribution deficit unwinds	48,411	47,138
Changes in expected contributions to USS	3,955,855	13
Deficit contributions treated as paid to USS	<u>(84,494)</u>	<u>(139,682)</u>
Present value of deficit contributions payable to USS at 31.8.2019.	<u>£5,712,752</u>	<u>£1,792,980</u>

As part of the 2017 valuation, the trustee determined, that in order to correct the technical provisions shortfall in assets of £7.5bn, the employers should make deficit contributions of 5% p.a. of total salaries in addition to the contributions towards the accrual of future service benefits including contributions to the Defined Contribution section. If contributions are payable at this level from 1 April 2020 then, based on the assumptions made for the recovery plan, the deficit would be expected to be corrected by 30 June 2034.

The actuarial method to be used in the calculation of the technical provisions is the Projected Unit method with a one-year control period.

The key assumptions used in calculating the technical provisions as at 31 March 2017 (with comparatives at 31 March 2014) are:

Financial assumptions:	Valuation at 31 March 2017:	Valuation at 31 March 2014:
Investment return (discount rate)	Years 1-10: CPI less 0.53% reducing linearly to CPI less 1.32% Years 11-20: CPI plus 2.56% reducing linearly to CPI plus 1.7% by year 2021. Years 21+: CPI plus 1.7%	5.2% in year 1, decreasing linearly to 4.7% p.a. over 20 years
Market derived price inflation	In line with the difference between the Fixed Interest & Index Linked yield curves	3.6% p.a
Inflation risk premium	0.3% p.a	0.2% in year 1, decreasing linearly to 0.1% p.a. over 20 years
Price inflation - Retail Prices Index	Market derived price inflation less Inflation risk premium	Market derived price inflation less Inflation risk premium
RPI / CPI gap	1.0% p.a.	0.8% p.a.
Price inflation - Consumer Prices Index	RPI assumption less RPI / CPI gap	RPI assumption less RPI / CPI gap
Pension increases in payment	CPI assumption (for both pre and post 2011 benefits)	CPI assumption (for both pre and post 2011 benefits)

Demographic assumptions:

Mortality base table	Pre-retirement: Male member's mortality: 71% of AMC00 (duration 0) Female member's mortality: 112% of AFC00 (duration 0) Post-retirement: Male member's mortality: 96.5% of SAPS S1NMA "light" Female member's mortality: 101.3% of RFV00	98% of SAPS S1NA "light" YOB unadjusted for males and 99% of SAPS S1NA "light" with a -1 year age adjustment for females
Future improvements to mortality	CMI_2016 with a smoothing parameter of 8.5 and a long term improvement rate of 1.8%pa for males and 1.6%pa for females.	CMI_2014 with a long term rate of 1.5% p.a.
Commutation	No allowance	No allowance

Mortality assumptions:

	Cohort		Period	
	2019	2014	2019	2014
Life expectancy for a male aged 65 now	24.5	24.2	22.5	22.1
Life expectancy at 65 for a male aged 45 now	26.5	26.2	n/a	n/a
Life expectancy for a female aged 65 now	26.0	26.3	24.1	24.0
Life expectancy at 65 for a female aged 45 now	27.8	28.6	n/a	n/a

UNIVERSITY AND COLLEGE UNION

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST AUGUST 2019**

(continued)

2. Pension Schemes (continued)

Statement of Funding Principles: The statutory funding objective is that the scheme has sufficient and appropriate assets to meet the amount required, on actuarial calculation, to make provision for the scheme's liabilities (technical provisions).

The statement of funding principles will be reviewed and, if necessary, revised, before being taken into account at subsequent valuations and it reflects the guiding principles on risk management adopted by the trustee.

Early retirement Allowance for early retirements will reflect emerging experience of retirements as monitored at each actuarial valuation and any adjustment for future expectations which is considered appropriate. For the 31 March 2017 valuation it has been assumed that ex-final salary active members will retire in line with the following decrement table (with all others assumed to retire at 65). Benefits relating to service accrued prior to 1 October 2011 are assumed to be paid with no reduction (based on employer consent not being withheld), and an allowance has been made for benefits accrued after 30 September 2011 to be reduced from the payable age of 65.

		<u>% Leaving</u>
Age:	60	30
	61	10
	62	15
	63	15
	64	20

If the assets of the scheme are less than the technical provisions at the effective date of any actuarial valuation, a recovery plan will be put in place, which may require additional contributions from the employers (and potentially the members) to meet the shortfall. The trustee has agreed that any such funding shortfalls should be met over an appropriate period and tailored to both scheme and employer circumstances. Additional contributions payable are expressed as a percentage of pensionable payroll.

The contributions payable under the recovery plan will be calculated using the same assumptions as those used to calculate the technical provisions, with the exception of the following during the period of the recovery plan:

- If, following a review of the investment strategy and any consequential changes to it and the Statement of Investment Principles after completion of the valuation, the assumed rate of investment return may also change at subsequent funding updates to reflect the different expected investment returns from the new asset mix.

- The growth in aggregate payroll of the scheme's membership used in the recovery plan is assumed to be CPI + 2%.

USS is a "last man standing" scheme so that in the event of the insolvency of any of the participating employers in USS, the amount of any pension funding shortfall (which cannot otherwise be recovered) in respect of that employer will be spread across the remaining participant employers and reflected in the next actuarial valuation of the scheme.

The trustee's role is to set risk and return parameters which reflect the strength of the sponsoring employers and the nature of the scheme's liabilities. These parameters, taken together with the anticipated returns, form the basis of the trustee's funding strategy. These parameters are informed by advice from its internal investment team, its investment consultant and the scheme actuary, as well as an independent assessment of the support available from the sponsoring employers. The trustee remains confident that it can continue to take a long-term view of scheme funding, backed as it is by a robust Higher Education (HE) sector.

At 31 March 2018, USS had over 190,000 active members and the UCU had 185 active contributing members participating in the scheme. At 31 August 2019 UCU had 195 active contributing members (2018 - 187 members).

The pension cost charged to the General Fund in respect of contributions paid to USS is:

	Year ended 31.8.2019	Year ended 31.8.2018
	£	£
Employers normal pension contributions to USS	1,284,651	1,197,272
Changes in expected contributions to USS	3,955,855	13
Deficit contributions treated as paid to USS	(84,494)	(139,682)
	<u>£5,156,012</u>	<u>£1,057,603</u>

The contribution rate payable by the University and College Union was 18% of pensionable salaries up until 31 March 2019 and 19.5% thereafter. Following completion of the 2018 valuation, the amended contribution rates payable by the University and College Union are disclosed in note 6.

UNIVERSITY AND COLLEGE UNION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST AUGUST 2019
(continued).

3. Operating Leasing Commitments

The operating lease rentals charged in the income and expenditure account were:

Land and buildings.

Other leases - Plant and machinery.

Year ended	Year ended
31.8.2019	31.8.2018
£	£
259,826	237,780
<u>326,276</u>	<u>326,049</u>
£586,102	£563,829

At 31st August, 2018 the University and College Union's future minimum operating lease commitments payable are analysed over the lease term as follows:

	Land and buildings		Other	
	31.8.2019	31.8.2018	31.8.2019	31.8.2018
	£	£	£	£
Within one year	279,547	250,696	313,150	294,461
Within two to five years	698,135	616,200	92,184	218,040
Over five years	<u>327,821</u>	<u>230,000</u>	<u>--</u>	<u>--</u>
	£1,305,503	£1,096,896	£405,334	£512,501

4. Capital Commitments

There were no capital commitments contracted for but not provided for at 31 August 2019 (2018 - £nil).

5. Related Party Transactions

UCU is a participating institution of the Universities Superannuation Scheme and makes pension contributions to the scheme in respect of the employee members of UCU. The appointment of directors to the board of the trustee is determined by the trustee company's Articles of Association. Four of the directors are appointed by Universities UK; three are appointed by the University and College Union, of whom at least one must be a USS pensioner member; and a minimum of three and a maximum of five are independent directors appointed by the board. Under the scheme trust deed and rules, the employer contribution rate is determined by the trustee, acting on actuarial advice.

During the year ended 31st August 2019 employers normal pension contributions payable to USS by UCU were £1,284,651 (2018 - £1,197,272) and the balance of contributions payable by UCU to USS as at 31st August 2019 was £189,563 (2018 - £172,420).

Members of the UCU make payments as Gift Aid payments via UCU to Education Support Partnership (ESP) at the same time as they pay their membership subscriptions to the UCU. ESP is a company limited by guarantee and a registered charity (company registration number 09311354 and charity registration number 1161436). ESP was incorporated on 14th November 2014 as Education Sector Support UK (ESSUK). ESSUK changed its name to ESP on 24th July 2015 and was formally launched in September 2015. The objects of the charity are to promote health and wellbeing and to offer benevolence services to the education workforce including those retired from the Education Sector. It also offers a wide range of services to staff working in Further and Higher Education and the education sector in schools. The Trustees and Board of ESP are appointed in accordance with the Articles of Association of the company and up to 21 representatives of member organisations form an Advisory Forum to advise the Board of Trustees.

Members of UCU previously made Gift Aid payments via UCU to "Recourse" (formerly the "College and University Support Network" (CUSN)) at the same time as they paid their subscriptions to the UCU. "Recourse" (formerly CUSN) is a registered charity (charity registration number 1116382) and was incorporated on 12th July 2006. The charity changed its name from CUSN to "Recourse" on 14th July 2010 following a rebranding exercise. "Recourse" was also a Company Limited by Guarantee (company registration number 05874222) and was a wholly owned subsidiary company of the Teachers Support Network (TSN). On 31st March 2015 the activities, assets and liabilities of "Recourse" and TSN were transferred to Education Sector Support UK (ESSUK) at which point "Recourse" and TSN effectively became dormant. The company "Recourse" was dissolved on 18th April 2017. TSN was dissolved on 14th November 2017. "Recourse" was governed and administered by the Trustees and National Council of TSN and UCU had the right to appoint five members to the National Council of TSN (preferably from within the National Executive Committee of UCU) and in addition subscribing members of UCU had the right to elect members of the National Council of TSN.

During the year ended 31st August 2019 Gift Aid payments payable to ESP (formerly "Recourse" and CUSN) were received from members of UCU and amounted to £283,439 (2018 - £286,627). The balance payable by UCU to ESP as at 31st August 2019 was £43,708 (2018 - £22,508).

UCU bears the cost of the professional fees and other costs relating to the administration of the NATFHE Pension and Life Assurance Scheme. During the year ended 31st August 2019 total costs payable by UCU in connection with the administration of the Scheme were £140,784 (2018 - £239,379).

The former General Secretary of UCU, Sally Hunt, was elected President of the Trades Union Congress (TUC) on 13th September 2017 and held office until the end of her term as President on 12th September 2018 at which time Sally Hunt then became first Vice-Chair of the General Council of the TUC for a year. In February 2019, Sally Hunt left the General Council and Executive Committee. In June 2019, Vicky Knight left the General Council. In August 2019 Jo Grady joined the General Council of the TUC as the newly elected General Secretary of UCU. UCU is a member union of the TUC and the UCU's affiliation for 2019 was £326,304 (2018 - £295,144).

UNIVERSITY AND COLLEGE UNION

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST AUGUST 2019**

(continued)

6. Post Balance Sheet Event

USS INSTITUTIONS - ACTUARIAL VALUATION AS AT 31 MARCH 2018

The last valuation of the USS was held as at 31 March 2017 but was only submitted in early 2019 (several months after the statutory deadline had passed). Over the course of 2018, the scheme's stakeholders on the Joint Negotiating Committee, UUK and UCU, appointed a panel to review the 2017 valuation and this resulted in a number of recommendations being made and it was decided that a further valuation should be undertaken. A new valuation as at 31 March 2018 was commissioned by the Trustee and this valuation was completed on 16th September 2019.

The actuarial valuation of the scheme at 31 March 2018 was carried out using the projected unit method. The next actuarial valuation is due to take place with an effective date no later than 31 March 2021 (although the Trustee has indicated its intention to carry out a valuation as at 31 March 2020).

The 2018 valuation was the fifth valuation for USS under the scheme-specific funding regime introduced by the Pensions Act 2004, which requires schemes to adopt a statutory funding objective, which is to have sufficient and appropriate assets to cover their technical provisions. At the valuation date, the value of the assets of the scheme was £63.7 billion and the value of the scheme's technical provisions was £67.3 billion indicating a shortfall of £3.6 billion and a funding ratio of 95%.

Past Service Funding Position: Technical Provisions.	Valuation at 31 March 2018	Valuation at 31 March 2017
Scheme assets	£63.7bn	£60.0bn
Total scheme liabilities	£67.3bn	£67.5bn
FRS 102 total scheme deficit	£3.6bn	£7.5bn
FRS 102 total funding level	95.0%	89.0%

The actuarial method to be used in the calculation of the technical provisions is the Projected Unit method with a one-year control period.

The key assumptions used in calculating the technical provisions as at 31 March 2018 (with comparatives at 31 March 2017) are:

Financial assumptions:	Valuation at 31 March 2018:	Valuation at 31 March 2017:
Investment return (discount rate)	- Years 1-10: CPI plus 0.14% reducing linearly to CPI less 0.73% Years 11-20: CPI plus 2.52% reducing linearly to CPI plus 1.55% by year 2021. - Years 21+: CPI plus 1.55%	Years 1-10: CPI less 0.53% reducing linearly to CPI less 1.32% Years 11-20: CPI plus 2.56% reducing linearly to CPI plus 1.7% by year 2021. Years 21+: CPI plus 1.7%
Market derived price inflation	In line with the difference between the Fixed Interest & Index Linked yield curves	In line with the difference between the Fixed Interest & Index Linked yield curves
Inflation risk premium	0.3% p.a	0.3% p.a
Price inflation - Retail Prices Index	Market derived price inflation less Inflation risk premium	Market derived price inflation less Inflation risk premium
RPI / CPI gap	1.0% p.a	1.0% p.a
Price inflation - Consumer Prices Index	RPI assumption less RPI / CPI gap	RPI assumption less RPI / CPI gap
Pension increases in payment	CPI assumption (for both pre and post 2011 benefits)	CPI assumption (for both pre and post 2011 benefits)

Demographic assumptions:	Valuation at 31 March 2018:	Valuation at 31 March 2017:
Mortality base table	Pre-retirement: Male member's mortality: 71% of AMC00 (duration 0) Female member's mortality: 112% of AFC00 (duration 0) Post-retirement: Male member's mortality: 97.6% of SAPS S1NMA "light" Female member's mortality: 102.7% of RFV00	Pre-retirement: Male member's mortality: 71% of AMC00 (duration 0) Female member's mortality: 112% of AFC00 (duration 0) Post-retirement: Male member's mortality: 96.5% of SAPS S1NMA "light" Female member's mortality: 101.3% of RFV00
Future improvements to mortality	CMI_2016 with a smoothing parameter of 8.5 and a long term improvement rate of 1.8%pa for males and 1.6%pa for females.	CMI_2016 with a smoothing parameter of 8.5 and a long term improvement rate of 1.8%pa for males and 1.6%pa for females.
Commutation	No allowance	No allowance

Mortality assumptions:	Valuation at 31 March 2018:		Valuation at 31 March 2017:	
	Cohort	Period	Cohort	Period
Life expectancy for a male aged 65 now	24.5	22.5	24.5	22.5
Life expectancy at 65 for a male aged 45 now	26.5	n/a	26.5	n/a
Life expectancy for a female aged 65 now	26.0	24.1	26.0	24.1
Life expectancy at 65 for a female aged 45 now	27.8	n/a	27.8	n/a

Statement of Funding Principles:

The statutory funding objective is that the scheme has sufficient and appropriate assets to meet the amount required, on actuarial calculation, to make provision for the scheme's liabilities (the technical provisions).

The statement of funding principles will be reviewed and, if necessary, revised, before being taken into account at subsequent valuations and it reflects the guiding principles on risk management adopted by the trustee.

If the assets of the scheme are less than the technical provisions at the effective date of any actuarial valuation, a recovery plan will be put in place which may require additional contributions from the employers (and potentially the members) to meet the shortfall. Any shortfall should be met over an appropriate period dependent upon the circumstances.

There is no specific allowance within the 2018 valuation for the effect of equalising Guaranteed Minimum Pensions between 17th May 1990 and 5th April 1997. Any additional funding costs required to uplift benefits will be met by either the Scheme's assets or future contributions from the employer. It is expected that the costs will be immaterial in the context of the scheme as a whole.

UNIVERSITY AND COLLEGE UNION

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST AUGUST 2019
(continued).**

6. Post Balance Sheet Event

Early retirement

Allowance for early retirements will reflect emerging experience of retirements as monitored at each actuarial valuation and any adjustment for future expectations which is considered appropriate. For the 31 March 2018 valuation it has been assumed that ex-final salary active members will retire in line with the following decrement table (with all others assumed to retire at 65). Benefits relating to service accrued prior to 1 October 2011 are assumed to be paid with no reduction, and an allowance has been made for benefits accrued after 30 September 2011 to be reduced from the payable age of 65.

		<u>% Leaving</u>
Age:	60	30
	61	10
	62	15
	63	15
	64	20

All other members of the scheme are assumed to retire at 65.

In relation to the 2017 valuation, the trustee determined, that in order to correct the technical provisions shortfall in assets of £7.5bn, the employers should make deficit contributions of 5% p.a. of total salaries in addition to the contributions towards the accrual of future service benefits including contributions to the Defined Contribution section. If contributions are payable at this level from 1st April 2020 then, based on the assumptions made for the recovery plan, the deficit would be expected to be corrected by 30th June 2034.

Following completion of the 2018 valuation, the trustee ascertained, that in order to correct the technical provisions shortfall in assets of £3.6bn, the employers should make deficit contributions of 2% p.a. of total salaries in addition to the contributions towards the accrual of future service benefits including contributions to the Defined Contribution section from 1st October 2019 until 30th September 2021 at which point the rate will increase to 6%. If contributions are payable at this level from 1st October 2019 then, based on the assumptions made for the recovery plan, the deficit would be expected to be corrected by 31st March 2028.

Following completion of the 2018 valuation, the revised rates used in the evaluation of UCU's share of the 2019 deficit contribution model are:

UCU specific rates used in deficit contribution model:	2019	2018
Discount rate	1.8%	2.7%
Salary inflation rate	3.65%	3.00%

Analysis of the effect on the figures recognised in the Statement of Financial Position:

	<u>Updated figures for 2019:</u>	<u>Original figures for 2019:</u>
Present value of deficit contributions payable to USS at 1.9.2018.	1,792,980	1,792,980
Interest payable as contribution deficit unwinds	48,411	48,411
Changes in expected contributions to USS	1,499,217	3,955,855
Deficit contributions treated as paid to USS	<u>(84,494)</u>	<u>(84,494)</u>
Revised present value of deficit contributions payable to USS at 31.8.2019.	<u>£3,256,114</u>	<u>£5,712,752</u>

Based on the results of the 2018 valuation, the changes in expected contributions payable by the University and College Union to USS in respect of the Union's share of the deficit model are reduced by £2,456,638 (from £3,955,855 to £1,499,217).

The revised figures shown for the deficit contribution model constitute a non-adjusting post balance sheet event and are therefore provided for information.

The pension cost charged to the General Fund in respect of contributions paid to USS is disclosed in note 2. Contributions payable to USS at 31st August 2019 are disclosed in note 5. The contribution rate payable by the University and College Union was 18% of pensionable salaries up until 31st March 2019 and 19.5% thereafter. Following completion of the 2018 valuation the employer's contribution rate is due to increase to 21.1% from 1st October 2019 and to 23.7% from 1st October 2021 under the revised recovery plan.

7. Future Developments

UCU continues to face significant challenges in relation to the Further and Higher Education sectors following the General Election and with regard to the on-going process of "Brexit". The potential impact of any policies implemented following the General Election and the long term implications that may derive from the "Brexit" negotiations are likely to affect the Union's members in both sectors. The Union actively continues to defend members interests in relation to the USS, equality, workload, and job security. The union has a long term strategy, the formation of which involves the members of the union and includes the elected representatives of the trade union representing the union's staff. UCU continues to monitor and update that strategy to address the issues that the Union and its members face in these uncertain times.

UNIVERSITY AND COLLEGE UNION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST AUGUST 2019

1. Principal Accounting Policies

The financial statements comply with relevant accounting standards. The principal accounting policies, which have been consistently applied throughout the year, are set out below.

(a) **Accounting convention**

The financial statements are prepared in accordance with applicable accounting standards including FRS 102 "the Financial Reporting Standard" applicable in the UK and Republic of Ireland. The financial statements have been prepared on the historical cost basis except for the modification to a fair value basis for certain financial instruments as specified in the accounting policies below.

(b) **Going Concern**

The Union meets its day-to-day working capital requirements through its bank facilities. The Union's forecasts and projections, taking account of reasonably possible changes in operational performance, show that the Union should be able to operate within the level of its current facilities. After making enquiries, the Executive have a reasonable expectation that the Union has adequate resources to continue in operational existence for the foreseeable future. The Union therefore continues to adopt the going concern basis in preparing its financial statements.

(c) **Critical Accounting Judgements and Key Sources of Uncertainty**

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

Depreciation.

UCU's management considers the depreciation rates used to evaluate the cost of the Union's assets and the useful life of those assets (as set out below under note 1(e)). Any changes to the rates used, the useful life and residual value of those assets may have a significant effect on the book value of those assets and the amounts shown as depreciation in these financial statements. The Union's management reviews the appropriateness of the depreciation policies used annually.

Employee benefits.

The pension scheme liability as at 31st August 2019 in respect of the NATFHE Pension and Life Assurance Scheme has been calculated in accordance with the details provided by the Scheme's actuary and in consideration of the disclosure requirements under FRS102. The Scheme's liabilities have been calculated by updating the valuation calculations carried out for the Scheme's triennial valuation as at 1st April 2017. Any changes in the assumptions used in evaluating the Scheme's liability may have a significant effect on the amount shown in these financial statements.

The deficit contribution liability shown in these financial statements in respect of the Union's share of the contribution funding deficit in the Universities Superannuation Scheme is based on a deficit recovery plan model provided to the USS and made available to participating institutions. The Union's management is required to make appropriate assessments of the rate of salary growth and the discount rate used in determining the Union's share of the deficit contribution liability. Any changes in the parameters used in the model may have a significant effect on the amounts shown in these financial statements in accordance with FRS102 and therefore constitute a material source of uncertainty.

Provisions for liabilities.

Provisions for liabilities included at the year end have been calculated using the best available information at the time of preparing the financial statements, taking account of information received subsequently. An element of estimation is therefore required when calculating the provisions at the year end.

Taxation.

The taxation charge for the year comprises current and deferred tax. An assessment of the provision for deferred taxation is required to be made by the Union's management, taking account of the likely timing and level of future taxable income and expenses in relation to the deferred tax assets and liabilities of the Union.

(d) **Branches and Local Associations**

For the purpose of the Trade Union and Labour Relations (Consolidation) Act 1992 the Union is regarded as a trade union with branches. The "branches" of the Union comprise of Local Associations of UCU or Branches of UCU. The assets, liabilities and transactions of the "branches" are dealt with in these accounts only to the extent of the subscriptions due from "branches" to the Union, expenses payable to

(e) **Depreciation**

Depreciation is provided on all tangible fixed assets, other than land, at rates calculated to write off the cost, less estimated residual value, of each asset on a straight line basis over its expected useful life, as follows:

Freehold and long leasehold property.	2%.
Fixtures and fittings.	10% or the remaining period of the lease.
Plant and machinery.	25%.
Furniture.	10% to 12.5%.
Office equipment.	20%.
Computer equipment and software.	33%.
Motor vehicles (leased).	Over the period of the lease.

The rate of depreciation is reduced proportionately in the year of acquisition of an asset.

(f) **Subscriptions**

Subscriptions are accounted for on an accruals basis, although no account is taken of individual members' subscriptions that may be in arrears.

UNIVERSITY AND COLLEGE UNION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST AUGUST 2019
(continued)

(g) **Pension costs**

The UCU continued to make payments to the NATFHE Pension and Life Assurance Scheme to reduce the deficit that existed in that scheme from 1st June 2006. FRS 102 requires the sponsoring employer to account for the NATFHE Pension and Life Assurance Scheme deficit as a liability on its balance sheet mirrored by a pension reserve.

The expected return on assets in the NATFHE Pension and Life Assurance Scheme is reflected by the interest on assets item calculated using the discount rate (i.e. the returns available on high quality corporate bonds) with no allowance made for any outperformance expected from the Scheme's actual asset holding.

Movements on the NATFHE Pension and Life Assurance Scheme's asset or liability, to the extent that they arise from the current service cost of pensions or relate to the interest on pension fund assets net of interest charges on pension fund liabilities, are reflected in the Income and Expenditure Account, the former as a component of employee costs and the latter as a component of financial expenses.

Movements on the NATFHE Pension and Life Assurance Scheme assets and liabilities arising from changes in actuarial assumptions including actual returns on pension fund assets net of expected returns and experience gains and losses arising on Fund liabilities are reflected in these financial statements through the Income and Expenditure Account. The pension scheme liability is shown in the Balance Sheet.

The former Association of University Teachers (AUT) became a participating institution of the Universities Superannuation Scheme (USS) from 1st March 2005. The scheme is a hybrid pension scheme, providing benefits (for all members), as well as defined contribution benefits. The scheme is externally funded and was contracted out of the State Second Pension (S2P) until 5 April 2016. The Assets of the scheme are held in a separate trustee-administered fund. The University and College Union (UCU) became a participating institution of USS on 1st June 2006 following the amalgamation of AUT and NATFHE.

Because of the mutual nature of the USS scheme, the scheme's assets are not attributed to individual institutions and a scheme-wide contribution rate is set. The UCU is therefore exposed to actuarial risks associated with other institutions' employees and is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. As required by Section 28 of FRS 102 "Employee benefits" UCU therefore accounts for the scheme as if it were a wholly defined contribution scheme. As a result, the amount charged to the Income and Expenditure Account as a component of employee costs represents the contributions payable to the scheme in respect of the accounting year.

Under FRS102 the Union (as a participating institution of the USS) is required to recognise a liability for the contributions payable to the USS because the USS scheme is in deficit and a funding plan (The Recovery Plan) has been agreed. FRS102 requires that where an employer participates in a defined benefit multi-employer plan and there is insufficient information available to use defined benefit accounting and there is an obligation to fund past deficits within the scheme, the institution must recognise a liability for the contractual contributions payable to the scheme to the extent that there is a deficit in the scheme, and account for the resulting movement in the liability in the Income and Expenditure Account. As a result, the amount charged or credited to the Income and Expenditure Account as a component of employee costs represents the movement in the discounted fair value of the contractual contributions payable to the Scheme by UCU under the funding plan agreement in respect of the accounting year.

The Union's share of the deficit arising in the USS Scheme is based upon a deficit recovery plan model made available to participating institutions via the USS. Movements in the employer's share of the deficit contribution liability due to the USS Scheme are charged or credited to the Income and Expenditure Account as part of the costs of remuneration and expenses of staff. The Union's share of the deficit contribution liability due to the USS Scheme is disclosed in the Balance Sheet as the present value of the contributions payable. As the discount rate used in calculating the present value of the deficit contribution liability unwinds this element is shown as part of the finance costs (interest payable) in the applicable period in the Income and Expenditure Account.

(h) **Operating Leases**

Rental payments under operating leases are charged to the Income and Expenditure Account as payments to the lessor fall due on a straight line basis over the lease term.

(i) **Investments**

Quoted investments held are managed by professional investment managers and brokers and transactions are undertaken under powers delegated to them and they are stated at fair value based on current bid prices where quoted on an active market. Movements in fair value are included in the Investment Reserve Fund (Fund 4) as they occur. On disposal, relevant gains and losses recognised previously in the Investment Reserve Fund are transferred to the Income and Expenditure Account. Unquoted investments are stated at cost as there is no active market available, no reliable basis of valuation is available and other valuation techniques are not considered appropriate.

(j) **Value added tax (VAT)**

The figures included in these financial statements are exclusive of VAT to the extent that input VAT is partially or fully recoverable or output VAT is payable.

(k) **Deferred Tax**

Deferred tax is provided on the liability method to take account of timing differences between the treatment of certain items for accounts purposes and their treatment for taxation purposes. Deferred tax is provided for on all relevant material reversing timing differences at the rate of corporation tax applicable to the Union's activities at the financial statement date.

(l) **Holiday Pay Accrual**

FRS 102 requires short term employee benefits, such as holiday pay, to be charged to the Income and Expenditure Account as the employee service is received. As a result holiday pay accruals are recognised and charged to the Income and Expenditure Account as they are received.

Accounting policies

(see notes 84 and 85)

Please see the attached accounting policies - pages 23-1 to 23-2

Signatures to the annual return

(see notes 86 & 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: 
Name: Dr Jo Grady	Name: Dr Douglas Chalmers - President <small>(or other official whose position should be stated)</small>
Date: 28 February 2020	Date: 28 February 2020

Checklist

(see notes 88 to 89)

(please tick as appropriate)

Has the return of change of officers been completed? (see Page 2 and Note 12)	Yes	X	No	
Has the list of officers in post been completed? (see Page 2 and Note 12)	Yes	X	No	
Has the return been signed? (see Pages 23 and 25 and Notes 86 and 95)	Yes	X	No	
Has the auditor's report been completed? (see Pages 20 and 21 and Notes 2 and 77)	Yes	X	No	
Is a rule book enclosed? (see Notes 8 and 88)	Yes	X	No	
A member statement is: (see Note 80)	Enclosed		To follow	X
Has the summary sheet been completed? (see Page 17 and Notes 7 and 62)	Yes	X	To follow	
Has the membership audit certificate been completed? (see Page i to iii and Notes 97 and 103)	Yes	X	No	

Checklist for auditor's report

(see notes 90 and 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 related? (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
- b. established and maintained a satisfactory system of control of its accounting records, its cash holding and all its receipts and remittances. (See section 36(4) of the 1992 Act set out in 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.

Auditor's report (continued)

Please see the attached auditor's report page 25.1

Signature(s) of auditor or auditors:

Knox Cropper LLP

Name(s):

Knox Cropper LLP

Profession(s) or Calling(s):

Chartered Accountants and
Statutory Auditor

Address(es):

65 Leadenhall Street

London

Postcode

EC3A 2AD

Date

28/02/2020

Contact name for inquiries and
telephone number:

Greg Stevenson
020 7332 6400

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

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE
UNIVERSITY AND COLLEGE UNION**

Opinion

We have audited the financial statements of the University and College Union for the year ended 31st August 2019 which comprise the Funds Accounts, the Balance Sheet and the 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).

In our opinion, the financial statements:

- give a true and fair view of the state of the Union's affairs as at 31st August 2019 and of the Union's income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of sections 28, 32 and 36 of the Trade Union and Labour Relations (Consolidation) Act 1992, and the rules of the Union.

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 Members of the National Executive Committee use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Members of the National Executive Committee 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.

Other information

The Members of the National Executive Committee are responsible for the other information. The other information comprises the information included in the Report of Honorary Treasurer.

Our opinion on the financial statements does not cover the other information and 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 in relation to which the Trade Union and Labour Relations (Consolidation) Act 1992 requires us to report to you if, in our opinion:

- proper accounting records have not been kept by Union; or
- the financial statements are not in agreement with the accounting records and returns; or
- a satisfactory system of control has not been maintained over the Union's transactions; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of the Members of the National Executive Committee

As explained more fully in the Statement of Responsibilities of the Union and Members of the National Executive Committee [set out on page 22-1], the Members of the National Executive Committee 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 Members of the National Executive Committee determine 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 Members of the Executive Committee 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 Members of the Executive Committee 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 Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

This report is made solely to the Members of the Union, as a body, in accordance with the Union's rules. Our audit work has been undertaken so that we may 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 its Members as a body, for our audit work, for this report or for the opinions we have formed.

Knox Cropper LLP

**Chartered Accountants and Statutory Auditor
65 Leadenhall Street, London, EC3A 2AD**

28th February 2020.

Knox Cropper LLP is eligible for appointment as auditor of the Union by virtue of its eligibility for appointment as auditor of a company under Section 1212 of the Companies Act 2006.

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 reportign period proceding the one to which this audit relates was the total membership of the trade union greater than 10,000?

Yes

If "YES" please complete SECTION ONE below or provide the equivalent information on a separate document to be submitted with the completed AR21

If "NO" please complete SECTION TWO below or provide the equivalent information on a separate document to be submitted with the completed AR21

Membership audit certificate

Section one

For a trade union with more than 10,000 members, required by section 24ZB of the 1992 Act to appoint an independent assurer

- 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 inforamation 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
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

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

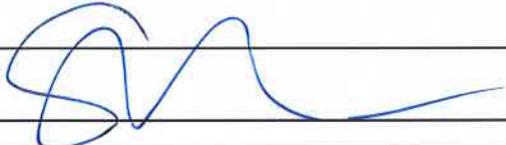
2. In the opinion of the assurer has he/she obtained the information and explanations necessary for the performance of his/her functions?

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	Civica Election Services The Election Centre 33 Clarendon Road London, N8 0NW
Date	16/01/2020
Contact name and telephone number	Simon Hearn, Managing Director 020 8365 8909

UCU