

Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	UNISON		
Year ended:	31 December 2019		
List no:	736/T		
Head or Main Office address:	130 Euston Road		
	London		
Postcode	NW1 2AY		
Website address (if available)	www.unison.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:	Dave Prentis		
Telephone Number:	0800 0 857 857		
Contact name for queries regarding the completion of this return	Simon Crane		
Telephone Number:	020 7121 5373		
E-mail:	s.crane@unison.co.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: ymw@tcyoung.co.uk

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Return of Members

(see notes 10 and 11)

	Number of members at the end of the year				
	Great Britain	Northern Ireland	Irish Republic	Elsewhere Abroad (including Channel Islands)	Totals
Male	307,212	9,787			316,999
Female	1,028,492	32,765			1,061,257
Other					
Total	1,335,704	42,552			A 1,378,256

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

1,212,500

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

49,742

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

State whether the union is:

a. A branch of another trade union?

Yes

No

If yes, state the name of that other union:

b. A federation of trade unions?

Yes

No

If yes, state the number of affiliated unions:

and names:

NEC MEMBERSHIP

DECEMBER 2019

Elected July 2019

1. ANTHONY, James
2. ASHLEY, April
3. BARBER, Darren
4. BATISTA, Luisete
5. BERRISFORD, Nicole
6. BERRY, Jacqui
7. BIRD, Josie
8. BRAND, Eddie
9. BROMLEY-BEWES, Kendal
10. CARLYLE, Paula
11. CLARKE, Lesley
12. COOK, Maggie
13. CROWE, Sarah
14. CROWTHER, Linda
15. DAVIES, Helen
16. DIXON, Claire
17. DOOLAN, Jane
18. DOYLE, Evelyn
19. EGAN, Andrea
20. FIRMAN, Helen (nee Kilpatrick)
21. FISHER, Mark

22. FOLLEY, Gillian
23. GOODMAN, Michelle
24. GRAY, John
25. HAMILTON, Angela
26. HANRAHAN, Chris
27. HERON, Pat
28. HINES, Mike
29. HOLDSWORTH, Abigail
30. HOLMES, Greta
31. HOLMES, Paul
32. JEFFRIES, Edwin
33. JOHNSON, Caroline
34. JONES, John
35. JONES, Stephen
36. KUMARI, Manjula
37. KUSORO, Abiola
38. LE MARINEL, Maureen
39. LEACH, Diana
40. LONG, Alastair
41. McFARLANE, Jim
42. McKAY, Gordon
43. McKEE Margaret
44. MORAN, Nicola
45. NICOLL, Sandy
46. NORTH, Steven
47. OWEN, Kath
48. PIERRE, Hugo
49. POTTER, Elizabeth
50. RAMSDEN, Kate

51. RANKIN, Davena
52. REISSMANN, Karen
53. ROBERTS, Angela
54. SARTIN, Dan
55. SEWELL, Carol
56. SMELLIE, Stephen
57. SMITH, Polly
58. STACEY-MARREN, Joann
59. STOCKHAM, Sian
60. TANSLEY, Chris
61. TAVERNOR, Lois Rose
62. THOMAS, Denise
63. WAINWRIGHT, Tracey
64. WILSON, Tony
65. WRIGHT, Tony
66. WHEATLEY, Liz

General Fund

(see notes 13 to 18)

	£	£000
Income		
From Members: Contributions and Subscriptions		155,353
From Members: Other income from members (specify)		
Local levy		237
Total other income from members		237
Total of all income from members		155,590
Investment income (as at page 12)		239
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	13,413	
Total of other income (as at page 4)		13,413
Total income		169,242
Interfund Transfers IN		
Expenditure		
Benefits to members (as at page 5)		9,698
Administrative expenses (as at page 10)		99,741
Federation and other bodies (specify)		
Affiliations		4,710
Other expenditure (as at page 3a)		51,978
Actuarial loss on pension scheme		17,460
Total expenditure Federation and other bodies		74,148
Taxation		
Total expenditure		183,587
Interfund Transfers OUT		
Surplus (deficit) for year		-14,345
Amount of general fund at beginning of year		74,352
Amount of general fund at end of year		60,007

GENERAL EXPENDITURE – OTHER EXPENDITURE

	£'000s
Membership Participation Unit	405
General Publicity	872
Membership Services	1,957
Information Technology	8,704
International Relations	95
Miscellaneous expenditure	983
Regional lay expenditure	3,230
Branch Organisation	30,850
RMS	474
Pension protection levy	448
International fund	7
Ballots and elections	1,126
Additional pension costs	2,827
	51,978

Analysis of income from federation and other bodies and other income

(see notes 19 and 20)

Description	£000
Federation and other bodies	
Total federation and other bodies	
Any Other Sources	
Distributions from joint ventures	210
Non membership income	10,922
Change in fair play of investments	2,281
Total other sources	13,413
Total of all other income	13,413

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

	£000		£000
Representation – Employment Related Issues		brought forward	7,391
Legal services	3,482	Advisory Services	
Representation – Non Employment Related Issues		Other Cash Payments	
		Education and Training services	
		Learning and organising services	1,679
Communications			
Communications	3,909	Negotiated Discount Services	
Dispute Benefits		Other Benefits and Grants (specify)	
		Death, accident and other benefits	348
		Gift aid to UNISON Welfare	280
carried forward	7,391	Total (should agree with figure in General Fund)	9,698

(See notes 21 and 23)

Fund 2		Fund Account	
Name:	Industrial Action Fund	£	£000
Income			
	From members		1,266
	Investment income (as at page 12)		132
	Other income (specify)		
	Donations by branch members		230
	Non membership income		706
	Total other income as specified		936
	Total Income		2,334
	Interfund Transfers IN		
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		853
	Total Expenditure		853
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		1,481
	Amount of fund at beginning of year		30,305
	Amount of fund at the end of year (as Balance Sheet)		31,786
	Number of members contributing at end of year		N/A

Fund 3		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 6		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 7		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)

£000

£000

Political fund account 1		To be completed by trade unions which maintain their own political fund	
	Income		
	Members contributions and levies		8,724
	Investment income (as at page 12)		77
Other income (specify)	Other Income	10	
	Total other income as specified		10
	Total income		8,811
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)		2,056
	Expenditure B (as at page ii)		115
	Expenditure C (as at page iii)		
	Expenditure D (as at page iv)		
	Expenditure E (as at page v)		333
	Expenditure F (as at page vi)		15
	Non-political expenditure (as at page vii)		2,500
	Total expenditure		5,019
	Surplus (deficit) for year		3,792
	Amount of political fund at beginning of year		12,696
	Amount of political fund at the end of year (as <u>Balance Sheet</u>)		16,488
	Number of members at end of year contributing to the political fund		1,165,602
	Number of members at end of the year not contributing to the political fund		212,654
	Number of members at end of year who have completed an exemption notice and do not contribute to the political fund		5,648
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		

Political fund account expenditure (c)

Expenditure under section 72 (1) (a) of the Trade Union and Labour Relations (consolidation) Act.

To be completed where total expenditure from the political fund exceeds £2,000 during the period to which return relates.

Expenditure in connection with the registration of electors, the candidature of any person, the selection of any candidate or the holding of any ballot by the union in connection with any election to a political office			
Title and Date of election	Name of political party/organisation	Name of candidate, organisation or political party (see 33(iii))	£000
Total			

Political fund account expenditure (e)

Expenditure under section 72 (1) (a) of the Trade Union and Labour Relations (consolidation) Act.

To be completed where total expenditure from the political fund exceeds £2,000 during the period to which return relates.

The expenditure of money on the holding of any conference or meeting by or on behalf of a political party or of any other meeting the main purpose of which is the transaction of business in connection with a political party	
Name of political party	£000
Labour Party	333
Total	333

Political fund account expenditure (f)

Expenditure under section 72 (1) (a) of the Trade Union and Labour Relations (consolidation) Act.

To be completed where total expenditure from the political fund exceeds £2,000 during the period to which return relates

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

Name of organisation or political party	£000
Labour Party	15
Total	15

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

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

(a) the nature of each cause or campaign for which money was expended, and the total amount expended in relation to each one	£000
Campaign to defend and promote investment in public services, inc. NHS	539
Campaigning for socially equality	225
Campaigning for fair pensions	12
Campaigning for effective economic policies	53
Campaigning against racism and the far right	142
Campaigning for Freedom of Information (Scotland)	5
Community campaigning	19

Total expenditure 995

(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

£000

Community campaigning	27
Greater Manchester Citizens	10
Stop Climate Chaos (Scotland)	4
The Good Agency	1,016
Connect Public Affairs	154
Political Pixel	53

Total expenditure 1,264

£000

(c) the total amount of all other money expended

Non political	241

Total expenditure 241

Total of all expenditures **2,500**

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

(see notes 34 and 35)

		£000
Administrative Expenses		
Remuneration and expenses of staff		70,838
Salaries and Wages included in above	54,349	
Auditors' fees		117
Legal and Professional fees		4,826
Occupancy costs		10,791
Stationery, printing, postage, telephone, etc.		190
Expenses of Executive Committee (Head Office)		535
Expenses of conferences		2,859
Other administrative expenses (specify)		
Staff travel and other costs		4,735
Insurance		1,297
Other Outgoings		
Interest paid		306
Depreciation		3,247
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
Total		99,741
Charged to:	General Fund (Page 3)	99,741
	Industrial Action Fund	853
Total		100,594

Analysis of investment income

(see notes 47 and 48)

	Political Fund £000		Other Fund(s) £000
Rent from land and buildings			
Dividends (gross) from:			
Equities (e.g. shares)			
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies	77		371
Other investment income (specify)			
	77		371
		Total investment income	448
		Credited to:	
		General Fund (Page 3)	239
		Industrial Action Fund	132
		Political Fund	77
		Total Investment Funds	448

Fixed assets account

(see notes 53 to 57)

	Land and Buildings		Furniture and Equipment £000	Motor Vehicles £	Not used for union business £000	Total £000
	Freehold £000	Leasehold £000				
Cost or Valuation						
At start of year	106,909	2,602	11,047		9,966	130,524
Additions	6,100		1,765		55	7,920
Disposals			-1,275			-1,275
Revaluation/Transfers	1,800	73	744			2,617
At end of year	114,809	2,675	12,281		10,021	139,786
Accumulated Depreciation						
At start of year	17,740	2,393	9,845		3,239	33,217
Charges for year	2,016	56	810		365	3,247
Disposals			-1,275			-1,275
Revaluation/Transfers						
At end of year	19,756	2,449	9,380		3,604	35,189
Net book value at end of year	95,053	226	2,901		6,417	104,597
Net book value at end of previous year	90,803	290	1,896		6,945	99,934

Tangible Fixed Assets-2019

General Fund	Freehold Properties £'000s	Leasehold Properties £'000s	Equipment £'000s	Non-Union Business £'000s	Total £'000s
Cost:					
At 1 January 2019	106,909	2,602	11,047	9,966	130,524
Disposal/ Impairment and Fully depreciated assets	0		(1,275)	0	(1,275)
Additions	6,100		1,765	55	7,920
At 31 December 2019	113,009	2,602	11,537	10,021	137,169
Depreciation					
At 1 January 2019	17,740	2,393	9,845	3,239	33,217
Disposal, Impaired and Fully depreciated assets	0		(1,275)	0	(1,275)
Charge for the year	2,016	56	810	365	3,247
At 31 December 2019	19,756	2,449	9,380	3,604	35,189
National net book value at 31 December 2019	93,253	153	2,157	6,417	101,980
Total Union					
General Fund	93,253	153	2,157	6,417	101,980
Held at Regions	0	0	4	0	4
Held at Branches	1,800	73	740	0	2,613
Total Union net book value at 31 December 2019	95,053	226	2,901	6,417	104,597
Total Union net book value at 31 December 2018	90,803	290	1,896	6945	99,934

Analysis of investments

(see notes 58 and 59)

Quoted	All Funds Except Political Funds £000	Political Fund £000
Equities (e.g. Shares)		
Listed investments	25	
Government Securities (Gilts)		
Other quoted securities (to be specified)		
Total quoted (as Balance Sheet) Market Value of Quoted Investment	25	
Unquoted		
Equities		
Government Securities (Gilts)		
Mortgages		
Bank and Building Societies Unity Trust bank	7,545	
Other unquoted investments (to be specified) Intangible assets	5,424	
Total unquoted (as Balance Sheet) Market Value of Unquoted Investments	12,969	

Summary sheet

(see notes 62 to 73)

	All funds except Political Funds £000	Political Funds £000	Total Funds £000
Income			
From Members	156,856	8,724	165,580
From Investments	371	77	448
Other Income (including increases by revaluation of assets)	14,349	10	14,359
Total Income	171,576	8,811	180,387
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	184,440	5,019	189,459
Funds at beginning of year (including reserves)	104,657	12,696	117,353
Funds at end of year (including reserves)	91,793	16,488	108,281
Assets			
Fixed Assets			104,597
Investment Assets			12,994
Other Assets			162,704
		Total Assets	280,295
Liabilities		Total Liabilities	172,014
Net Assets (Total Assets less Total Liabilities)			108,281

(see notes 74 to 80)

<p>Did the union hold any ballots in respect of industrial action during the return period? <input style="width: 50px; height: 15px;" type="text"/></p>	
<p>If Yes How many ballots were held: <input style="width: 50px; height: 15px;" type="text"/></p>	
<p>For each ballot held please complete the information below:</p>	
<p>Ballot 1</p>	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px; height: 15px;" type="text"/>
Number of votes cast in the ballot	<input style="width: 80px; height: 15px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px; height: 15px;" type="text"/> ¹
Number of individuals answering "No" to the question	<input style="width: 80px; height: 15px;" type="text"/> ²
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px; height: 15px;" type="text"/> ³
<p>1-3 should total "Number of votes cast"</p>	
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: 50px; height: 15px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 50px; height: 15px;" type="text"/>
<p>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</p>	
<input style="width: 50px; height: 15px;" type="text"/>	
<p>Ballot 2</p>	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px; height: 15px;" type="text"/>
Number of votes cast in the ballot	<input style="width: 80px; height: 15px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px; height: 15px;" type="text"/> ¹
Number of individuals answering "No" to the question	<input style="width: 80px; height: 15px;" type="text"/> ²
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px; height: 15px;" type="text"/> ³
<p>1-3 should total "Number of votes cast"</p>	
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: 50px; height: 15px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 50px; height: 15px;" type="text"/>
<p>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</p>	
<input style="width: 50px; height: 15px;" type="text"/>	
<p>Ballot 3</p>	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px; height: 15px;" type="text"/>
Number of votes cast in the ballot	<input style="width: 80px; height: 15px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px; height: 15px;" type="text"/> ¹
Number of individuals answering "No" to the question	<input style="width: 80px; height: 15px;" type="text"/> ²
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px; height: 15px;" type="text"/> ³
<p>1-3 should total "Number of votes cast"</p>	
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: 50px; height: 15px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 50px; height: 15px;" type="text"/>
<p>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</p>	
<input style="width: 50px; height: 15px;" type="text"/>	

Information on Industrial Action Ballots

Name of Organisation:		UNISON			Reporting Period	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>234</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	49	30	19	11	0	Yes	No	
2	660	340	297	43	0	Yes	No	
3	42	35	35	0	0	Yes	No	
4	97	80	80	0	0	Yes	No	
5	16	6	4	2	0	No	No	
6	126	76	65	11	0	Yes	No	
7	30	23	18	5	0	Yes	No	
8	55	38	23	14	1	Yes	No	
9	16	11	11	0	0	Yes	No	
10	74	65	65	0	0	Yes	No	
11	2826	1550	848	681	21	Yes	No	
12	61	39	33	6	0	Yes	No	
13	20	14	14	0	0	Yes	No	
14	152	128	98	30	0	Yes	No	
15	50	31	24	7	0	Yes	No	
16	6	5	4	1	0	Yes	No	

17	68	33	32	1	0	No	No
18	171	142	140	2	0	Yes	No
19	20	16	16	0	0	Yes	No
20	69	48	47	1	0	Yes	No
21	242	129	119	10	0	Yes	No
22	78	32	12	20	0	No	No
23	33	2	2	0	0	No	No
24	113	41	37	4	0	No	No
25	52	24	22	2	0	No	No
26	177	129	122	7	0	Yes	No
27	563	286	224	61	1	Yes	No
28	89	73	72	1	0	Yes	No
29	313	222	215	7	0	Yes	No
30	49	38	30	8	0	Yes	No
31	9	7	7	0	0	Yes	No
32	72	37	30	6	1	Yes	No
33	1541	508	325	170	13	No	No
34	30	16	10	6	0	Yes	No
35	10	5	5	0	0	Yes	No
36	46	43	42	1	0	Yes	No
37	244	167	167	0	0	Yes	No
38	42	33	33	0	0	Yes	No
39	12	8	8	0	0	Yes	No
40	31	27	27	0	0	Yes	No
41	16	12	12	0	0	Yes	No
42	43	16	14	2	0	No	No
43	6	3	2	1	0	Yes	No
44	12	11	10	1	0	Yes	No
45	21	20	20	0	0	Yes	No
46	14	14	13	1	0	Yes	No
47	10	6	4	2	0	Yes	No
48	26	8	5	3	0	No	No
49	309	221	218	3	0	Yes	No

50	6	5	5	0	0	Yes	No
51	200	109	99	5	5	Yes	No
52	19	16	16	0	0	Yes	No
53	16	15	15	0	0	Yes	No
54	117	86	84	1	1	Yes	No
55	11	1	1	0	0	No	No
56	31	4	3	1	0	No	No
57	7	1	1	0	0	No	No
58	6	1	1	0	0	No	No
59	12	2	1	1	0	No	No
60	23	4	1	3	0	No	No
61	34	6	0	6	0	No	No
62	5	1	1	0	0	No	No
63	30	7	6	1	0	No	No
64	8	2	2	0	0	No	No
65	12	3	2	1	0	No	No
66	16	4	2	2	0	No	No
67	12	3	2	1	0	No	No
68	95	25	14	11	0	No	No
69	15	4	2	2	0	No	No
70	97	26	16	10	0	No	No
71	287	77	57	20	0	No	No
72	14	4	3	1	0	No	No
73	139	42	33	9	0	No	No
74	6	2	1	1	0	No	No
75	9	3	1	2	0	No	No
76	11	4	2	2	0	No	No
77	13	5	2	3	0	No	No
78	27	11	6	5	0	No	No
79	36	15	11	4	0	No	No
80	16	7	6	1	0	No	No
81	34	15	13	2	0	No	No
82	22	10	6	4	0	No	No

83	22	10	2	7	1	No	No
84	13	6	3	3	0	No	No
85	40	19	11	8	0	No	No
86	25	12	5	7	0	No	No
87	6	3	2	1	0	Yes	No
88	6	3	2	1	0	Yes	No
89	6	3	2	1	0	Yes	No
90	77	41	20	21	0	Yes	No
91	28	15	7	8	0	Yes	No
92	24	13	12	1	0	Yes	No
93	53	30	16	14	0	Yes	No
94	12	7	3	3	1	Yes	No
95	5	3	2	1	0	Yes	No
96	3	2	1	1	0	Yes	No
97	7	4	1	3	0	Yes	No
98	506	260	203	57	0	Yes	No
99	2	1	0	1	0	Yes	No
100	193	94	85	9	0	No	No
101	163	79	46	33	0	No	No
102	40	19	12	7	0	No	No
103	250	116	93	23	0	No	No
104	120	54	37	17	0	No	No
105	38	17	13	4	0	No	No
106	19	8	6	2	0	No	No
107	84	34	32	2	0	No	No
108	434	173	111	62	0	No	No
109	826	327	255	70	2	No	No
110	122	47	34	13	0	No	No
111	126	48	11	37	0	No	No
112	38	14	7	7	0	No	No
113	145	53	26	27	0	No	No
114	74	27	22	5	0	No	No
115	306	111	63	48	0	No	No

116	230	83	51	32	0	No	No
117	310	111	67	44	0	No	No
118	281	100	75	25	0	No	No
119	120	42	24	18	0	No	No
120	232	80	59	21	0	No	No
121	41	14	9	5	0	No	No
122	45	15	12	3	0	No	No
123	3	1	0	1	0	No	No
124	351	117	62	55	0	No	No
125	88	29	14	15	0	No	No
126	207	68	45	23	0	No	No
127	425	139	79	60	0	No	No
128	572	187	108	79	0	No	No
129	352	115	53	62	0	No	No
130	291	95	64	31	0	No	No
131	132	43	31	12	0	No	No
132	209	68	62	6	0	No	No
133	117	38	30	8	0	No	No
134	225	73	47	26	0	No	No
135	197	63	58	5	0	No	No
136	358	114	49	65	0	No	No
137	63	20	3	17	0	No	No
138	149	47	34	13	0	No	No
139	153	48	32	16	0	No	No
140	96	30	20	10	0	No	No
141	32	10	7	3	0	No	No
142	203	63	30	33	0	No	No
143	110	34	21	13	0	No	No
144	72	22	17	5	0	No	No
145	267	81	45	36	0	No	No
146	297	90	73	17	0	No	No
147	238	72	46	26	0	No	No
148	139	41	31	10	0	No	No

149	201	59	25	34	0	No	No
150	396	116	81	35	0	No	No
151	168	49	36	13	0	No	No
152	526	151	133	16	2	No	No
153	527	151	95	55	1	No	No
154	21	6	2	4	0	No	No
155	196	56	46	10	0	No	No
156	130	37	29	8	0	No	No
157	457	130	84	46	0	No	No
158	303	86	52	34	0	No	No
159	110	31	20	11	0	No	No
160	292	82	59	23	0	No	No
161	164	46	29	17	0	No	No
162	305	84	41	43	0	No	No
163	244	67	42	25	0	No	No
164	340	93	36	57	0	No	No
165	948	258	195	63	0	No	No
166	221	60	35	25	0	No	No
167	129	35	21	14	0	No	No
168	233	63	34	29	0	No	No
169	196	53	45	8	0	No	No
170	115	31	18	13	0	No	No
171	67	18	11	7	0	No	No
172	135	36	22	14	0	No	No
173	233	62	42	20	0	No	No
174	158	42	25	17	0	No	No
175	625	166	123	43	0	No	No
176	69	18	9	9	0	No	No
177	160	41	30	11	0	No	No
178	299	76	43	33	0	No	No
179	131	33	24	9	0	No	No
180	40	10	5	5	0	No	No
181	401	100	76	24	0	No	No

182	430	106	65	41	0	No	No
183	172	42	17	25	0	No	No
184	166	40	20	20	0	No	No
185	425	102	52	50	0	No	No
186	59	14	11	3	0	No	No
187	262	61	52	9	0	No	No
188	148	34	25	8	1	No	No
189	66	15	10	4	1	No	No
190	225	51	31	20	0	No	No
191	230	52	33	19	0	No	No
192	143	32	17	15	0	No	No
193	9	2	1	1	0	No	No
194	330	73	49	24	0	No	No
195	163	36	18	18	0	No	No
196	248	54	39	15	0	No	No
197	124	27	10	17	0	No	No
198	69	15	1	14	0	No	No
199	213	46	35	11	0	No	No
200	199	42	30	12	0	No	No
201	242	51	39	12	0	No	No
202	207	43	33	10	0	No	No
203	208	42	26	16	0	No	No
204	5	1	0	1	0	No	No
205	5	1	1	0	0	No	No
206	5	1	0	1	0	No	No
207	102	20	7	13	0	No	No
208	26	5	2	3	0	No	No
209	268	48	33	15	0	No	No
210	17	3	0	3	0	No	No
211	387	67	36	31	0	No	No
212	165	27	14	13	0	No	No
213	55	9	6	3	0	No	No
214	241	37	25	12	0	No	No

215	183	28	17	11	0	No	No
216	46	7	3	4	0	No	No
217	303	46	21	25	0	No	No
218	40	6	4	2	0	No	No
219	182	27	12	15	0	No	No
220	48	7	4	3	0	No	No
221	7	1	1	0	0	No	No
222	23	3	3	0	0	No	No
223	23	3	1	2	0	No	No
224	116	15	7	8	0	No	No
225	223	28	19	9	0	No	No
226	17	2	1	1	0	No	No
227	36	2	1	1	0	No	No
228	2	0	0	0	0	No	No
229	6	0	0	0	0	No	No
230	5	0	0	0	0	No	No
231	7	0	0	0	0	No	No
232	4	0	0	0	0	No	No
233	40	2	2	0	0	No	No
234	25685	5882	5525	259	98	No	No

(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

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:		UNISON		Reporting Period	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	04/02/2019-17/02/2019	14	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	11/02/2019	1	Strike Action	
3	A	25/02/2019-03/04/2019	6	Strike Action	
4	A	01/01/2019-02/01/2019	2	Strike Action	
5	A	01/01/2019-25/05/2019	26	Strike Action	
6	A	02/03/2019-28/05/2019	32	Strike Action	
7	A	04/04/2019	1	Strike Action	
8	B	25/04/2019,14/05/2019	2	Strike Action	
9	A	01/05/2019-22/05/2019	12	Strike Action	
10	A	17/05/2019-31/08/2019	37	Strike Action	
11	A,B	06/06/2019-20/06/2019	9	Strike Action	
12	A	30/05/2019-19/06/2019	6	Strike Action	
13	A	31/05/2019-21/05/2019	5	Action Short of a Strike	
14	A	28/06/2019-03/10/2019	4	Strike Action	
15	A	08/07/2019-15/08/2019	33	Strike Action	

16	A	24/06/2019-26/06/2019	3	Strike Action
17	A	30/05/2019	1	Strike Action
18	A	13/06/2019-17/07/2019	10	Strike Action
19	A	31/07/2019-26/12/2019	18	Strike Action
20	A	31/07/2019-26/12/2019	18	Strike Action
21	A	31/07/2019	1	Strike Action
22	A	23/08/2019-09/10/2019	4	Strike Action
23	A	29/11/2019-04/12/2019	4	Strike Action
24	A	25/11/2019	1	Strike Action
25	A	25/11/2019-29/11/2019	5	Action Short of a Strike

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.

Appendix - Unison Notes 2019

Accounting policies



(see notes 84 and 85)

See Appendix - Unison Notes 2019

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:	
			(or other official whose position should be stated)
Name:	Dave Prentis-General secretary	Name:	Raj Ashra-Director of Finance
Date:	12 August 2020	Date:	12 August 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	<input checked="" type="checkbox"/>	No	
Has the list of officers in post been completed? (see Page 2 and Note 12)	Yes	<input checked="" type="checkbox"/>	No	
Has the return been signed? (see Pages 23 and 25 and Notes 86 and 95)	Yes	<input checked="" type="checkbox"/>	No	
Has the auditor's report been completed? (see Pages 20 and 21 and Notes 2 and 77)	Yes	<input checked="" type="checkbox"/>	No	
Is a rule book enclosed? (see Notes 8 and 88)	Yes	<input checked="" type="checkbox"/>	No	
A member statement is: (see Note 80)	Enclosed	<input checked="" type="checkbox"/>	To follow	
Has the summary sheet been completed? (see Page 17 and Notes 7 and 62)	Yes	<input checked="" type="checkbox"/>	To follow	
Has the membership audit certificate been completed? (see Page i to iii and Notes 97 and 103)	Yes	<input checked="" type="checkbox"/>	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

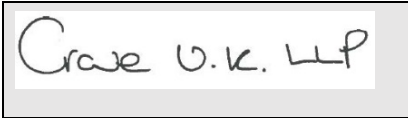
3. Your auditors or auditor must include in their report the following wording:

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)

See Appendix - Auditor's Report Unison 2019

Signature(s) of auditor or auditors:		
Name(s):	Crowe U.K. LLP	
Profession(s) or Calling(s):	Chartered Auditors and Registered Auditors	
Address(es):	ST BRIDE'S HOUSE	
	10, SALISBURY SQUARE	
	LONDON	
Postcode	EC4Y 8EH	
Date	21st August 2020	
Contact name for inquiries and telephone number:	Tina Allison 020 7842 7100	

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 UNISON

Opinion

We have audited the financial statements of UNISON for the year ended 31 December 2019, which comprise the Statement of Comprehensive Income, the Statement of Financial Position, the Statement of Cash Flows 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 UNISON's affairs as at 31 December 2019 and of its transactions for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Trade Union and Labour Relations Act 1992.

Basis for opinion

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

Conclusions relating to going concern

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

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

Other information

The officers are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

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

Responsibilities of the Officers

As explained more fully in the Statement of Officers' Responsibility set out on page 7, the officers are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the officers determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

In preparing the financial statements, the officers are responsible for assessing the union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the officers either intend to liquidate the union or to cease operations, or have no realistic alternative but to do so.

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.

Use of our report

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

Crowe U.K. LLP

Crowe U.K. LLP

Statutory Auditor

London

29 July 2020

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 (continued)

Signature of assurer	Crowe U.K. LLP
Name	Crowe U.K. LLP
Address	St Bride's House, 10 Salisbury Square, London, EC4Y 8EH
Date	21st August 2020
Contact name and telephone number	Tina Allison 020 7842 7100

Membership audit certificate

Section two

For a trade union with no **more than 10,000 members** at the end of the reporting period preceding the one to which this audit relates.

To the best of your knowledge and belief has the trade union during this reporting period complied with its duty to compile and maintain a register of the names and addresses of its members and secured, so far as is reasonably practicable, that the entries in the register are accurate and up-to-date?

Yes /No

If "No" Please explain below:

Signature	
Name	
Office held	
Date	

UNISON

Financial Statements

Year ended 31 December 2019

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Foreword to the 2019 Financial Statements

Dear Treasurers, Secretaries, Fellow Stewards, Members and Staff,

It is my pleasure to present the 2019 Financial Statements set out here and to say a few words in this forward to all colleagues and members across the union.

Colleagues, these last few years have been interesting, turbulent, unsettling and even uncertain for many of us as members of the union, as employees and as members of the public and as individuals. These have been unprecedented times with Brexit, the political and economic turmoil in its wake and for political leadership and contests that ensued. In short, 2019 proved to be another challenging year that this union and our members have faced.

But the union has risen to some major challenges recently from Trade Union Act 2016 and GDPR regulations which became enforceable in May 2018. Also as the year was coming to a close, the General Election results of 12 December 2019, dubbed one of the more significant moments in post war politics, remind us that this union has much more to do and that this was more than just about Brexit. With Brexit deal expected to be concluded by end of 2020 this union continues to lobby on urgent issues ranging from protecting European workers right to equally important domestic issues being neglected – Universal Credit, Social Care; Climate Change; increased resourcing and recruitment into the police force, School Funding and the education services as well as other vital public services left dilapidated by years of austerity.

It is with grave concern and sadness that I must also mention we now face our greatest challenge to date, the COVID 19 pandemic which overshadows everything else. This pandemic has sadly resulted in great personal loss, financial hardship and major economic uncertainty for both staff and members on an unprecedented scale. It has led to a clear economic downturn, increased government spending at levels never seen before and general instability impacting the entire population.

Let us not forget that these are our members, public service workers in our NHS, care, schools and other vital services in the forefront of the fight against the pandemic and totally deserving of the praise and support from both public and politicians alike. This union is proud to be able to support them, speak up on their behalf and be there for them. It is vital that we continue to act to defend our NHS from the likes of Trump and ensure the Tories now deliver on promises and commitments to invest in the NHS in terms of funding, resources and new facilities.

The work of this union as always requires significant time, resources and investment to tackle the uncertainty for our members both at home and in the workplace and to campaign for increased government spending and stability in public services. Our structured approach to managing our finances has proven successful during the years of declining income. Our overall strategy has been to maintain a strong financial base achieved by:

- Not funding the day to day running of the organisation from our reserves but from a balanced budget approach
- Identifying clear priorities, initiatives and activities which serves our members needs and also allocating funds where they are

needed to build organising and recruitment capacity both now and over the coming few years.

- To meet and/or reinvest in capital requirements and replacements which allow the union to function effectively.

In more recent times balancing our income with expenditure has been increasingly difficult considering the union has a high proportion of fixed or committed costs which are required to be met in order to maintain our operational levels. For 2019, as with the previous seven years, the union's income remained uncertain and the balanced budget was dependent on maintaining our membership and income levels whilst reducing operating costs significantly. The Finance and Resource Management Committee continues to monitor the financial and operational challenges ahead. It is in this context that we have set our short and medium-term budgets and financial plans.

It is recognised and acknowledged that branches face similar difficulties and the union has continued to invest in the further development of systems including OLBA to help branches cope with the strain of financial management. New or enhanced training modules have been developed and functionalities such as budgeting and reporting are being improved at each opportunity. The latest developments, the expenses module is almost fully tested and hopefully will simplify processing tremendously. Further development ideas are in the pipeline for example for regional lay accounts which can be easily prepared, maintained and reported in the same way as branch accounts.

As you go through the Financial Statements please bear in mind that we have also allocated funds to support and organise members' and Branches. The Fighting Fund originally conceived at Conference in 2011 has since applied over £38 million directly supporting branches, funding 100s of organisers working directly with branches to build organising capacity and undertaking over 120 target specific branch, regional and National priorities and projects covering the private sectors and all service groups. The Finance and Resource Management Committee is grateful that branches continue to support the initiative with contributions of their own. Any such funds ring fenced within reserves will be deployed towards resources to ensure we maintain our ability to recruit, organise and campaign on behalf of our members.

Turning to the Financial Statement themselves, for 2019, our subscription income stands at £165.3 million. This is hugely significant and extremely positive, representing the first increase and income growth in 8 years. The income reflects the success of our ongoing recruitment and organising campaigns and the tremendous efforts across the whole union. As tremendous as this result is, we must continue our efforts to build on this success for a stronger union going forward. It has been previously reported that this union has lost over £11 million in income since 2011 and with inflation averaging 3% over the same period, this loss in real terms is in excess of £30 million. We cannot afford to be complacent, nor can we ignore the enormous pressures on this union, our members, our branches and everyone involved in the running of this union at all levels.

Over the years whilst income declined, our costs have been increasing and proving more difficult to manage but only through strict budgetary controls across all National and Regional budgets. As

mentioned, the union's expenditure includes a fairly high proportion of committed costs, and this is not unusual for an organisation of our size. However, these are still critical and uncertain times for the union's finances, and it is vital that across the organisation we continue to set reasonable and balanced budgets not just to ensure effective use of all our resources but also the sustainability of the union for years to come. The union's total reserves at £250 million (before pensions deficit offset) remain strong but our strength lies in our ability to manage our finances within our means and maintain a strong operating platform from which can actively support our members and grow the union.

The Finance and Resource Management Committee of the NEC pledged financial support to those branches facing financial difficulties through a structured process of budgeting, review, assessment of needs thus allowing a collaborative approach. This process and direct interaction with branches helps to identify other potential financial and operational difficulties ahead and whether more or additional support might be required.

Last year, Conference passed Motion 126 calling for a wider review of branch funding and union's finances. The wide and inclusive working group established to undertake this review has commenced its work and the progress is reported separately. In the interim and for 2019, additional financial support to the amount of £1.5 million was once again provided to more than 160 branches. As part of this ongoing support process, more than 190 branches have currently been identified as potentially eligible to receive support and assistance as part of the next phase in 2020. Those branches facing genuine financial difficulties in the short term are being assisted and Section C of the current branch funding scheme was specifically introduced to assist in such circumstances. I would therefore remind any branch that is struggling with its finances to get in touch with their region or senior finance managers in UNISON Centre as soon as possible.

Colleagues will recall that the UNISON Staff Pension Scheme underwent its triennial review as at June 2017 and which had indicated an increase in the scheme's deficit to £214 million. The worsening of the deficit was due to ongoing adverse volatility and uncertainty in the financial markets which had continued to impact most, if not all, defined benefits schemes. The Pensions Working Group or PWG (formed jointly of the scheme Trustees, the employers, staff trade unions and the Staffing and FRMC Committee) works very closely with the Pensions Regulators with a view to agreeing a set of proposals and a strategy going forward in the longer term. Colleagues are reminded that interim proposals were endorsed by the NEC in December 2018 which included increase in employer contributions but also a further wider review of the pension's schemes, their benefits and investment strategies. Any agreed future proposals would be designed to protect our pension schemes and to provide quality defined benefits which are fair, affordable and sustainable going forward. The comprehensive review of the PWG continued throughout 2019 and will eventually result in further recommendations and proposals as part of a separate report back to the NEC.

In summary, The Finance and Resource Management Committee continues to closely monitor costs being incurred (or likely to be incurred) whilst also keeping a watchful eye on members'

subscription income. The financial statements show that we are a resilient union, taking these challenges head on and we will continue to serve and support our members through all adversity. Collaborative efforts have seen us through thus far and recruitment and retention is improving but with more to be done to grow income and membership.

I would like to take this opportunity to thank the current members of the Finance and Resource Management Committee, particularly vice-chair Josie Bird, for all their hard work and the support they have given me during the year as Chair. We thank all the branch treasurers who work tirelessly throughout the year, particularly through these difficult times, contributing to and making progress on so many fronts that help to keep this union a strong and vibrant force to be reckoned with. I would also like to extend my thanks to all the staff in the Finance department for their professionalism, advice and friendship throughout the year.

And last but not least, my thanks to you the reader for being a member of our union and taking such an active part in it and making us proud of our achievements each year.

Alastair Long

Chairperson, Finance and Resource Management Committee

Report on the 2019 Financial Statements

1 Introduction

The Financial Statements for UNISON are prepared in accordance with legislation on trade unions, internal rules and financial reporting standards.

They are a consolidation of the union activity at National, Regional and Branch level and include financial data on staff pension schemes in accordance with Financial Reporting Standard 102 (FRS102) within the Statement of Comprehensive Income and the Statement of Financial Position. In addition UNISON has included the activities of the joint venture Managers in Partnership (MiP) into the financial statements.

Details of the results for this year are contained on pages 10 to 29 of these Financial Statements. Please note pages 30 to 32 do not form part of the audited results and are included for information only.

Impact of COVID-19 on UNISON

In the preparation of these Financial Statements, consideration has been given in relation to the potential financial and operational risk to the union as a result of COVID 19 and these are further included within Note 21 for information. The union remains confident in its ability to continue and maintain its operations into the foreseeable future and without significant financial impact. UNISON has previously and continues to take positive action to safeguard its membership and services to members and to mitigate against potential disruptions and short-term risks under the current circumstances. UNISON continues to actively review and monitor the situation for any actual or potential impact of COVID-19 on the union and its operations. An effective strategy is in place to ensure UNISON remains a going concern both operationally and financially.

2 UNISON General Fund

Subscription Income at £165.3 million is £2.9 million better than 2018, a major achievement considering the impact of ongoing austerity measures coupled with political and economic uncertainty in the year. Political Fund contributions and the allocation to the Industrial Action Fund are provided for from members subscriptions which total £10.0 million. Other non-membership and external income generated from operations and gains is £13.9 million. Operating expenditure was £166.3 million. This results in a surplus of £2.9 million.

The General Fund covers the National Executive Committee (NEC) activity, Regional Lay activity and Branch activity. The overall surplus of £2.9 million is attributable as follows – to NEC £1.5 million, Branches £1.1 million and Regional Lay £0.3 million.

General Fund reserves are increased by the overall surplus of £2.9 million, taking it to £218.6 million.

3 UNISON Industrial Action Fund

UNISON continues to support Members and Branches in dispute with their Employers. The 2003 Conference agreed that at least 1% of subscription income less branch funding should be allocated to the Industrial Action Fund.

The Industrial Action Fund (IAF) received income of £2.2 million in 2019 of which £0.9 million was spent on supporting industrial action (2018 £1.6 million). The IAF reserves stand at £31.8 million, an increase of £1.5 million which represents a 5% increase from 2018.

4 UNISON Pension Schemes

The union operates two defined benefit schemes, the UNISON Staff Pension Scheme and the 1974 COHSE Pension and Assurance Scheme. Both schemes are independently valued by an Actuary every three years for the Trustees of these schemes. Contributions are paid into the schemes in accordance with the schedule of contributions drawn up and signed by the Employers and Trustees, to address any deficit arising from the valuation and on future accrual of benefits. Thus both schemes have a clear recovery plan in place to meet the deficits on the schemes.

UNISON is required to value its staff pension arrangements annually in accordance with Financial Reporting Standard 102 Section 28. This standard sets out the basis of such valuation and this may differ in terms of assumptions and technical provisions used by the Trustees of the schemes and the scheme Actuary. The valuation is undertaken in accordance with FRS102 and can be volatile year on year depending on financial and economic circumstances prevailing at that point in time.

As at 31st December 2019 the valuation indicated a deficit of £158.6 million (2018: £141.3 million). The main reasons for the increase in the deficit over 2019 are the increase in AA bond yields (leading to a decrease in the FRS 102 discount rate), updated mortality assumptions and company contributions to the Schemes being higher than the FRS102 cost of the benefits accruing over the year. This is offset to some extent by higher than assumed investment returns over the year.

5 Reserves and Assets of UNISON

UNISON has reserves of £250.4 million against which the pension scheme deficit of £158.6 million is offset, giving net reserves of £91.8 million as represented by:

	2019	2018
	£m	£m
Fixed Assets	104.6	99.9
Investment Assets	7.6	5.3
Intangible Assets	5.4	5.5
Short Term Deposits and Cash at Bank	128.6	127.2
Net Current Asset/Liabilities - excluding cash at bank and deposit	4.4	8.4
Liabilities due after one year	(0.2)	(0.3)
	<u>250.4</u>	<u>246.0</u>
Fair value of pension schemes assets	663.3	618.6
Present value of pension scheme liabilities	(821.9)	(759.9)
Less: Pension defined benefit obligations	(158.6)	(141.3)
Total Net Assets	<u>91.8</u>	<u>104.7</u>

It is important to note that all of the pensions accounting entries can be volatile, from year to year. This is particularly true of the Statement of Financial Position figure, as the fair value of the assets is largely linked to the equity markets, whereas the value of the defined benefit obligation is linked to yields on AA-rated corporate bonds.

As an indication, an increase in the discount rate of 0.5% pa would, other things being equal, lead to a decrease in the value of the liabilities of broadly £67 million. Also, a 5% rise in equities would, other things being equal, reduce the deficit by about £13 million.

6 Funding for Branches and the Regional Pool

The funding formula agreed at the 2001 Conference came into operation on 1 January 2002. Under the formula at least 23% of subscription income has to be available for direct funding of branches with a further 0.5% available for the direct funding of the regional pool. If the direct funding of branches is not utilised, any balance is credited to the regional pool.

Funding available in 2019 was £38.9 million being 23.5% of subscription income of £165.3 million. In the year £38.1m was credited to branches with the balance of £0.8 million being added to the regional pool.

7 Branch Funding for 2021

Branch funding arrangements agreed at Conference in 2001 called for certain information to be reported to the preceding National Delegate Conference to assist branches in connection with their funding arrangements. Hence for 2021 the following data will be used in order to comply with that commitment.

The information is as follows;

Subscription income for 2019	£165.3m
Membership as at 31 December 2019	1,212,750
Branch Funding for 2019 at:	23.5%

Branch average subscriptions per member	Additional entitlement
Less than £122 and not less than £109	0.5%
Less than £109 and not less than £95	1.0%
Less than £95 and not less than £82	1.5%
Less than £82	2.0%

Average Branch General Fund reserves per member	Additional entitlement
More than £12.80	0.0%
Less than £12.80 and not less than £11.20	0.5%
Less than £11.20 and not less than £9.60	1.0%
Less than £9.60 and not less than £8.00	1.5%
Less than £8.00	2.0%

For branches with more than 500 members	Percentage reduction in additional entitlements
Branch General Fund reserves expressed as an average per member	
At £16 or below	0%
More than £16.00 and less than or equal to £17.60	20%
More than £17.60 and less than or equal to £19.20	40%
More than £19.20 and less than or equal to £20.80	60%
More than £20.80 and less than or equal to £22.40	80%
More than £22.40	100%

For branches with less than 501 members	Percentage reduction in additional entitlements
Total Branch General Fund Reserves	
£8,000 or below	0%
More than £8,000 and less than or equal to £8,800	20%
More than £8,800 and less than or equal to £9,600	40%
More than £9,600 and less than or equal to £10,400	60%
More than £10,400 and less than or equal to £11,200	80%
More than £11,200	100%

8 Statement of Officers' Responsibility

The Trade Union and Labour Relations (Consolidation) Act 1992 as amended by the Employment Relations Act 1999 requires the officers of the union to;

- keep proper records which give a true and fair view of the state of affairs of UNISON and explains its transactions;
- establish and maintain a satisfactory system of control of the accounting records, cash holdings, and all the receipts and remittances;
- prepare an annual return for the Certification Officer giving a true and fair view of the Statement of Comprehensive Income and Statement of Financial Positions;
- provide members of UNISON with a statement of income and expenditure for the year.

UNISON Rules require the officers of the union to present audited accounts to the Finance and Resources Committee for approval and adoption by the National Delegate Conference.

The maintenance and integrity of the UNISON website is the responsibility of the officers of the union. The work carried out by the auditors does not involve the consideration of these matters and accordingly, the auditors accept no responsibility for any changes that may have occurred in the accounts since they were initially presented on the website.

Legislation in the United Kingdom governing the preparation and dissemination of the accounts and the other information included in annual reports may differ from legislation in other jurisdictions.



Dave Prentis
General Secretary
30th April 2020



Josie Bird
President
30th April 2020

Independent Auditor's Report to the Members of UNISON

Opinion

We have audited the financial statements of UNISON for the year ended 31 December 2019, which comprise the Statement of Comprehensive Income, the Statement of Financial Position, the Statement of Cash Flows 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 UNISON's affairs as at 31 December 2019 and of its transactions for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Trade Union and Labour Relations Act 1992.

Basis for opinion

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

Conclusions relating to going concern

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

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

Other information

The officers are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

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

Responsibilities of the Officers

As explained more fully in the Statement of Officers' Responsibility set out on page 7, the officers are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the officers determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

In preparing the financial statements, the officers are responsible for assessing the union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the officers either intend to liquidate the union or to cease operations, or have no realistic alternative but to do so.

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.

Use of our report

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

Crowe U.K. LLP

Crowe U.K. LLP

Statutory Auditor

London

29 July 2020

STATEMENT OF COMPREHENSIVE INCOME

Year ended 31 December 2019

	Notes	2019 General Funds (Note 2) £'000s	2019 Industrial Action Funds (Note 3) £'000s	2019 Pension Scheme £'000s	2019 Total Union £'000s
Membership Income					
Members' subscriptions		165,343	-	-	165,343
Local levy		237	-	-	237
Donations by Branch members	3	-	230	-	230
Allocations to Political Funds		(8,724)	-	-	(8,724)
Allocations to Industrial Action Fund		(1,266)	1,266	-	-
Available Operating Income		155,590	1,496	-	157,086
Non-Membership Income					
National Office income	5	6,326	-	-	6,326
Regional Office income	6	226	-	-	226
Lay Regional income	7	701	-	-	701
Branch income	8	3,669	-	-	3,669
Industrial Action income	3	-	706	-	706
Total Non-Membership Income		10,922	706	-	11,628
Total Income		166,512	2,202	-	168,714
Expenditure					
National Office expenditure	5	(67,243)	-	-	(67,243)
Regional Office expenditure	6	(47,850)	-	-	(47,850)
Lay Regional expenditure	7	(3,230)	-	-	(3,230)
Branch expenditure	8	(40,918)	-	-	(40,918)
Dispute pay and associated expenses	3	-	(853)	-	(853)
Depreciation/Amortisation	11	(3,247)	-	-	(3,247)
Pension cost	10	(3,513)	-	238	(3,275)
International Development Fund	17	(58)	-	-	(58)
Operating Expenditure		(166,059)	(853)	238	(166,674)
Net Income/(Expenditure) from Operations		453	1,349	238	2,040
Other Income/(Expenditure)					
Investment income		239	132	-	371
Interest paid		(306)	-	-	(306)
Distributions from Joint Venture	12	210	-	-	210
Change in Fair Value of Investments	12	2,281	-	-	2,281
Net Income/(Expenditure) for the year		2,877	1,481	238	4,596
Actuarial loss on pension scheme	10	-	-	(17,460)	(17,460)
Surplus/(Deficit) for the year		2,877	1,481	(17,222)	(12,864)
Reserves brought forward balance		215,700	30,305	(141,348)	104,657
Reserves as at 31 December 2019		218,577	31,786	(158,570)	91,793

The above Statement of Comprehensive Income contains all the gains and losses recognised in the current year.

STATEMENT OF COMPREHENSIVE INCOME

Year ended 31 December 2018

	Notes	2018 General Funds (Note 2) £'000s	2018 Industrial Action Funds (Note 3) £'000s	2018 Pension Scheme £'000s	2018 Total Union £'000s
Membership Income					
Members' subscriptions		162,437	–	–	162,437
Local levy		286	–	–	286
Donations by Branch members	3	–	223	–	223
Allocations to Political Funds		(6,087)	–	–	(6,087)
Allocations to Industrial Action Fund		(1,243)	1,243	–	–
Available Operating Income		155,393	1,466	–	156,859
Non-Membership Income					
National Office income	5	5,063	–	–	5,063
Regional Office income	6	279	–	–	279
Lay Regional income	7	932	–	–	932
Branch income	8	2,806	–	–	2,806
Industrial Action income	3	–	614	–	614
Total Non-Membership Income		9,080	614	–	9,694
Total Income		164,473	2,080	–	166,553
Expenditure					
National Office expenditure	5	(67,679)	–	–	(67,679)
Regional Office expenditure	6	(46,371)	–	–	(46,371)
Lay Regional expenditure	7	(4,073)	–	–	(4,073)
Branch expenditure	8	(40,127)	–	–	(40,127)
Dispute pay and associated expenses	3	–	(1,604)	–	(1,604)
Depreciation/Amortisation	11	(2,839)	–	–	(2,839)
Pension cost	10	(3,353)	–	(6,318)	(9,671)
International Development Fund	17	(103)	–	–	(103)
Operating Expenditure		(164,545)	(1,604)	(6,318)	(172,467)
Net Income/(Expenditure) from Operations		(72)	476	(6,318)	(5,914)
Other Income/(Expenditure)					
Investment income		451	103	–	554
Interest paid		(272)	–	–	(272)
Distributions from Joint Venture	12	336	–	–	336
Change in Fair Value of Investments	12	694	–	–	694
Net Income/(Expenditure) for the year		1,137	579	(6,318)	(4,602)
Actuarial gain on pension scheme	10	–	–	8,562	8,562
Surplus for the year		1,137	579	2,244	3,960
Reserves brought forward balance		214,563	29,726	(143,592)	100,697
Reserves as at 31 December 2018		215,700	30,305	(141,348)	104,657

The above Statement of Comprehensive Income contains all the gains and losses recognised in the preceding year.

STATEMENT OF FINANCIAL POSITION

As at 31 December 2019

	Notes	2019 General Funds £'000s	2019 Industrial Action Funds £'000s	2019 Pension Scheme £'000s	2019 Total Union £'000s
Fixed Assets					
Tangible Assets	11	104,597	-	-	104,597
Intangible Assets	11	5,424	-	-	5,424
Investments: Unlisted	12	7,545	-	-	7,545
Investments: Listed	12	25	-	-	25
		117,591	-	-	117,591
Current Assets					
Debtors	14	17,114	50	-	17,164
Other loans		280	-	-	280
Short Term Bank Deposits		37,167	18,400	-	55,567
National and Regional – cash at bank and in hand		14,853	198	-	15,051
Branches – cash at bank and in hand		44,824	13,168	-	57,992
		114,238	31,816	-	146,054
Current Liabilities					
Creditors payable within one year	15	(9,233)	(30)	-	(9,263)
Branch and Regions – other liabilities	15	(3,814)	-	-	(3,814)
		(13,047)	(30)	-	(13,077)
Net Current Assets		101,191	31,786	-	132,977
Total Assets less Current Liabilities		218,782	31,786	-	250,568
Creditors payable later than one year	15	(205)	-	-	(205)
Net Assets excluding Pension Scheme		218,577	31,786	-	250,363
Pension Fund deficit	10	-	-	(158,570)	(158,570)
Total Net Assets/(Liabilities)		218,577	31,786	(158,570)	91,793
Represented by:					
Reserves		218,577	31,786	-	250,363
Pension scheme liability	10	-	-	(158,570)	(158,570)
Total Reserves		218,577	31,786	(158,570)	91,793

The Financial Statements were approved by the Finance and Resource Management Committee on 30th April 2020 and are signed on its behalf by:



Dave Prentis
General Secretary
30th April 2020



Josie Bird
President
30th April 2020

STATEMENT OF FINANCIAL POSITION

As at 31 December 2018

		2018	2018	2018	2018
	Notes	General Funds	Industrial Action Funds	Pension Scheme	Total Union
		£'000s	£'000s	£'000s	£'000s
Fixed Assets					
Tangible Assets	11	99,934	–	–	99,934
Intangible Assets	11	5,462	–	–	5,462
Investments: Unlisted	12	5,263	–	–	5,263
Investments: Listed	12	25	–	–	25
		110,684	–	–	110,684
Current Assets					
Debtors	14	18,231	35	–	18,266
Other loans		209	–	–	209
Short Term Bank Deposits		32,152	17,700	–	49,852
National and Regional – cash at bank and in hand		19,469	–	–	19,469
Branches – cash at bank and in hand		45,136	12,698	–	57,834
		115,197	30,433	–	145,630
Current Liabilities					
Creditors payable within one year	15	(5,653)	(128)	–	(5,781)
Branch and Regions – other liabilities	15	(4,273)	–	–	(4,273)
		(9,926)	(128)	–	(10,054)
Net Current Assets		105,271	30,305	–	135,576
Total Assets less Current Liabilities		215,955	30,305	–	246,260
Creditors payable later than one year	15	(255)	–	–	(255)
Net Assets excluding Pension Scheme		215,700	30,305	–	246,005
Pension Fund deficit	10	–	–	(141,348)	(141,348)
Total Net Assets/(Liabilities)		215,700	30,305	(141,348)	104,657
Represented by:					
Reserves		215,700	30,305	–	246,005
Pension scheme liability	10	–	–	(141,348)	(141,348)
Total Reserves		215,700	30,305	(141,348)	104,657

STATEMENT OF CASH FLOWS

Year ended 31 December 2019

	Notes	2019 £'000s	2018 £'000s
Cash flows from Operating Activities	<i>18a</i>	9,263	5,648
Cash flows from Investing Activities			
Purchase of Tangible Fixed Assets – National		(7,920)	(3,589)
Purchase of Tangible Fixed Assets – Branches and Regions		-	-
Proceeds from Sale of Property		-	-
Purchase of Investments		(2)	(528)
Proceeds from Investment		49	166
Interest received		371	250
Interest paid		(306)	(272)
Net cash provided by (used in) investing activities		(7,808)	(3,973)
Net increase in cash and cash equivalents		1,455	1,675
Cash and cash equivalents at the beginning of year		127,155	125,480
Cash and cash equivalents at end of year	<i>18b</i>	128,610	127,155

1 General Accounting Conventions and Policies

1.1 Basis of Financial Statements

The financial statements have been prepared in accordance with 'Financial Reporting Standard 102 applicable in the United Kingdom and Republic of Ireland' (FRS102) and the Trade Union and Labour Relations Act 1992.

1.2 Accounting Convention

UNISON prepares its accounts using the historical cost convention as modified by:

- Investment in shares is stated at market value
- Pension scheme is based on actuarial assumptions

1.3 Going Concern

We have reviewed UNISON's financial performance and reserves position. We have adequate financial resources and are well placed to manage the business risks. Our planning process, including financial projections, has taken into consideration the current economic climate and its potential impact on the various sources of income and planned expenditure.

The current COVID-19 pandemic has not had a significant immediate or adverse impact on the union's operations and finances and the union remains confident in our ability to remain sustainable in both respects in the coming 12 months. The union continues to be fully resourced and able to operate at almost full capacity without the need to curtail or reduce any activities or funding of operations and which might have a detrimental impact on membership, income and our services to members. The union does not face any significant additional, incremental or unmanageable costs as a result of the pandemic and remains within our planned budgets and expenditure. Our IT infrastructure and systems remain fully supported and operational, as does our supply chain and therefore risk to operations now and in the near future is minimised. The union continues to recruit and collect members subscription as per normal thus ensuring cashflow is maintained and sustained. In some sectors recruitment is increasing which enhances cashflow.

The union's successful strategy of balanced budgets and protecting its reserves has resulted in a strong financial base as reflected in its balance. The union as whole has virtually nil external debt and around 50% of its reserves held as cash balances which can sustain operations over the foreseeable future in the event of a sharp and sudden reduction in membership and income. It is highly improbable and extremely unlikely that membership and thus income will decline sharply as our members are mostly public sector employees in the front line fighting the pandemic and jobs are thus protected. Any immediate cashflow restrictions can be mitigated by reductions or suspensions of non-critical activities and discretionary expenditure if required. Our analysis has shown that even without drastic reduction in operating expenditure the union can weather a major reduction in income over a 12-18 month period. However, should the current situation become prolonged then this may change particularly if our members jobs and income are at risk or are adversely affected resulting in loss of membership and income to the union. The union has already embarked on a comprehensive review of its cost structures, activities and funding across the organisation. Should the union be faced with longer term uncertainty and going concern issues, it remains flexible enough to prepare for and take more strategic decisions. This may then involve wider steps to reduce overall expenditure by stopping all non-essential activities altogether along with other

measures as deemed necessary to avoid the union becoming insolvent in the longer term.

We have a reasonable expectation that we have and will continue to have adequate resources to maintain operational existence for the foreseeable future. We believe that there are no material uncertainties that call into doubt UNISON's ability to continue. The accounts have therefore been prepared on the basis that UNISON is a going concern.

1.4 Preparation of Accounts

- UNISON includes the results of the different parts of the union in the financial statements on a line by line basis. The total Union figures include:
 - All the income, expenditure and net assets of National Office, Branches and Regions (General Fund)
 - All the income, expenditure and net assets of the Industrial Action Fund.
 - All adjustments required in connection with the inclusion of pension scheme income, expenditure, assets and liabilities as required by Section 28 of FRS 102.
 - UNISON's share of the net income, expenditure, assets and liabilities of the joint venture, which is currently 50% of Managers in Partnership.
- Where audited year end returns have not yet been received from Branches, balances have been obtained from the bank as at year end and have been incorporated into the financial statements
- Expenditure is accounted for on an accruals basis. Any amounts of irrecoverable VAT are added to expenditure incurred.
- International Development Fund. This fund is part of the General Fund and all income, expenditure, assets and liabilities of the International Development Fund are included in the national results in the General Fund.

1.5 Subscriptions

Members' subscriptions are brought into the Statement of Comprehensive Income on the basis of subscriptions due for the year ending 31 December 2019.

Amounts not received as at 31 December 2019 are included in Current Assets under the heading Debtors.

1.6 Interest on Investments and Loans

Interest on investments and loans comprises gross interest receivable for the year.

1.7 Tangible Assets

Fixed assets are recorded at historical cost upon initial recognition in the financial statements.

UNISON capitalises office refurbishments, computer equipment purchases and other equipment purchases for individual purchases over £1,000 or grouped purchases over £5,000.

1.8 Intangible Assets and Investments

UNISON capitalises new software, including any licences that cover the life of the software for individual purchases over £1,000 or grouped purchases over £5,000.

Listed and unlisted investments are carried at market value. Mabledon Place is treated as an intangible asset and is carried at market value for the freehold interest in the property, subject to the long leasehold.

1.9 Depreciation, Amortisation and Impairment

UNISON provides for depreciation on all fixed assets and amortisation on intangible assets.

Freehold buildings are depreciated on a straight line basis at two per cent per annum of cost. The exception to this relates to chalets at Croyde Bay Holiday Resort which are depreciated on a straight line basis over a period of 20 years. Assets are depreciated from the year of purchase with the exception of Croyde Bay Holiday Resort which starts the following year.

Land is not depreciated.

There is no depreciation while assets are in the course of construction.

Leasehold property is depreciated over the life of each lease.

Furniture and Equipment is depreciated on a straight line basis at ten per cent per annum.

Equipment acquired on hire purchase terms are depreciated over their estimated useful lives.

Computer equipment is depreciated on a straight line basis at twenty five per cent per annum.

Intangible assets – Mabledon Place is treated as an intangible asset and amortised over its lease life of 150 years.

All fixed assets are regularly reviewed to assess if there has been an impairment of value.

1.10 Financial Instruments

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost with the exception of investments which are held at fair value. Financial assets held at amortised cost comprises cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access and term deposit bank

accounts. Financial liabilities held at amortised cost comprises all creditors except social security and other taxes and provisions.

1.11 Operating Leases

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to revenue as incurred.

1.12 Taxation

For corporation tax purposes the activities of the General Fund, Industrial Action Fund, Campaign Fund and Labour Link Fund are amalgamated.

1.13 Accounting Estimates

Judgements and estimates are incorporated where required in applying the Union's accounting policies and which may have a significant effect on the amounts included in the financial statements. The main areas were:

- Intangible assets – the basis of calculation and assumption used to perform revaluation and useful economic life of assets used in calculating amortisation.
- Investments – the basis of calculation and assumption used for market value
- The Union reviewed non-current assets each year for impairment, in line with accounting standards
- Contingent liabilities – the inclusion of provisions for potential liabilities where there is an element of uncertainty in the outcomes of the cases
- Pension Scheme – the actuarial assumptions used in calculating scheme assets and liabilities

1.14 Pension Schemes

The Union operates two defined benefit pension schemes. The disclosures required to be made under Section 28 of FRS 102 are made in note 10. The current service costs, running costs, interest costs and the expected return on pension scheme assets are included in operating expenditure. Actuarial gains or losses are shown separately below net income/expenditure for the year.

Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method. Full actuarial valuations are obtained every three years and are updated at each balance sheet date. The resulting defined benefit scheme liability is shown separately on the face of the Statement of Financial Position.

2 General Fund Statement of Comprehensive Income Analysis

	Notes	2019 National £'000s	2019 Branches £'000s	2019 Regions £'000s	2019 Total £'000s	2018 National £'000s	2018 Branches £'000s	2018 Regions £'000s	2018 Total £'000s
Income									
Members' subscriptions		165,343	-	-	165,343	162,437	-	-	162,437
Branch funding		(38,856)	38,029	827	-	(38,173)	37,361	812	-
Local levy		-	237	-	237	-	286	-	286
Allocations to Regions		(1,985)	-	1,985	-	(1,957)	-	1,957	-
Allocations to Political Funds		(8,724)	-	-	(8,724)	(6,087)	-	-	(6,087)
Allocation to Other Funds		(1,266)	-	-	(1,266)	(1,243)	-	-	(1,243)
Available Operating Income		114,512	38,266	2,812	155,590	114,977	37,647	2,769	155,393
Non-Membership Income									
National Office income	5	6,326	-	-	6,326	5,063	-	-	5,063
Regional Office income	6	226	-	-	226	279	-	-	279
Lay Regional income	7	-	-	701	701	-	-	932	932
Branch income	8	-	3,669	-	3,669	-	2,806	-	2,806
Total Non-Membership Income		6,552	3,669	701	10,922	5,342	2,806	932	9,080
Total Income		121,064	41,935	3,513	166,512	120,319	40,453	3,701	164,473
Expenditure									
National Office expenditure	5	(67,243)	-	-	(67,243)	(67,679)	-	-	(67,679)
Regional Office expenditure	6	(47,850)	-	-	(47,850)	(46,371)	-	-	(46,371)
Lay Regional expenditure	7	-	-	(3,230)	(3,230)	-	-	(4,073)	(4,073)
Branch expenditure	8	-	(40,918)	-	(40,918)	-	(40,127)	-	(40,127)
Depreciation/Amortisation	11	(3,247)	-	-	(3,247)	(2,839)	-	-	(2,839)
Pension cost	10	(3,513)	-	-	(3,513)	(3,353)	-	-	(3,353)
International Development Fund	17	(58)	-	-	(58)	(103)	-	-	(103)
Operating Expenditure		(121,911)	(40,918)	(3,230)	(166,059)	(120,345)	(40,127)	(4,073)	(164,545)
Net Income from Operations		(847)	1,017	283	453	(26)	326	(372)	(72)
Other Income/(Expenditure)									
Change in Fair Value of Investments	12	2,281	-	-	2,281	694	-	-	694
Investment and other income		171	65	3	239	250	199	2	(451)
Interest paid		(306)	-	-	(306)	(272)	-	-	(272)
Distributions from Joint Venture	12	210	-	-	210	336	-	-	336
Surplus for the year		1,509	1,082	286	2,877	982	525	(370)	1,137
Reserves brought forward as reported		165,018	45,937	4,745	215,700	164,036	45,412	5,115	214,563
Reserves as at 31 December 2019		166,527	47,019	5,031	218,577	165,018	45,937	4,745	215,700

Included under regions is the allocation of £826,714 (2018: £812,187) for the regional pool and £745,125 (2018: £964,527) expenditure from the pool.

3 Industrial Action Fund Statement of Comprehensive Income

	2019 National £'000s	2019 Branches £'000s	2019 Total £'000s	2018 National £'000s	2018 Branches £'000s	2018 Total £'000s
Income						
Donations	-	230	230	-	223	223
Other Income	25	681	706	-	614	614
Allocation from General Fund	1,266	-	1,266	1,243	-	1,243
Operating Income	1,291	911	2,202	1,243	837	2,080
Expenditure						
Administration	-	-	-	(2)	-	(2)
Dispute pay and associated expenses	(456)	(397)	(853)	(450)	(1,152)	(1,602)
Operating Expenditure	(456)	(397)	(853)	(452)	(1,152)	(1,604)
Net Income from Operations	835	514	1,349	791	(315)	476
Investment Income	121	11	132	85	18	103
Surplus for the year	956	525	1,481	876	(297)	579
Reserves as at 1 January 2019	17,662	12,643	30,305	16,786	12,940	29,726
Reserves as at 31 December 2019	18,618	13,168	31,786	17,662	12,643	30,305

4 Analysis of General Fund Statement of Financial Position

	2019 National £'000s	2019 Branches £'000s	2019 Regions £'000s	2019 Total £'000s	2018 National £'000s	2018 Branches £'000s	2018 Regions £'000s	2018 Total £'000s
Tangible Fixed Assets	101,981	2,612	4	104,597	97,307	2,620	7	99,934
Investments	7,550	20	-	7,570	5,268	20	-	5,288
Intangible Asset	5,424	-	-	5,424	5,462	-	-	5,462
Creditors payable later than 1 year	(205)	-	-	(205)	(255)	-	-	(255)
Other Net Assets	51,777	44,387	5,027	101,191	57,236	43,297	4,738	105,271
	166,527	47,019	5,031	218,577	165,018	45,937	4,745	215,700

5 Total National Expenditure/Non-Membership Income

	2019	2019	2019	2018	2018	2018
	Expenditure	Non-Membership	Net	Expenditure	Non-Membership	Net
	£'000s	Income	Expenditure	Expenditure	Income	Expenditure
	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s
Learning and Organising Services	2,532	(1,203)	1,329	2,678	(1,011)	1,667
Recruitment and Organising	282	-	282	278	-	278
Fighting Fund	1,441	-	1,441	3,663	-	3,663
Branch Resource Uplift	1,459	-	1,459	1,355	-	1,355
Organising & Recruitment	5,714	(1,203)	4,511	7,974	(1,011)	6,963
Local Government	1,176	-	1,176	1,264	-	1,264
Healthcare	1,302	-	1,302	1,231	(1)	1,230
Education & Childrens' Services	823	-	823	1,070	-	1,070
Business & Community	1,400	-	1,400	1,149	-	1,149
Police and Justice	87	-	87	75	-	75
Members' Pension Service	171	-	171	183	-	183
Members' Participation Unit	1,239	-	1,239	1,159	-	1,159
Negotiating and Promoting Equality- members	1,315	-	1,315	460	(500)	(40)
Bargaining, Negotiation & Equalities	7,513	-	7,513	6,591	(501)	6,090
Communications	4,533	(306)	4,227	4,641	(297)	4,344
Policy and Public Affairs	1,075	-	1,075	974	-	974
Trade Union Affiliations	4,710	-	4,710	4,801	-	4,801
Press Office	420	-	420	381	-	381
International	360	-	360	358	-	358
Communications, Campaigns & Policy	11,098	(306)	10,792	11,155	(297)	10,858
Finance	2,029	-	2,029	2,406	(42)	2,364
Rule Book Benefits	348	-	348	380	-	380
Legal Services	4,297	(24)	4,273	4,516	(91)	4,425
Membership Service (RMS)	2,268	-	2,268	2,212	-	2,212
Organisation and Staff Development	2,120	-	2,120	1,431	-	1,431
Systems Management:						
Information Technology	8,704	-	8,704	9,302	-	9,302
Property Maintenance	6,845	(1,008)	5,837	6,291	(911)	5,380
Administration and Postage	565	-	565	522	-	522
Insurance	1,297	-	1,297	1,032	-	1,032
Developing an Efficient and Effective Union	658	-	658	1,073	-	1,073
Organisation and Resource Development	29,131	(1,032)	28,099	29,165	(1,044)	28,121
NEC Committees	539	-	539	545	-	545
Executive Office	770	-	770	696	-	696
General Secretary's Office	1,114	-	1,114	920	-	920
Conference Organisation	3,380	-	3,380	3,377	-	3,377
Membership Liaison	4,490	(1,365)	3,125	3,681	-	3,681
Executive Office (inc Gen Sec)	10,293	(1,365)	8,928	9,219	-	9,219
Professional Services Unit	717	-	717	853	-	853
Croyde Bay Holiday Resort	1,881	(2,060)	(179)	1,825	(1,851)	(26)
UNISON Living	90	(360)	(270)	90	(359)	(269)
Welfare	892	-	892	832	-	832
Dragon Court – print services	(86)	-	(86)	(25)	-	(25)
Governance	3,494	(2,420)	1,074	3,575	(2,210)	1,365
Total National Expenditure/Non-Membership Income	67,243	(6,326)	60,917	67,679	(5,063)	62,616

	2019	2019	2019	2018	2018	2018
	Expenditure	Non-Membership Income	Net Expenditure	Expenditure	Non-Membership Income	Net Expenditure
	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s
6 Regional Office Expenditure/ Non-Membership Income						
Eastern	3,554	-	3,554	3,361	-	3,361
East Midlands	3,540	-	3,540	3,453	-	3,453
Greater London	5,486	-	5,486	5,392	-	5,392
Northern	2,965	-	2,965	3,045	-	3,045
Northern Ireland	1,754	-	1,754	1,668	-	1,668
North West	5,381	-	5,381	5,175	-	5,175
Scotland	4,921	(112)	4,809	4,827	(107)	4,720
South East	4,216	-	4,216	4,250	-	4,250
South West	3,829	-	3,829	3,781	-	3,781
Wales	3,695	(114)	3,581	3,610	(172)	3,438
West Midlands	4,150	-	4,150	3,883	-	3,883
Yorkshire & Humberside	4,359	-	4,359	3,926	-	3,926
	47,850	(226)	47,624	46,371	(279)	46,092
7 Regional Office Expenditure/ Non-Membership Income						
Other Income	-	(701)	(701)	-	(932)	(932)
Local Expenditure	2,485	-	2,485	3,108	-	3,108
Regional Pool Expenditure	745	-	745	965	-	965
	3,230	(701)	2,529	4,073	(932)	3,141
8 Branch Expenditure/ Non-Membership Income						
Other Income	-	(3,669)	(3,669)	-	(2,806)	(2,806)
Administration expenses	22,193	-	22,193	21,139	-	21,139
Honoraria	1,233	-	1,233	1,285	-	1,285
Conferences	3,795	-	3,795	4,231	-	4,231
Other meetings	1,610	-	1,610	1,547	-	1,547
Publicity	6,376	-	6,376	6,112	-	6,112
Education	1,487	-	1,487	1,166	-	1,166
Local activities	1,750	-	1,750	2,067	-	2,067
Transfers to Industrial Action Fund	481	-	481	274	-	274
Donations	637	-	637	702	-	702
Affiliations	159	-	159	146	-	146
Miscellaneous	1,197	-	1,197	1,458	-	1,458
	40,918	(3,669)	37,249	40,127	(2,806)	37,321

Inter-company note

The income and expenditure of the union includes £0.9 million (2018 £0.9 million) of transactions between the regions, branches and Industrial Action Fund which, for the purpose of the presentation, has not been eliminated on consolidation. This however has no impact on the net results as reported. The accounts have been prepared in this manner as in the view of the NEC it presents the most appropriate view of the activities of the union.

UNISON
NOTES TO THE FINANCIAL STATEMENTS

Year ended 31 December 2019

9a Employees

	2019 £'000s	2018 £'000s
Salaries	44,589	44,992
Social Security costs	4,504	4,500
Pension costs	15,224	14,416
Temporary/Agency	1,274	1,283
Temporary staff at CBHR	626	633
Branch Officials	13,424	12,807
Total staff costs	79,641	78,631

Average number of UNISON employees including part-time employees for the year was: 1,167 (2018: 1,194, this excludes branch officials).

9b Salary and on costs of President, General Secretary and Members of the National Executive Committee

	2019 £	2018 £
Basic salary	110,514	108,347
Salary sacrifice	-	-
London Weighting	5,517	5,409
Gross salary	116,031	113,756
Taxable Subsistence	2,791	2,736
Benefit in Kind	7,658	6,982
Total salary and benefits	126,480	123,474
Employer's national insurance costs	15,366	15,057
Employer's Pension Contribution	-	-
Total cost for the year ended 31.12.2019	141,846	138,531

UNISON operates a defined benefit pension scheme open to all staff, the General Secretary is a member of this scheme. Members of the scheme receive defined benefits under the Trust Deed and Rules.

UNISON has a salary sacrifice arrangement for all staff pensions.

No salary or other benefits are paid to the President or other Members of the National Executive Council.

Key management personnel comprise members of the Senior Leadership Team in the Union. Total costs for the year ended 31 December 2019 is £3,057,959 (2018: is £2,761,681).

10 Employers' Pension Costs

Defined Benefit Pension Schemes

The Union operates two defined benefit pension schemes in the UK, the UNISON Staff Pension Scheme and the COHSE 1974 Pension and Assurance Scheme. The Union is one of several employers that sponsor the UNISON Staff Pension Scheme.

The schemes are administered by trustees and are independent of the Union's finances. Contributions are paid to the schemes in accordance with the Schedule of Contributions agreed between the trustees and the employers. Of the two schemes, only the UNISON Staff Pension Scheme remains open to new entrants.

The assets and liabilities of the UNISON Staff Pension Scheme are not segregated between the employers that participate in the scheme. Consequently, the share of the scheme's liabilities in respect of the Union's

employees and former employees, and the assets backing those liabilities, has been estimated.

The actuarial valuations have been updated to 31 December 2019, by independent qualified actuaries in accordance with FRS 102. As required by FRS 102, the value of the defined benefit liabilities has been measured using the projected unit method. The funding target is for the scheme to hold assets equal in value to the accrued benefits based on projected salaries. If there is a shortfall against this target, then the Union and trustees will agree on deficit contributions to meet this deficit over a period.

The key FRS 102 assumptions used for the schemes are set out below, along with the fair value of the assets, a breakdown of the assets into the main asset classes, the present value of the FRS 102 liabilities and the deficit of assets below the FRS 102 liabilities (the net pension liability).

The major assumptions used by the actuaries were:

	31 December 2019	31 December 2018
Retail price inflation assumption	3.0% pa	3.2% pa
Consumer price inflation assumption	1.9% pa	2.1% pa
Rate of increase of pensions in payment:		
Non-GMP earned before 1 July 2016	3.0% pa	3.2% pa
Non-GMP earned after 1 July 2016	1.9% pa	2.0% pa
Post 1988 GMP	1.8% pa	1.9% pa
General increase in salaries over next year	1.9% pa	2.1% pa
Over second year and thereafter	1.9% pa	2.1% pa
Discount rate	2.1% pa	2.9% pa

On the basis of the assumptions used for life expectancy, a male pensioner currently aged 60 would be expected to live for a further 25.9 years (2018: 26.4 years). A male pensioner aged 60 in 20 years' time would be expected to live for a further 27.4 years (2018: 28.0 years).

The current allocation of the schemes' assets are as follow:

	2019 Value £'000s	2018 Value £'000s
Equities	260,151	231,713
Bonds	125,297	214,983
Property	57,971	22,044
Cash	5,885	34,155
Multi-Asset	213,972	115,659
	663,276	618,554

UNISON
NOTES TO THE FINANCIAL STATEMENTS

Year ended 31 December 2019

10 Employers' Pension Costs (continued)

	31 December 2019 £'000s	31 December 2018 £'000s	31 December 2017 £'000s	31 December 2016 £'000s	31 December 2015 £'000s
Fair value of schemes' assets	663,276	618,554	646,090	598,157	518,344
Present value of defined benefit obligations	(821,846)	(759,902)	(789,682)	(795,881)	(620,684)
Net Liability	(158,570)	(141,348)	(143,592)	(197,724)	(102,340)

Changes in the present value of the defined benefit obligation are as follows:	31 December 2019 £'000s	31 December 2018 £'000s
Opening defined benefit obligation	759,902	789,682
Employer's part of current service cost	15,432	16,572
Past service cost	-	4,893
Interest on obligation	21,634	20,215
Contributions from plan members	174	203
Actuarial (Gain)/Loss	52,764	(46,963)
Benefits paid	(28,060)	(24,700)
Closing defined benefit obligation	821,846	759,902

Changes in the fair value of the plan assets are as follows:	31 December 2019 £'000s	31 December 2018 £'000s
Opening fair value of the assets	618,554	646,090
Interest on scheme assets	17,835	16,739
Actual return less interest on scheme assets	35,304	(38,401)
Running costs	(2,063)	(2,032)
Contributions by the employer	21,532	20,655
Contributions by scheme members	174	203
Benefits paid	(28,060)	(24,700)
Closing fair value of plans assets	663,276	618,554

The actual return on the schemes assets over the year was a gain of £53,139,000 (2018: loss of £21,662,000).

The amount recognised outside profit and loss for 2019 is a loss of £17,460,000 (2018 gain of £8,562,000).

It is important to note that all of the pensions accounting entries are volatile from year to year. This is particularly true of the balance sheet figure, as the fair value of the assets are largely linked to the equity market, whereas the amount of the defined benefit obligation is linked to yields on AA-rated corporate bonds. .

The amounts recognised in the Statement of Comprehensive Income are as follows:	31 December 2019 £'000s	31 December 2018 £'000s
Current service cost	15,432	16,572
Past Service Cost	-	4,893
Running cost	2,063	2,032
Interest expense	3,799	3,476
Total expense included in the Statement of Comprehensive Income	21,294	26,973

The amounts included above for past service costs of £4,893,000 is an estimated provision relating to the equalisation of Guaranteed Minimum Pensions (GMP) in accordance with FRS102

10 Employers' Pension Costs (continued)

The following amounts have been included within operating profit under FRS102:	Year to 31 December 2019 £'000s	Year to 31 December 2018 £'000s
COHSE pension scheme additional contributions	3,513	3,353
Past Service Cost	-	4,893
Current service cost	15,432	16,572
Running cost	2,063	2,032
Interest expense	3,799	3,476
Contributions by the employer	(21,532)	(20,655)
Pension cost	3,275	9,671

The following amounts have been recognised outside the profit and loss	Year to 31 December 2019 £'000s	Year to 31 December 2018 £'000s
COHSE	2,888	(1,090)
UNISON	(20,348)	9,652
Actuarial (Loss)/Gain recognised outside profit or loss	(17,460)	8,562

The FRS 102 Statement of Financial Position of the Schemes as at 31 December 2019 is as follows:	UNISON £'000s	COHSE £'000s
Defined Benefit Obligation	770,310	51,536
Fair Value of Assets	(595,915)	(67,361)
Pension Deficit/(Asset)	174,395	(15,825)

The deficit under FRS 102 would have moved as follows during the year	Year to 31 December 2019 £'000s	Year to 31 December 2018 £'000s
(Deficit) in schemes at 1 January 2019	(141,348)	(143,592)
Expense included in the profit or loss	(21,294)	(26,973)
Contributions by the employer	21,532	20,655
Actuarial Gain/(Loss)	(17,460)	8,562
Deficit in Schemes as at 31 December 2019	(158,570)	(141,348)

Over the year to 31 December 2019, contributions by the National Office of £19,513,800 (2018: £18,701,000) were made to the schemes.

Other significant contributions (excluding employee contributions) were £2,134,600 for Branch Officials (2018: £2,017,500) and £459,200 for Pension Protection levy (2018: £415,000).

It was agreed with the Trustee that contributions to the UNISON Scheme increase to 25% of members' salaries from 1st April 2006. Since 1st April 2010 additional contributions from the Employer to the Scheme continues. This amount represents the savings in their National Insurance contributions flowing from the "salary sacrifice" arrangement. For the time being, this is calculated at approximately 0.9% of Pensionable Salaries overall.

UNISON
NOTES TO THE FINANCIAL STATEMENTS

Year ended 31 December 2019

11 Fixed assets

Tangible Fixed Assets

General Fund	Freehold Properties £'000s	Leasehold Properties £'000s	Equipment £'000s	Total £'000s
Cost:				
At 1 January 2019	116,339	2,602	11,583	130,524
Disposal/ Impairment and Fully depreciated assets	-	-	(1,275)	(1,275)
Additions	6,130	-	1,790	7,920
At 31 December 2019	122,469	2,602	12,098	137,169
Depreciation				
At 1 January 2019	20,587	2,393	10,237	33,217
Disposal, Impaired and Fully depreciated assets	-	-	(1,275)	(1,275)
Charge for the year	2,334	56	857	3,247
At 31 December 2019	22,921	2,449	9,819	35,189
National net book value at 31 December 2019	99,548	153	2,279	101,980
National net book value at 31 December 2018	95,752	209	1,346	97,307
Total Union				
General Fund	99,548	153	2,279	101,980
Regions			4	4
Branches	1,800	73	740	2,613
Total Union net book value at 31 December 2019	101,348	226	3,023	104,597
Total Union net book value at 31 December 2018	97,604	290	2,040	99,934

Intangible Fixed Assets

UNISON owns the freehold interest in 1 Mabledon Place. The last professional valuation was performed in February 2012 by Deloitte Drivers Jonas, who valued the freehold interest at £5.65 million. Under FRS102 UNISON adopted the approach to freeze the valuation as at 1 January 2014 and treat this as the deemed cost at that date. Amortisation is charged on a straight line basis over the length of the lease of 150 years.

General Fund	Leasehold Properties £'000s
Cost:	
Deemed cost as at 1 January 2019	5,650
Additions	-
Disposals	-
At 31 December 2019	5,650
Amortisation	
At 1 January 2019	(188)
Charge for the year	(38)
At 31 December 2019	(226)
National net book value at 31 December 2019	5,424
National net book value at 31 December 2018	5,462

UNISON
NOTES TO THE FINANCIAL STATEMENTS

Year ended 31 December 2019

12 Investments

Cost:	Year to 31 December 2019			Year to 31 December 2018		
	Listed investments	Unlisted investments	Total	Listed investments	Unlisted investments	Total
	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s
At 1 January 2019	25	5,262	5,287	153	4,040	4,193
Additions at cost	-	2	2	-	528	528
Disposals	-	-	-	(128)	-	(128)
Revaluation to market value	-	2,281	2,281	-	694	694
At 31 December 2019	25	7,545	7,570	25	5,262	5,287

Unlisted investments	Year to 31 December 2019		Year to 31 December 2018	
	Market Value	Book Value	Market Value	Book Value
	£'000s	£'000s	£'000s	£'000s
Unity Trust Bank	7,545	7,545	5,262	5,262
Listed investments				
Others – National	5	5	5	5
Others – Branches	20	20	20	20
	7,570	7,570	5,287	5,287

Managers in Partnership – Joint Venture

On 1 June 2005, UNISON entered into a Joint Venture (JV) with the First Division Association (FDA), the JV is known as Managers in Partnership (MiP). The partnership provides support for senior manager members in the health service.

Control of the partnership is 50:50.

The management accounts of the partnership are as follows:	Total Partnership	UNISON Share
	2019	2019
	£'000s	£'000s
Income	1,705	853
Expenditure	(1,285)	(643)
Distributions to partners	(420)	(210)
Closing reserves	-	-
	Total Partnership	UNISON Share
	2019	2019
	£'000s	£'000s
Net current assets	-	-
Net current liabilities	-	-
Closing reserves	-	-

UNISON
NOTES TO THE FINANCIAL STATEMENTS

Year ended 31 December 2019

13 Financial Instruments

Financial Assets and Liabilities	2019	2018
	£'000s	£'000s
Financial assets measured at fair value through profit or loss	7,570	5,289
Financial assets measured at amortised cost	142,587	140,655
Financial liabilities measured at amortised cost	(11,866)	(8,786)

The fair value of investments is taken from their quoted market values at the year end.

14 Debtors

	2019	2018
	£'000s	£'000s
Members' subscriptions	8,399	8,491
Thompson LLP	3,119	3,119
Other debtors	2,180	1,877
Prepayments and accrued income	3,466	4,779
	17,164	18,266

15 Creditors

	2019	2018
	£'000s	£'000s
Payable within one year		
Trade creditors and accruals	(11,661)	(8,659)
PAYE, NI and other taxes	(1,416)	(1,395)
	(13,077)	(10,054)
Creditors: payable later than one year	(205)	(255)
	(13,282)	(10,309)

16 Operating Lease Commitments

UNISON is committed to the following total commitments under non-cancellable operating leases as follows:

	2019		2018	
	Land and Buildings	Other	Land and Buildings	Other
	£'000s	£'000s	£'000s	£'000s
National				
Less than one year	1,943	161	2,659	76
Between two and five years	5,996	397	6,681	169
More than five years	4,421	51	5,454	–
Branches				
Less than one year	478	–	641	–
Between two and five years	533	–	657	–
Over five years	442	–	397	–

UNISON
NOTES TO THE FINANCIAL STATEMENTS

Year ended 31 December 2019

17 International Development Fund

The The above fund was established in 2004 to support the union's international commitments through a range of projects with trade unions in the developing world. The International Fund is disclosed as part of the transactions and balances of the General Fund.

	2019 £'000s	2018 £'000s
Income		
General Fund Donations	51	58
Interest	-	-
Expenditure		
Project donations	(58)	(103)
Deficit	(7)	(45)
Reserves as at 1 January 2019	363	408
Reserves as at 31 December 2019	356	363

18 Notes to the Statement of Cash Flows

	2019 £'000s	2018 £'000s
a Reconciliation of Deficit to Net Cash Inflow from Operating Activities		
Loss for the year	(12,864)	3,960
Actuarial Loss on pension scheme	17,460	(8,562)
Proceeds from Sale of Property	-	-
Interest received	(371)	(250)
Proceeds from disposal of Investments	-	-
Interest paid	306	272
Pension costs FRS102 provision	(238)	6,318
Depreciation	3,247	2,839
Change in Fair Value of Investments	(2,281)	(694)
Decrease in debtors	1,031	1,875
Increase in creditors	2,973	(110)
Net cash inflow from operating activities	9,263	5,648

	2019 £'000s	Cash Flow £'000s	2018 £'000s
b Analysis of Net Funds			
Short Term Bank Deposits	55,567	(5,715)	49,852
National and Regional – cash at bank	15,051	4,418	19,469
Branches – cash at bank	57,992	(158)	57,834
Net funds	128,610	(1,455)	127,155

19 Capital Commitments

There are no significant capital commitments.

20 Related Party Disclosure

The General Secretary is a Non-Executive Director of Unity Trust Bank. UNISON owns 10% of Unity Trust Bank ordinary shares and also banks with Unity Trust.

At year end UNISON held cash balances with Unity at Branch, Region and National totalling £128.6 million.

UIA supply and deliver the UNISON Direct service to members, UNISON reimbursed UIA costs of £2.7 million in 2019.

UNISON Welfare Board of Trustees are elected substantially from UNISON NEC and the regional and branch network.

Joint Venture in MIP summary is available under Note 12 - Investments.

UNISON donated £0.9m to UNISON welfare in 2019.

21 Financial and Operational Risk Management

UNISON is dependent on members' subscription income to fund all operations at National, Regional and Branch level. At times when the union's income continued to decline, largely as a result of ongoing austerity measures imposed, the union responded with robust recruitment and retention campaigns and activities to boost the union's membership. The union invested heavily in resources, union organisers and activists and their training to enhance organising and recruitment capacities and capabilities. This significantly reduced the adverse impact on union membership and participation levels, and which have since remained strong, resilient and consistent throughout. UNISON is therefore still well positioned in terms of membership and income, cash and reserves to manage its operations going forward. The union remains increasingly aware and alert to the future potential impact of ongoing austerity measures and changes in legislation on its membership and income. The union continues with short term strategic reviews of operations and member services with a view to avoiding more significant loss of members and income. UNISON has over the last few years invested in and embraced the technological development and strategies. This includes enhanced business intelligence, digital communications, tools and platforms enabling all parts of the union to react and interact with members and across the organisation more effectively. Where required, the union has been prepared to undertake a wider review of its operations and services in the medium and longer term.

UNISON works proactively to ensure measures are in place to manage its financial and operational risk. This includes forward financial planning and a proven strategy to ensure that the union operates balanced budgets so as to at least maintain its reserves whilst providing for capital maintenance to ensure the union operates effectively at all levels. Budgets and forecasts take into account the levels of expected income and expenditure and a going concern review is undertaken each year along with cash flow projections. These financial reviews are reported in detail to the Finance and Resource Committee for approval and agreement and subsequent endorsement by the National Executive Council as well as being made available to the external auditors.

The union actively undertakes regular and special reviews to improve operational efficiencies and controls and seek opportunities to maximise the use of all of its resources across the organisation. UNISON invests heavily in training and ongoing development of all staff to be able to meet the organisations and members needs and is proud of the levels of knowledge, expertise and dedication of all our staff which keeps the union attractive to members.

UNISON conducts its affairs with absolute minimum or nil external borrowings or debt but has the capacity, if required, to undertake significant loans underpinned by a valuable asset base. The single largest obligation is to the staff pension scheme which currently has a funding deficit. The pension deficit has been and continues to be managed through a clear strategy and recovery plan put in place by the employer and the trustees working collaboratively with professional legal and actuarial guidance. This recovery plan has been recently reviewed and has been updated to take into account current economic conditions, actuarial factors and funding deficit.

Commentary on COVID –19 and impact on the union

Under the current COVID-19 pandemic and uncertainty, the single biggest risk for the union organisation is the potential and significant loss of membership and therefore income if the situation remains ongoing and prolonged. Whilst this could represent risk to the unions ability to generate or maintain cash, it does not in itself create an immediate threat to financial capacity of the union to continue its operations in the foreseeable future. The measures outlined above continue to operate and ensure that the union and its membership remains protected and

supported. The union continues its crisis management support of members and this in turn attracts more new joiners and results in fewer members leaving the union.

Membership and subscription income for 2019 has been much better and higher than previous years as a direct result of the actions, initiatives and investments undertaken by the union. The most recent statistics indicate that in the run up to this report our recruitment of new members remains high across most sectors. A surge in new membership has been attributed in part to the unions proactive response against potential threat or risks to members jobs or earnings as a direct result of COVID-19. The increase also reflects on the confidence in the union, its strength of reputation and ability of the union to support new and existing members in times when they need it most. It is positive and encouraging that the Government has given commitment and announced measures to invest in and support employees in the NHS and other public sector workers who form the majority of the union's membership.

In the short term the union has acted quickly to ensure continued operations and service to members by diverting resources and efforts to the front-line support services with additional IT and equipment as required, ensuring our staff and lay committees are able to continue on a business as usual approach. Recent investments in IT and connectivity coupled with robust back up plans has meant minimised disruption and business continuity for most part but overall the union remains operational.

The union continues to meet all our obligations and are fully geared to continue working remotely for the foreseeable future. Our suppliers who are carefully vetted share our ethics and business practices and remain supportive to the point that special customised arrangements can be made as required to overcome short term difficulties. Therefore, we have a strong and loyal supplier chain continuing to provide the service as before.

The union as with other similar organisations has a high level of committed costs which can be met in the short term. If required, the union can also make significant changes to its costs base in the short term by curtailing non-essential expenditure at short notice if required. In the slightly longer term the union can review its operations wider to make strategic financial and operational changes to mitigate longer term negative impacts of the COVID-19 which would include changes across the whole organisation as required.

22 Taxation

Most of the Union's revenue comes from members' subscriptions or otherwise represents income such as commissions that derives directly as a consequence of transactions with or on behalf of members. Such revenue is regarded as 'mutual' income and is outside the scope of corporation tax.

To the extent that the Union has investment income including interest and rental income and/or capital gains, these sources, not being of a mutual nature, are subject to corporation tax. However, these sources are exempt from tax under sections 981-983 CTA 2010 to the extent that they have been applied in the provision of 'provident benefits'.

Statement of Comprehensive Income

	Notes	2019 £'000s	2019 £'000s	2018 £'000s	2018 £'000s
Income					
Contributions receivable			5,795		2,894
Interest on investments			48		34
Total Income			5,843		2,928
Expenditure					
Major campaigns		(2,169)		(2,802)	
Contributions and donations		(34)		(170)	
Contribution to General Fund expenses		(64)		(65)	
Total Expenditure			(2,267)		(3,037)
Surplus/(Deficit) for the year			3,576		(109)

Statement of Financial Position

		2019 £'000s	2018 £'000s
Current Assets			
Debtors	2	2,516	-
Short Term Bank Deposits		8,700	7,800
Cash at bank		332	583
		11,548	8,383
Current Liabilities			
Creditors	3		(411)
Net assets		11,548	7,972
Represented by:			
Reserves at 1 January 2019		7,972	8,081
Deficit for the year		3,576	(109)
Balance 31 December 2019		11,548	7,972

Notes to the Financial Statements

1 Accounting Policies

- (a) The Financial Statements have been prepared on a historical cost basis and in accordance with applicable accounting standards
 (b) The operation of the Fund is governed by the union's Constitution and Rules
 (c) Interest on investments and loans comprises gross interest receivable for the period

	2019 £'000s	2018 £'000s
2 Debtors		
Sundry Debtors	-	-
General Fund	2,516	-
	2,516	-
3 Creditors		
Sundry creditors	-	-
General Fund	-	(411)
	-	(411)
4 Contribution to General Fund Expenses		

The Financial Statements were approved by the Finance and Resource Management Committee on 30th April 2020 are endorsed by the National Executive Council and signed on its behalf by:



Dave Prentis
 General Secretary
 30th April 2020



Josie Bird
 President
 30th April 2020

Statement of Comprehensive Income

	Notes	2019 £'000s	2019 £'000s	2018 £'000s	2018 £'000s
Income					
Contributions receivable			2,929		3,193
Other Income			10		18
Bank interest			29		15
Total Income			2,968		3,226
Expenditure					
National Expenditure		(2,332)		(1,901)	
National Administration		(98)		(103)	
Contribution to General Fund expenses		(65)		(65)	
Regional Expenditure		(257)		(215)	
Total Expenditure			(2,752)		(2,284)
Surplus for the year			216		942

Statement of Financial Position

		2019 £'000s	2018 £'000s
Current Assets			
Debtors	2	–	–
Short Term Bank Deposits		4,800	4,100
Cash at bank		302	661
		5,102	4,761
Current Liabilities			
Creditors	3	(162)	(37)
Net assets		4,940	4,724
Represented by:			
Reserves at 1 January 2019		4,724	3,782
Surplus for the year		216	942
Balance 31 December 2019		4,940	4,724

Notes to the Financial Statements

1 Accounting Policies

- (a) The Financial Statements have been prepared on a historical cost basis and in accordance with applicable accounting standards
 (b) The operation of the Fund is governed by the union's Constitution and Rules
 (c) Interest on investments and loans comprises gross interest receivable for the period

	2019 £'000s	2018 £'000s
2 Debtors		
Sundry debtors	–	–
Prepayment	–	–
General Fund	–	–
	–	–
3 Creditors		
General Fund	(162)	(18)
Sundry creditors	–	(19)
	(162)	(37)

4 Contribution to General Fund Expenses

The Financial Statements were approved by the Finance and Resource Management Committee on 30th April 2020 are endorsed by the National Executive Council and signed on its behalf by:



Dave Prentis
 General Secretary
 30th April 2020



Josie Bird
 President
 30th April 2020

UNISON

TEN YEAR SUMMARY 2010 TO 2019 – FOR INFORMATION ONLY

Year ended 31 December 2019

(as disclosed in the Annual Financial Statements)

Statement of Comprehensive Income

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s
Income	RESTATED				RESTATED					
Members' Subscriptions	173,134	173,403	170,975	169,122	167,467	165,787	163,794	162,381	162,437	165,343
Local levy	163	196	212	309	300	304	295	282	286	237
Donations by branch members	444	773	22	152	196	107	3	26	223	230
Allocations to Political Funds	(6,044)	(6,418)	(6,716)	(6,632)	(6,637)	(6,520)	(6,550)	(6,543)	(6,087)	(8,724)
Available Operating Income	167,697	167,954	164,493	162,951	161,326	159,678	157,542	156,146	156,859	157,086
Non-Membership Income	13,537	12,726	10,242	8,058	8,648	8,939	8,466	11,410	9,694	11,628
Total Income	181,234	180,680	174,735	171,009	169,974	168,617	166,008	167,556	166,553	168,714
Total Operating Expenditure	(166,501)	(167,330)	(169,627)	(161,891)	(160,790)	(160,737)	(161,587)	(168,051)	(171,155)	(164,118)
Net Income for the year	14,733	13,350	5,108	9,118	9,184	7,880	4,421	(495)	(4,602)	4,596
Revaluation of Mabledon Place	-	17,792	850	-	-	-	-	-	-	-
Actuarial (Losses)/Gains on pension scheme	18,316	(44,977)	(16,525)	12,890	(35,012)	33,804	(95,510)	58,792	8,562	(17,460)
Surplus/(Deficit) for the year	33,049	(13,835)	(10,567)	22,008	(25,828)	41,684	(91,089)	58,297	3,960	(12,864)

Statement of Financial Position

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s
Tangible Assets	108,907	113,731	110,900	106,516	102,653	98,258	100,475	99,185	99,934	104,597
Investments	2,220	22,147	2,153	2,052	1,984	4,192	4,193	4,193	5,288	7,570
Intangible asset	-	-	5,650	5,650	5,650	5,575	5,537	5,500	5,462	5,424
Joint Venture	-	-	-	-	-	-	-	-	-	-
Total Fixed Assets	111,127	135,878	118,703	114,218	110,287	108,025	110,205	108,878	110,684	117,591
Current Assets	136,954	111,388	119,460	119,636	129,814	141,404	141,434	145,830	145,630	146,054
Current Liabilities	(32,300)	(20,399)	(16,182)	(12,156)	(15,016)	(13,600)	(11,160)	(10,114)	(10,054)	(13,077)
Net Current Assets	104,654	90,989	103,278	107,480	114,798	127,804	130,274	135,716	135,576	132,977
Creditors due in more than one year	(29,227)	(14,087)	(6,000)	-	-	-	(355)	(305)	(255)	(205)
Provisions for Liabilities and Charges	-	-	-	-	-	-	-	-	-	-
Net Assets excluding pension scheme	186,554	212,780	215,981	221,698	225,085	235,829	240,124	244,289	246,005	250,363
Pension fund deficit	(66,528)	(106,589)	(120,356)	(104,065)	(133,280)	(102,340)	(197,724)	(143,592)	(141,348)	(158,570)
Total Net Assets	120,026	106,191	95,625	117,633	91,805	133,489	42,400	100,697	104,657	91,793
Represented by:										
Reserves	186,554	212,780	215,981	221,698	225,085	235,829	240,124	244,289	246,005	250,363
Pension scheme liability	(66,528)	(106,589)	(120,356)	(104,065)	(133,280)	(102,340)	(197,724)	(143,592)	(141,348)	(158,570)
Accumulated Reserves	120,026	106,191	95,625	117,633	91,805	133,489	42,400	100,697	104,657	91,793
Average number of employees	1,127	1,133	1,180	1,206	1,206	1,226	1,241	1,220	1,194	1,167

Note: 2010 to 2014 are consolidated financial statements which includes UNISON's subsidiary.



