Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	PFA Scotland
Year ended:	30 June 2019
List no:	
Head or Main Office address:	2 Woodside Place
	Glasgow
Postcode	G3 7QF
Website address (if available)	
Has the address changed during the year to which the return relates?	Yes No x ('X' in appropriate box)
General Secretary:	Mr Fraser Wishart
Telephone Number:	0141 353 0199
Contact name for queries regarding the completion of this return	Fraser Wishart
Telephone Number:	0141 353 0199
E-mail:	Fraser@pfascotland.co.uk
Please follow the guidance notes in the Any difficulties or problems in the complete Officer as below or by telephone to: 0330 105	n of this return should be directed to the Certification
You should send the annual return to the following	lowing email address stating the name of the union in subject:
For Unions based in England and Wales:	returns@certoffice.org

vmw@tcyoung.co.uk

For Unions based in Scotland:

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			Number of	members at the	e end of the	vear		
	Great Britain		Northern Ireland	lrish Republic	Elsewhen (inclu Channel	e Abroad ding	T ,	otala
Male	1	,285						1,28
Female								
Other								
Total	1	,285					A	1,28
Number of men reld:	nbers include	d in totals		whom no home or	rs			
lumber of men eld:	te the follow	d in totals	cord any changes	of Offices during	rs og the twelve	months co		
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Yes

No

x

and names:

If yes, state the name of that other union:

If yes, state the number of affiliated unions:

A federation of trade unions?

b.

Officers in post

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

Name of Officer	Position held
Liam Craig	Chairman
Micheal Devlin	Vice Chairman
Chris Higgins	Vice Chairman
David Gray	Management Committee
Sean Crighton	Management Committee
Carig Barr	Management Committee
Scott Linton	Management Committee
aln Flannigan	Management Committee
Andrew Steeves	Management Committee
Scott Brown	Management Committee
Sean Murdoch	Management Committee
	Wanted Countified

General Fund

(see notes 13 to 18)

Income	£	£
From Members: Contributions and Subscriptions From Members: Other income from members (specify)		86,11
Total other income from members		
Total of all income from members		86,115
Investment Income (as at page 12)		
Other Income		
Income from Federations and other bodies (as at page 4)	260,000	
Income from any other sources (as at page 4)		
Total of other Income (as at page 4)		600 000
Total income		260,000 346,115
kpenditure interfund Transfers iN		
Benefits to members (as at page 5)		77,319
Administrative expenses (as at page 10)		195,311
Federation and other bodies (specify)		
		1
Total expenditure Federation and other bodies		
Taxation		
Total expenditure		272,630
Interfund Transfers OUT		
Surplus (deficit) for year		73,485
Amount of general fund at beginning of year		
Amount of general fund at end of year		73,485

Fun	0 2	Fund Accoun
Name:	3	
income		£
	From members	
	Investment income (as at page 12)	
	Other income (specify)	
	Total ethan !	
	Total other income as specified	
	Total Income	
Expenditure	Interfund Transfers IN	
•	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	

Func	13		Fund Accoun
Name:		£	
income		E.	£
	From members		
	Investment income (as at page 12)		
	Other income (specify)	10 10	
		E A	
		1	
	Total other Inc	ome as specified	
		Total Income	
xpenditure	Inte	rfund Transfers IN	
-vhaugittita	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	T	otal Expenditure	
	Interfu	nd Transfers OUT	
•		-	
	Surplus (De	ficit) for the year	
	Amount of fund at b		
	Amount of fund at the end of year (as	Balance Sheet)	
		-	
	Number of members contributir	g at end of year	

Fund	14		Fund Accoun
Name:		£	
Income		E.	£
	From members		_
	Investment Income (as at page 12)		_
	Other income (specify)		
	Total other Income	as specified	
	١	otal income	
	Interfund	Transfers IN	
xpenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total	Expenditure	
	Interfund Tr	ansfers OUT	
	Surplus (Deficit)	for the year	
	Amount of fund at begin		
	Amount of fund at the end of year (as Bal	erice Sheet)	
	Number of members contributing at	end of year	

Fun	4 7		Fund Account
Name:		3	3
Income			
	From members		
	investment income (as at page 12)		
	Other income (specify)		
	Total other inc	ome as specified	
		Total Income	
	Inte	rfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	i	otal Expenditure	
	Interfu	nd Transfers OUT	
	Surplus (De	ficit) for the year	
	Amount of fund at b		
	Amount of fund at the end of year (as		
	Number of members contributing		

Func	10		Fund Account
Name:		£	3
income			
	From members	1	
	investment income (as at page 12)		
	Other income (specify)		
	Total other in	ncome as specified	
		Total Income	
Expenditure	In	terfund Transfers IN	
xperionure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
		Total Expenditure	
		fund Transfers OUT	
		-	
	Surplus (D	eficit) for the year	
	Amount of fund at	beginning of year	
	Amount of fund at the end of year (as Balance Sheet)	
		No.	
	Number of members contribut	ing at end of year	

Func	7		Fund Account
Name:		3	£
income		-	E,
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other is	ncome as specified	
		Total Income	
	In	terfund Transfers IN	
Expenditure		1	
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		1
		Total Expenditure	
	Inter	fund Transfers OUT	
	Surplus (E	Deficit) for the year	
		beginning of year	
	Amount of fund at the end of year (
	Number of members contribut	ting at end of year	

Func			Fund Accour
income		£	3
	Error mount		
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other lead		
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		Total income	
xpenditure	!nter	fund Transfers IN	
•	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	To	tal Expenditure	
	Interfun	d Transfers OUT	
	Surplus (Defi	cit) for the year	
	Amount of fund at be		
	Amount of fund at the end of year (as	Belance Sheet)	
	The state of the s		
	Number of members contributing	st and of year	
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Fund	d 9			
Name:		Fund Account		
Income	3	3		
	From members			
	Investment Income (as at page 12)			
	Other income (specify)			
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	Total other income as specified			
	Total income Interfund Transfers IN			
xpenditure	mentand transfers in			
	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

Political fund account 1 To be completed by trade unions which maintain their own political fund Income Members contributions and levies (resetted fund) Total other income as specified Total income Total other income as specified Total income Expenditure under section (82) of the Trade Union and Labour Relations (Consolidation) Act 1982 on purposes set out in section (72) Expenditure of act page 1) Expenditure 6 (as at page 1) Expenditure 6 (as at page 1) Expenditure 7 (as at page 1) Expenditure 6 (as at page 1) Expenditure 7 (as at page 1) Expenditure 6 (as at page 1) Expenditure 6 (as at page 1) Expenditure 7 (as at page 1) Expenditure 6 (as at page 1) Expenditure 6 (as at page 1) Expenditure 7 (as at page 1) Expenditure 6 (as at page 1) Expenditure 7 (as at page 1) Expenditure 6 (as at page 1) Expenditure 7 (as at page 1) Expenditure 6 (as at page 1) Expenditure 6 (as at page 1) Expenditure 7 (as at page 1) Expenditure 6 (as at page 1) Expenditure 7 (as at page 1) Expenditure 6 (as				(see notes 24 to 33)	£	£
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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 examption notice and do not contribute to the political fund Ititical fund account 2 To be completed by trade unions which act as components of a cantral trade union Total received back from central political fund Other Income (specify) Total other income as specified Total income Expanditure 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 Amount held on behalf of trade union political fund at beginning of year Amount held on behalf of opening political fund at end of year Number of members at end of the year not 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 the year not contributing to the political fund				Amount of political fund at the and of the	at beginning or year	
Number of members at end of year who have completed an exemption notice and do not contribute to the political fund litical fund account 2 To be completed by tracte unions which act as components of a central trade union Contributions and levies collected from members on behalf of central political fund Funds received back from central political fund Other income (specify) Total income Expanditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify) Administration expenses in connection with political objects(specify) Non-political expanditure Total expanditure Total expanditure Total expanditure Amount held on behalf of trade union political fund at beginning of year Amount held on behalf of or entral political fund at end of year Number of members at end of year not 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 the year not contributing to the political fund				Must be a second relicion of the end of Ass.	(as <u>Balance Sheet)</u>	
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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 Expanditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify) Administration expenses in connection with political objects(specify) Non-political expanditure Total expanditure Total expanditure Amount held on behalf of trade union political fund at beginning of year 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 contributing to the political fund Number of members at end of the year contributing to the political fund	litical fu	nd account 2 To be co	was lated	has have a second poor in the second poor contribute	a to the political fund	
Funds received back from central political fund Other Income (specify) Total other income as specified Total income Expanditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify) Administration expenses in connection with political objects(specify) Non-political expanditure Total expanditure Surplus (deficit) for year Amount held on behalf of trade union political fund at beginning of year 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			m pietoti	by trade unions which act as components of a c	entral trade union	
Other Income (specify) Total other Income as specified Total Income Expanditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify) Administration expenses in connection with political objects(specify) Non-political expanditure Total expanditure Surplus (deficit) for year Amount held on behalf of trade union political fund at beginning of year 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 the year not contributing to the political fund	2111G	Continuous and levies col	liected from	n members on behalf of central political fund		
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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 contribution to the political fund		(aprillation) Fig. 1882 (april	ectry)			
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						
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		Administration expe	enses in co	mnection with political objects(specify)		
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 contribution to the political fund		Non-political expenditure	8	1		1
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 contribution to the political fund				L	Total meaneth we	
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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				Amount held on behalf of trade union political find of	the classical professional control of the classical professional control of the classical contro	
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 contributing to the political fund Number of members at end of the year not contributing to the political fund				Arrount held on behalf of south Arrount	to central politicei	
Number of members at end of the year not contribution to the political fund				Number of marsham of central political fi	und at end of year	
of members at end of the year not contributing to the political fund			j.ts.	transport of transport at the state of year contributing to	the political fund	
	or of	homotoutet.	1/10	arriver or members at end of the year not contributing to	o the political fund	

Political fund account expenditure (a)

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

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

Contribution to the funds of, or on the payment of expenses incurred directly or indirectly by a political party					
Name of political party in relation to which money was expended	Total amount spent during the period £				
Tota	ıl eri				

Political fund account expenditure (b)

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

	15
Name of political party to which payment was made	Total amount paid during the pend
expenditure of money on the provision of any services or property for Name of political party to which payment was made	Total amount paid during the peri

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

itle and Date of election	Name of political party/organisation	Name of candidate, organisation or political party (see 33(iii))	£
			_
			_
		Total	

Political fund account expenditure (d)

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 on the maintaince of any holde	er of political office
Name of office holder	£
	44
То	tal

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.

iame of political party	
or position party	£

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 pursuade 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

£

Total

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

e nature of each cause or campaign for which money was expended in relation to each one		£
nature of each cause or campaign for which money was exp mount expended in relation to each one		£
	ended, and the	3
	ended, and the	3
	111	
	=	
	Total expenditure	
me of each organisation to which money was paid (otherwise cause of campaign), and the total amount paid to each one	than for a	
and the total amount paid to each one		£
Tc	tal expenditure	
	- ovbeligitite	
amount of all other money expended		£
Tota	i expenditure	
	_	
Total of all e	xpenditures	

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

(see notes 34 and 35)

	£ 137,6 3,9 3,44 2,60 14,13 2,83 18,09
	137,6 3,9 3,4 2,60 14,13
	3,9 3,44 2,60 14,13
	3,9 3,44 2,60 14,13
	3,9 3,44 2,60 14,13
	3,44 2,60 14,13 2,83
	2,60 14,13 2,83
	14,13
	14,13
	2,83
	3,808
	8,288
)	
	1
	402
	104
T.	76
1	70
	1
	1
	1
	1
- 1	
II.	
1	1
1	
Total	407044
neral Fund (Page 3)	195,311
and (i dgd d)	195,311
Total	
I OTAL	195,311
	Total neral Fund (Page 3)

Analysis of officials' salaries and benefits (see notes 36 to 46 below)

Office held	Gross Salary Emg		Benefits			Total	
				Penalon Contributions	Other Benef	ita	
			1	Description	Value		
	£	£	£		£	£	
Chief Executive	67,622	8,162	1,535			77,319	
					-		
					+		

Analysis of investment income

	(000 110t03 77 alltu 40)	
	Political Fund £	Other Fund(s) £
Rent from land and buildings		
Dividends (gross) from:		
Equities (e.g. shares)		
Interest (gross) from:	1	
Government securities (Gilts)		
Mortgages		
Local Authority Bonds		
Bank and Building Societies		
Other investment income (specify)		
	Total investment inco	
	Total III Gornell III (III CO	11/4
Credit	ed to:	
	General Fund (Page	3)
	Political Fu	nd
	Total Investment Fund	ds

Balance sheet as at

30 June 2019

(see notes 49 to 52)

	(see notes 49 to 52)		
evious Year		£	3
	Fixed Assets (at page 14)		
	investments (as per analysis on page 15)		
	Quoted (Market value £ (
	Unquoted		1,00
	Total investments		1,00
	Other Assets		
	Loans to other trade unions		
	Sundry debtors		33,81
	Cash at benk and in hand		333,73
	Income tax to be recovered	1	
	Stocks of goods		
	Others (specify)		
	Total of other assets		367,55
		Total assets	368,55
274,003	General fund (page 3)		347,48
	Political Fund Account		
	Liabilities		
	Amount held on behalf of central trade union political fund Trade creditors Social Sercurity Other creditors		9,136 7,52 1,364
	Credit Card Accruals		69 2,34
_			
		otal liabilities	21,062
I.J.		Total assets	£ 1,000

Fixed assets account

(see notes 53 to 57)

	Land and Freehold	d Buildings Leasehold	Fumiture and Equipment £	Motor Vehicles £	Not used for union business £	Total £
Cost or Valuation						
At start of year						
Additions						
Disposals						
Revaluation/Transfers						
At end of year						
Accumulated Depreciation At start of year Charges for year Disposals Revaluation/Transfers At end of year						
Net book value at end of year						
Net book value at end of previous year						

Analysis of investments

Quoted		All Funds Except Political Funds	Political Fun
	Equities (e.g. Shares)	3	3
	Government Sacurities (Gifts)		
	Other quoted securities (to be specified)		
	and desire accounts (m as sharman)		
	Total quoted (as Balance Sheet) Market Value of Quoted Investment		
quoted	Equities PFA Scotland Enterprises Ltd	1,000	
		1,000	
	Government Securities (Gilts)		
	Mortgages		
	Bank and Building Societies		
	Other unquoted investments (to be specified)		
	Trial (mounded for Polemen Charle)		
	Total unquoted (as Balance Sheet) Market Value of Unquoted Investments	1,000	

Analysis of investment income (controlling interests)

(see notes 60 and 61)

(555 115155 55	and or)
Does the union, or any constituent part of the union, has a controlling interest in any limited company? If YES name the relevant companies:	Yes X No
Company name	Company registration number (if not registere
	in England & Wales, state where registered)
PFA Scotland Enterprises Limited	SC332556
Are the shares which are controlled by the union registered in the names of the union's trustees? If NO, state the names of the persons in whom the shares controlled by the union are registered.	Yes No
Company name	Names of shareholders

Summary sheet

	(see notes 62 to 73)		
	All funds except Political Funds £	Political Funds £	Total Funds £
Income			
From Members	86,115		
From Investments			86,
Other Income (including increases by revaluation of assets)	260,000		
Total Incom			260,0
Expenditure (including decreases by revaluation	346,115		346,1
of assets) Total Expenditure			
- September 1	272,630		272,6
unds at beginning of year neluding reserves)	274,003		274 00
unds at beginning of year nciuding reserves) unds at end of year nciuding reserves)	274,003 347,488		111
unds at end of year acluding reserves) asets	347,488 Fixed Assets		- 112
unds at end of year including reserves) ssets	347,488 Fixed Assets Avestment Assets		111
unds at end of year including reserves) ssets	347,488 Fixed Assets		347,48
unds at end of year including reserves) ssets	347,488 Fixed Assets Investment Assets other Assets	Total Assets	
including reserves) unds at end of year including reserves) usets	Tixed Assets Investment Assets Ither Assets	Total Assets Fotal Liabilities	1,000 367,550

Summary sheet (see notes 62 to 73)

	(888 1068 62 (0 70)		
	All funds except Political Funds £	Political Funds £	Total Funds £
ncome			
From Members			
From Investments			
Other Income (including increases by evaluation of assets)			
Total income			
Expenditure (including decreases by revaluation of assets)			
Total Expenditure		_ \	
Funds at beginning of year (including reserves) Funds at end of year (including reserves)			
Assets			
	Fixed Assets		
	Investment Assets	9	
	Other Assets		
		Total Assets	
Liabilities		Total Liabilities	
Net Assets (Total Assets less Total i	_iablifties)		

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

Did the union hold any ballots in respect of industriel action during the	a refute periodo	1
If Yes How many beliots were held;	a rarristii betrodis	
For each ballot hald please complete the information below:		
Ballot 1		
Number of individual who were entitled to vote in the ballot		
Number of votes cast in the ballot	╡	
Number of individuals enewering "Yes" to the question	4	
Number of individuals assurering "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 inclviquals who were entitled to vote in the ballot	1-3 should total "N	umber of votes car
Does section 226(28) of the 1992 Act apply in relation to this beliet (see notes 76-60)?		
yes, were the number of individuals enemering "Yes" to the question (or each question railied to vote in the ballot		
usunda to note in the perior	ri) at least 40% of the number of	of Individuals who were
allot 2		
amber of individual who were entitled to vote in the ballot		
imber of votes cast in the ballot		
mitter of Individuals enewering "Yes" to the question		
mber of individuate enewering "No" to the question		
mber of invalid or otherwise spolled voting papers returned		
re the number of voice cost in the belief at least 50% of the number of individuals	1-3 ahould total "Num	ber of votes cent
re section 228(28) of the 1992 Act apply in relation to this ballot (see notes 78-80)?		1
s, were the number of Individuals stresses 196-19		- 1
e, were the number of individuals answering "Yes" to the question (or each question) at led to vote in the ballot	t least 40% of the mumber of in	dividuals who were
		- 1
×3		
per of Individual who were entitled to vote in the build:		11
per of votes cast in the beliet		1
or of individuals answering "Yes" to the question		1
or of individuals answering "No" to the question		1
ar of invalid or otherwise applied voting papers returned		
the number of votes cest in the ballot at least 50% of the number of individuals are emitted to vote in the ballot	1-3 should total "Number	r of votes cast"
action 226(28) of the 1992 Act apply in relation to this ballot (see notes 78-80)?		
vere the number of individuals answering "Yes" to the question (or each question) at let to vote in the ballot	not 40% of the number of Inchi	chante who some
		CAMPIN CHAIR SHOW

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

Bailot 4		
Number of Individual who were entitled to vote in the ballot		
Number of votes cast in the ballot		
Number of Individuals answering "Yes" to the question	1	
Number of individuals answering "No" to the question	2	
Number of invalid or otherwise spolled voting papers returned		
	1-3 should total "Number of votes cast"	
Were the number of votes cast in the ballot at least 50% of the individuals who were entitled to vote in the ballot	number of	
Does section 225(2B) of the 1992 Act apply in relation to this be	slict (see notes 76-80)?	
if yes, were the number of individuals answering "Yes" to the quindividuals who were entitled to vote in the ballot	uestion (or each question) at least 40% of the number of	
I DESTRUCTION THE ANGLE OF STREET SERVICE AND A STREET SERVICES.		
Batlot 5 Number of Individual who were entitled to vote in the ballot		
Number of Individual who were entitled to vote in the ballot Number of votes cast in the ballot		
Number of Individuals answering "Yes" to the question		
Number of Individuals answering "No" to the question		
Number of invalid or otherwise spoiled voting papers returned		
	1-3 should total "Number of votes cast"	
Were the number of votes cast in the ballot at least 50% of the	number of	
Individuals who were entitled to vote in the ballot		
Does section 226(2B) of the 1992 Act apply in relation to this be	Not (see notes 76-80)?	
If yes, were the number of individuals answering "Yes" to the qu	sestion (or each question) at least 40% of the number of	
individuals who were entitled to vote in the ballot		
Ballot 6		
Number of individual who were entitled to vote in the ballot		
Number of votes cast in the ballot		
Number of Individuals answering "Yes" to the question		
Number of Individuals answering "No" to the question	2	
Number of invalid or otherwise spoiled voting papers returned		
	1-3 should total "Number of votes cast"	
Were the number of votes cast in the ballot at least 50% of the individuals who were entitled to vote in the ballot	number of	
Does section 228(2B) of the 1992 Act apply in relation to this ba		
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		
RESTANDED AND MAIG SHIRED TO ACTUR IN THE DESIGN		

Ballots and Industrial Action: If you have 5 or more entries for either of these, please complete the Excel Spreadsheet

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

(see note 81)

*Categories of Nature of Trade Dispute

1	At farmer and a state
	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 consulation, 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 consulation 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:
А	1. please tick the nature of the trade dispute for which industrial action was taken using the catagories* below:
^	B C D E F G
	2. Dates of the industrial action taken: 3. Number of days of Industrial action: 4. Nature of industrial action.
	Industrial Action 2
	1. planes the the return of the tende attende to
Α	1. please tick the nature of the trade dispute for which industrial action was taken using the categories" below:
	D E F G
	2. Dates of the industrial action taken:
	3. Number of days of industrial action:
_	4. Nature of industrial action.
	Industrial Action 3
	please tick the neture of the trade dispute for which industrial action was taken using the categories* below:
A	B C D E F G
	2. Dates of the industrial action taken:
	3. Number of days of industrial action:
	4. Nature of industrial action.

use a continuation page if necessary

	Industrial Action 4
	1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:
A	B C D E F G
	2. Dates of the industrial action taken: to
	3. Number of days of industrial action:
	4. Nature of industrial action.
	Industrial Action 5
	1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:
Α	B C D E F G
	2. Dates of the industrial action taken:
	3. Number of days of industrial action:
	4. Nature of industrial action.
	Industrial Action 6
	1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:
Α.	
A	B C D E F G
	2. Dates of the industrial action taken:
	3. Number of days of industrial action:
	4. Nature of industrial action.
	Industrial Action 7
	1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:
А	
^	B C D E F G
	2. Dates of the industrial action taken:
	3. Number of days of industrial action:
	4. Nature of industrial action.
	Industrial Action 8
	4 minore fine the mature of the facility of the first of
	1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:
Α	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.

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

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.

Accounting policies

(see notes 84 and 85)

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:	- to-Co
Name:	Fraser Wishart		(or other official whose position should be stated) Liam Craig
Date:	26 February 2020	Date:	26 February 2020

Checklist

(see notes 88 to 89)

(please tick as appropriate)

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

	 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)

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griblure(s) of auditor or auditors: ame(s);	Rulus Francia L Wallour	
griblure(s) of auditor or auditors: me(s);	Francis L Wallow Senior Statutory Auditor	
gnature(a) of auditor or auditors: ame(s): ofession(s) or Calling(s):	Senior Statutory Auditor	
gnature(s) of auditor or auditors: ma(s); dession(s) or Galling(s);	Senior Statutory Auditor 2 Woodside Place	
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ignisture(s) of auditor or auditors: ame(s); dression(s) or Galling(s); dress(es);	Senior Statutory Auditor 2 Woodside Place Glesgow G3 70F 28/02/2020	
Signatura(a) of auditor or auditora: tama(a); rolession(b) or Calling(a);	Senior Statutory Auditor 2 Woodside Plata Glasgow Glasgow	

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

PFA SCOTLAND

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF PFA SCOTLAND

FOR THE YEAR ENDED 30TH JUNE 2019

We have audited the financial statements on pages 5 to 10 which comprise the Income and Expenditure account and Balance Sheet and related notes.

This report is made solely to the Association's members, as a body in accordance with Section 38 of the Trade Union & Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the Association'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 Association and the Association's members as a body, for our audit work, or for the opinions we have formed.

Respective responsibilities of Management Committee and Auditors

The board members' responsibilities for preparing the Annual Report and Financial Statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) are set out in the Statement of their Responsibilities. Our responsibility is to audit the financial statements in accordance with the relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland). We report to you if in our opinion the report is not consistent with the financial statements, if the Association has not kept proper accounting accounting records, or maintained a satisfactory system of control over its transactions in accordance with Section 28 of the Trade Union and Labour Relations (Consolidation) Act 1992, if the accounts do not agree with the accounting records or if we have not received all the Information and explanations we require for our sudit. We read other information contained in the Annual report, and consider whether it is consistent with the audited financial statements. We consider the implications on our report if we become aware of any apparent inconsistencies with the financial statements. Our responsibilities do not extend to any other information.

Basis of audit opinion

We conducted our audit in accordance with international Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the board in the preparation of the financial statements whether the accounting policies are appropriate to the Association's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the accounts.

Opinion

In our opinion financial statements give a true and fair view in accordance with United Kingdom Generally Accepted Accounting Practice, of the state of the Association's affairs as at 30 June 2019 and of its results for the year then ended and have been properly prepared in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992. The information in the Annual Return is consistent with the financial statements.

FRANCIS L WALKER (SENIOR STATUTORY AUDITOR)
FOR AND ON BEHALF OF FL WALKER & COMPANY LIMITED
CHARTERED ACCOUNTANTS & REGISTERED AUDITORS
2 WOODSIDE PLACE
GLASGOW G3 7QF

Date:

26 February 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?

No

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

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

Membership audit certificate

Section one

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

In the opinion of the assurer appointed by the trade union was the union's system for compiling and maintaining its register of the names and addresses of its members satisfactory to secure, so far as is reasonably practicable, that the entries in its register were accurate and up-to-date throughout the reporting period?

Yes / No

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

Yes / No

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

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

Membership audit certificate (continued)

Signature of assurer		
Name		
Address		
Date		
Contact name and elephone number		

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 it members and secured, so far asis reasonably practicable, that the entries in the register are accurate and up-to-date?

Yes

If "No" Please explain below:

Signature	Welch Nedlag.	
Name	Fraser Wishart	
Office held	Secretary	
Date	26/02/2020	