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# FORM AR21

Trade Union and Labour Relations (Consolidation) Act 1992

## ANNUAL RETURN FOR A TRADE UNION

Name of Trade Union:	GMB	
Year ended:	31 <sup>st</sup> December 2012	
List no:	707T	
Head or Main Office:	22 Stephenson Way London NW1 2HD	
Website address (if available)	www.gmb.org.uk	
Has the address changed during the year to which the return relates?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/> (Click the appropriate box)
General Secretary:	Mr Paul Kenny	
Telephone Number:	020 7391 6700	
Contact name for queries regarding	Mr Allan Wylie	
Telephone Number:	020 7391 6700	
E-mail:	allan.wylie@gmb.org.uk	

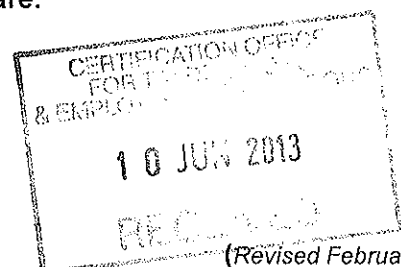
**PLEASE FOLLOW THE GUIDANCE NOTES IN THE COMPLETION OF THIS RETURN.**

Any difficulties or problems in the completion of this return should be directed to the Certification Officer as below or by telephone to: 020 7210 3734

The address to which returns and other documents should be sent are:

For Unions based in England and Wales:  
Certification Office for Trade Unions and Employers' Associations  
22<sup>nd</sup> Floor, Euston Tower, 286 Euston Road, London NW1 3JJ

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



(Revised February 2011)

# 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	309,076	6,546	125		<b>315,747</b>
FEMALE	291,957	5,628	52		<b>297,637</b>
TOTAL	601,033	12,174	177		A <b>613,384</b>

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

1,326

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

613,384

## OFFICERS IN POST

(see note 12)

Please attach as an annexe to this form a complete list of all officers in post at the end of the year to which this form relates, with the title of each persons office.

## RETURN OF CHANGE OF OFFICERS

Please complete the following to record any changes of officers during the twelve months covered by this return.

Title of Office	Name of Officer ceasing to hold office	Name of Officer Appointed	Date
Executive	Gary Doolan		17 <sup>th</sup> April 2012
Executive		Gordon Richardson	9 <sup>th</sup> June 2012
Executive		Kevin Buchanan	9 <sup>th</sup> June 2012
Executive		John Dolan	9 <sup>th</sup> June 2012
Executive	Lisa Ryan		4 <sup>th</sup> December 2012

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:

## AR21 - P2 Attachment

### Officers in Post at 31 December 2012

Position	Name
General Secretary	Paul Kenny
Executive	Brian Adams
Executive	Sheila Bearcroft MBE
Executive	Sandra Berwick
Executive	Elizabeth Blackman
Executive	Dana Bruno
Executive	Kevin Buchanan
Executive	Richard Clarke
Executive	Dave Clements
Executive	Ken Daniels
Executive	John Dolan
Executive	Roy Dunnett
Executive	George Emmerson
Executive	Gwyn Evans
Executive	Brian Farr
Executive	Gerry Ferguson
Executive	Jean Foster
Executive	Brenda Fraser
Executive	George Fraser
Executive	Gordon Gibbs
Executive	Margaret Gregg
Executive	John Hall
Executive	Sharon Harding
Executive	Audrey Harry MBE
Executive	David Hope
Executive	Bryan Hulley
Executive	Mary Hutchinson
Executive	Martin Jackson
Executive	James Jones
Executive	Warinder Juss
Executive	Peter Kane
Executive	Ann Leader
Executive	Michael Lock
Executive	Edward Marnell
Executive	Evelyn Martin
Executive	John McDonnell
Executive	Andy McGivern
Executive	Ann McLaren
Executive	June Minnery
Executive	Bill Modlock

<b>Position</b>	<b>Name</b>
Executive	Catherine Murphy
Executive	David Noble
Executive	Lorraine Parker
Executive	Gordon Richardson
Vice President	Malcolm Sage
Executive	Lena Sharp
Executive	Nicola Sharpe
Executive	Kath Slater
Executive	Vivien Smart
Executive	James Stribley
President	Mary Turner MBE
Executive	Ron Waugh
Executive	Paul Wheatley

# GENERAL FUND

(see notes 13 to 18)

	£'000	£'000
<b>INCOME</b>		
<b>From Members:</b> Contributions and Subscriptions		57,047
<b>From Members:</b> Other income from members (specify)		
<b>Total other income from members</b>		
<b>Total of all income from members</b>		57,047
<b>Investment income (as at page 12)</b>		1,658
<b>Other Income</b>		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	2,406	
<b>Total of other income (as at page 4)</b>		2,406
	<b>TOTAL INCOME</b>	61,111
<b>EXPENDITURE</b>		
<b>Benefits to members</b> (as at page 5)		(2,796)
<b>Administrative expenses</b> (as at page 10)		(43,916)
<b>Federation and other bodies</b> (specify)		
Affiliation Fees	(1,897)	
Allocated to Other Funds from General Fund	(6,189)	
<b>Total expenditure Federation and other bodies</b>		(8,086)
<b>Taxation</b>		
	<b>TOTAL EXPENDITURE</b>	(54,798)
Surplus (deficit) for year		6,313
Pension Scheme Actuarial Loss		(9,637)
Amount of general fund at beginning of year		28,742
Amount of general fund at end of year		25,418

## BODIES AND OTHER INCOME

(see notes 19 and 20)

DESCRIPTION	£'000	£'000
Federation and other bodies		
TOTAL FEDERATION AND OTHER BODIES		NIL
Other income		
Commission on Financial Services	281	
Other Commission and Income	2,123	
Gain on Sale of Fixed Assets	2	
TOTAL OTHER INCOME		2,406
TOTAL OF ALL OTHER INCOME		2,406

# ANALYSIS OF BENEFIT EXPENDITURE SHOWN AT GENERAL FUND

(see notes 21 to 23)

	£'000		£'000
Representation – Employment Related Issues	(294)	<b>brought forward</b>	(1,295)
		Education and Training services	(502)
Representation – Non Employment Related Issues			
		Negotiated Discount Services	
Communications			
Diaries	(78)		
Publications	(881)		
		Salary Costs	(617)
Advisory Services			
		Other Benefits and Grants (specify)	
		Funeral Benefit	(370)
Dispute Benefits		Fatal Accident Benefit	(12)
Other Cash Payments			
Weekly Accident Benefit	(16)		
Convalescent Homes	(26)		
<b>carried forward</b>	(1,295)	<b>Total (should agree with figure in General Fund)</b>	(2,796)

(See notes 24 and 25)

FUND 2		Fund Account	
Name:	Dispute Fund	£'000	£'000
<b>Income</b>			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Allocated from General Fund	159	
	<b>Total other income as specified</b>		159
	<b>Total Income</b>		159
<b>Expenditure</b>			
	Benefits to members		(159)
	Administrative expenses and other expenditure (as at page 10)		
	<b>Total Expenditure</b>		(159)
	<b>Surplus (Deficit) for the year</b>		NIL
	<b>Amount of fund at beginning of year</b>		115
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		115
	<b>Number of members contributing at end of year</b>		N/A

FUND 3		Fund Account	
Name:	Branch Commission Funds	£'000	£'000
<b>Income</b>			
	From members		
	Investment income (as at page 12)		1
	Other income (specify)		
	Allocated from General Fund	5,767	
	Miscellaneous Income	106	
	<b>Total other income as specified</b>		5,873
	<b>Total Income</b>		5,874
<b>Expenditure</b>			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		(5,676)
	<b>Total Expenditure</b>		(5,676)
	<b>Surplus (Deficit) for the year</b>		198
	<b>Amount of fund at beginning of year</b>		4,181
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		4,379
	<b>Number of members contributing at end of year</b>		N/A

<b>FUND 4</b>		<b>Fund Account</b>	
<b>Name:</b>	<b>MPO Reserve Fund</b>	<b>£'000</b>	<b>£'000</b>
<b>Income</b>			
	From members		91
	Investment income (as at page 12)		
	Other income (specify)		
	<b>Total other income as specified</b>		
	<b>Total Income</b>		91
<b>Expenditure</b>			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)	(18)	
	<b>Total Expenditure</b>		(18)
	<b>Surplus (Deficit) for the year</b>		73
	<b>Amount of fund at beginning of year</b>		1,181
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		1,254
	<b>Number of members contributing at end of year</b>		1,505

<b>FUND 5</b>		<b>Fund Account</b>	
<b>Name:</b>	<b>ASU Reserve Fund</b>	<b>£'000</b>	<b>£'000</b>
<b>Income</b>			
	From members		3
	Investment income (as at page 12)		
	Other income (specify)		
	<b>Total other income as specified</b>		
	<b>Total Income</b>		3
<b>Expenditure</b>			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	<b>Total Expenditure</b>		NIL
	<b>Surplus (Deficit) for the year</b>		3
	<b>Amount of fund at beginning of year</b>		25
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		28
	<b>Number of members contributing at end of year</b>		142

(See notes 24 and 25)

FUND 6		Fund Account	
Name:	Members' Superannuation Fund	£'000	£'000
Income	From members		
	Investment income (as at page 12)		3
	Other income (specify)		
	Allocated from General Fund	263	
	<b>Total other income as specified</b>		263
	<b>Total Income</b>		266
Expenditure	Benefits to members	(255)	
	Administrative expenses and other expenditure (as at page 10)	(11)	
	<b>Total Expenditure</b>		(266)
	<b>Surplus (Deficit) for the year</b>		NIL
	<b>Amount of fund at beginning of year</b>		572
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		572
	<b>Number of members contributing at end of year</b>		N/A

FUND 7		Fund Account	
Name:	Regional Benefit Funds	£'000	£'000
Income	From members		133
	Investment income (as at page 12)		37
	Other income (specify)		
	<b>Total other income as specified</b>		
	<b>Total Income</b>		170
Expenditure	Benefits to members	(39)	
	Administrative expenses and other expenditure (as at page 10)	(61)	
	<b>Total Expenditure</b>		(100)
	<b>Surplus (Deficit) for the year</b>		70
	<b>Amount of fund at beginning of year</b>		2,303
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		2,373
	<b>Number of members contributing at end of year</b>		22,395

(see notes 26 to 31)

POLITICAL FUND ACCOUNT 1		To be completed by trade unions which maintain their own fund	
		£'000	£'000
<b>Income</b>	Members contributions and levies		3,194
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total income		3,194
<b>Expenditure</b>	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)		
	Labour Party Expenditure	(2,405)	
	GMB Campaigns	(227)	
	Administration expenses in connection with political objects (specify)		
	Regional Political Officers	(69)	
	Non-political expenditure		
	Total expenditure		(2,701)
	Surplus (deficit) for year		493
	Amount of political fund at beginning of year		1,013
	Amount of political fund at the end of year (as Balance Sheet)		1,506
	Number of members at end of year contributing to the political fund		588,660
	Number of members at end of the year not contributing to the political fund		24,724
	Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund		24,724

POLITICAL FUND ACCOUNT 2		To be completed by trade unions which act as components of a central trade union	
		£	£
<b>Income</b>	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		
<b>Expenditure</b>	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 fund		
	Amount held on behalf of central political fund at end of year		
	Number of members at end of year contributing to the political fund		
	Number of members at end of the year not contributing to the political fund		
	Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund		

# ANALYSIS OF ADMINISTRATIVE EXPENSES AND OTHER OUTGOINGS EXCLUDING AMOUNTS CHARGED TO POLITICAL FUND ACCOUNTS

(see notes 32 and 33)

		£'000
<b>Administrative Expenses</b>		
Remuneration and expenses of staff		(27,819)
Salaries and Wages included in above	£22,107,000	
Auditors' fees	}	
Legal and Professional fees		(138)
Occupancy costs		(4,438)
Stationery, printing, postage, telephone, etc.		(3,319)
Expenses of Executive Committee (Head Office)		(117)
Expenses of conferences		(1,433)
Other administrative expenses (specify)		
Branch Costs		(6,415)
Car Expenses		(1,567)
IT Expenses		(734)
Services		(1,085)
<b>Other Outgoings</b>		
Interest payable:		
Bank loans (including overdrafts)		(3)
Mortgages		
Other loans		
Depreciation		(947)
Taxation		
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
Campaigns & Recruitment		(1,667)
<b>Total</b>		(49,682)
Charged to:		
	General Fund (Page 3)	(43,916)
	Branch Commission Fund (Account 3)	(5,676)
	MPO Reserve Fund (Account 4)	(18)
	Members' Superannuation Fund (Account 6)	(11)
	Regional Benefit Fund (Account 7)	(61)
<b>Total</b>		(49,682)

(see notes 34 to 44 below)

Please see attached schedule

<u>AR21 P11 Attachment</u>		<u>Office Held</u>	<u>Gross Salary</u> £'000	<u>Super-Annuation</u> £'000	<u>Car</u> £'000	<u>Benefits Mortgage</u> £'000	<u>Total</u> £'000	<u>Employers NI</u> £'000
<u>Name</u>								
Paul Kenny	General Secretary		94	21	12	N/A	127	11
Brian Adams	Executive		N/A	N/A	N/A	N/A	0	N/A
Richard Clarke	Executive		N/A	N/A	N/A	N/A	0	N/A
Gordon Gibbs	Executive		9	N/A	N/A	N/A	9	N/A
Sharon Harding	Executive		N/A	N/A	N/A	N/A	0	N/A
Warinder Juss	Executive		N/A	N/A	N/A	N/A	0	N/A
Gordon Richardson	Executive		1	N/A	N/A	N/A	1	N/A
Vivien Smart	Executive		N/A	N/A	N/A	N/A	0	N/A
Gary Doolan	Executive		N/A	N/A	N/A	N/A	0	N/A
Roy Dunnett	Executive		15	N/A	N/A	N/A	15	1
Brenda Fraser	Executive		6	N/A	N/A	N/A	6	N/A
George Fraser	Executive		N/A	N/A	N/A	N/A	0	N/A
Evelyn Martin	Executive		N/A	N/A	N/A	N/A	0	N/A
Lena Sharp	Executive		N/A	N/A	N/A	N/A	0	N/A
Mary Turner MBE	President		39	N/A	1	N/A	40	4
Elizabeth Blackman	Executive		N/A	N/A	N/A	N/A	0	N/A
John Hall	Executive		1	N/A	N/A	N/A	1	N/A
Audrey Harry MBE	Executive		N/A	N/A	N/A	N/A	0	N/A
Malcolm Sage	Vice President		4	N/A	N/A	N/A	4	N/A
Kath Slater	Executive		N/A	N/A	N/A	N/A	0	N/A
Paul Wheatley	Executive		2	N/A	N/A	N/A	2	N/A
George Emmerson	Executive		8	N/A	N/A	N/A	8	1
Gerry Ferguson	Executive		N/A	N/A	N/A	N/A	0	N/A
Mary Hutchinson	Executive		N/A	N/A	N/A	N/A	0	N/A
James Jones	Executive		14	N/A	N/A	N/A	14	1
Peter Kane	Executive		3	N/A	N/A	N/A	3	N/A
Dana Bruno	Executive		N/A	N/A	N/A	N/A	0	N/A
Margaret Gregg	Executive		N/A	N/A	N/A	N/A	0	N/A
David Hope	Executive		1	N/A	N/A	N/A	1	N/A
Edward Marnell	Executive		N/A	N/A	N/A	N/A	0	N/A
John McDonnell	Executive		N/A	N/A	N/A	N/A	0	N/A
Andy McGivern	Executive		N/A	N/A	N/A	N/A	0	N/A
Lisa Ryan	Executive		N/A	N/A	N/A	N/A	0	N/A
Ron Waugh	Executive		N/A	N/A	N/A	N/A	0	N/A
Kevin Buchanan	Executive		N/A	N/A	N/A	N/A	0	N/A

<u>AR21 P11 Attachment</u>		<u>Gross</u>	<u>Super-</u>	<u>Car</u>	<u>Benefits</u>	<u>Total</u>	<u>Employers</u>
<u>Name</u>	<u>Office Held</u>	<u>Salary</u>	<u>Annuation</u>	<u>£'000</u>	<u>Mortgage</u>	<u>£'000</u>	<u>NI</u>
		<u>£'000</u>	<u>£'000</u>	<u>£'000</u>	<u>£'000</u>	<u>£'000</u>	<u>£'000</u>
John Dolan	Executive	N/A	N/A	N/A	N/A	0	N/A
June Minnery	Executive	N/A	N/A	N/A	N/A	0	N/A
Catherine Murphy	Executive	N/A	N/A	N/A	N/A	0	N/A
Ann McLaren	Executive	N/A	N/A	N/A	N/A	0	N/A
David Clements	Executive	N/A	N/A	N/A	N/A	0	N/A
Jean Foster	Executive	N/A	N/A	N/A	N/A	0	N/A
Bryan Hulley	Executive	1	N/A	N/A	N/A	1	N/A
Bill Modlock	Executive	9	N/A	N/A	N/A	9	N/A
Sheila Bearcroft MBE	Executive	4	N/A	N/A	N/A	4	N/A
Ken Daniels	Executive	14	N/A	N/A	N/A	14	1
Gwyn Evans	Executive	18	N/A	N/A	N/A	18	2
Brian Farr	Executive	2	N/A	N/A	N/A	2	N/A
Ann Leader	Executive	2	N/A	N/A	N/A	2	N/A
Michael Lock	Executive	N/A	N/A	N/A	N/A	0	N/A
Lorraine Parker	Executive	N/A	N/A	N/A	N/A	0	N/A
Sandra Berwick	Executive	N/A	N/A	N/A	N/A	0	N/A
Martin Jackson	Executive	N/A	N/A	N/A	N/A	0	N/A
David Noble	Executive	N/A	N/A	N/A	N/A	0	N/A
Nicola Sharpe	Executive	N/A	N/A	N/A	N/A	0	N/A
James Stribley	Executive	N/A	N/A	N/A	N/A	0	N/A

# ANALYSIS OF INVESTMENT INCOME

(see notes 45 and 46)

	Political Fund £'000		Other Fund(s) £'000
Rent from land and buildings			1,157
Dividends (gross) from:			
Equities (e.g. shares)			490
Interest (gross) from:			
Government securities (Gilts)			107
Mortgages			26
Local Authority Bonds			
Bank and Building Societies			6
Other investment income (specify)			
Unquoted Investments			39
Bank Charges			(126)
	NIL		1,699
Total investment income			1,699
Credited to:			
		General Fund (Page 3)	1,658
		Branch Commission Fund (Account 3)	1
		Members' Superannuation Fund (Account 6)	3
		Regional Benefit Fund (Account 7)	37
		Fund (Account   )	
		Fund (Account   )	
		Political Fund	
Total Investment Income			1,699

# BALANCE SHEET as at 31 December 2012

(see notes 47 to 50)

Previous Year		£'000	£'000
26,744	<b>Fixed Assets</b> (at page 14)		27,272
	<b>Investments</b> (as per analysis on page 15)		
13,993	Quoted (Market value £ 18,898,000)	14,549	
1,995	Unquoted	1,995	
	<b>Total Investments</b>		16,544
	<b>Other Assets</b>		
	Loans to other trade unions		
4,295	Sundry debtors	3,810	
14,510	Cash at bank and in hand	16,686	
	Income tax to be recovered		
	Stocks of goods		
836	Others (specify) Mortgages	812	
	<b>Total of other assets</b>		21,308
62,373	<b>TOTAL ASSETS</b>		65,124
28,742	General Fund (Account 1)		25,418
115	Dispute Fund (Account 2)		115
4,181	Branch Commission Fund (Account 3)		4,379
1,181	MPO Reserve Fund (Account 4)		1,254
25	ASU Reserve Fund (Account 5)		28
572	Members' Superannuation Fund (Account 6)		572
2,303	Regional Benefit Funds (Account 7)		2,373
1,013	Political Fund (Account 1)		1,506
	Revaluation Reserve		
	<b>LIABILITIES</b>		
	Amount held on behalf of central trade union political fund		
	Loans: From other trade unions		
	Loans: Other		
	Bank overdraft		
	Tax payable		
4,791	Sundry creditors	3,129	
3,428	Accrued expenses	3,308	
	Provisions		
16,022	Other liabilities: Pension Liability	23,042	
	<b>TOTAL LIABILITIES</b>		29,479
62,373	<b>TOTAL ASSETS</b>		65,124

# FIXED ASSETS ACCOUNT

(see notes 51 to 55)

	Land and Buildings Freehold & Leasehold £'000		Furniture and Equipment £'000	Motor Vehicles £'000	Not used for union business £'000	Total £'000
<b>Cost or Valuation</b>						
At start of year	24,306		2,281	157		26,744
Additions	1,237		241	49		1,527
Disposals				(53)		(53)
Revaluation/Transfer s						
At end of year	25,543		2,522	153		28,218
<b>Accumulated Depreciation</b>						
At start of year						
Charges for year	(453)		(458)	(35)		(946)
Disposals						
Revaluation/Transfer s						
At end of year						
<b>Net book value at end of year</b>						
	25,090		2,064	118		27,272
<b>Net book value at end of previous year</b>						
	24,306		2,281	157		26,744

# ANALYSIS OF INVESTMENTS

(see notes 56 and 57)

QUOTED		All Funds Except Political Funds £'000	Political Fund  £'000
	Equities (e.g. Shares)	11,347	
	Government Securities (Gilts)	2,758	
	Other quoted securities (to be specified)		
	Trades Union British Trust	444	
	TOTAL QUOTED (as Balance Sheet)	14,549	NIL
	Market Value of Quoted Investment	18,898	NIL
UNQUOTED	Equities		
	Unity Trust Bank	1,571	
	Government Securities (Gilts)		
	Mortgages		
	Bank and Building Societies		
	Other unquoted investments (to be specified)		
	Unquoted Investments	424	
	TOTAL UNQUOTED (as Balance Sheet)	1,995	NIL
	Market Value of Unquoted Investments	1,995	NIL

# ANALYSIS OF INVESTMENT INCOME (CONTROLLING INTERESTS)

(see notes 58 and 59)

<b>Does the union, or any constituent part of the union, have a controlling interest in any limited company?</b>		YES <input checked="" type="checkbox"/>	NO <input type="checkbox"/>
If YES name the relevant companies:			
COMPANY NAME  Ethical Threads Ltd	COMPANY REGISTRATION NUMBER (if not registered in England & Wales, state where registered)  06299674		

<b>Are the shares which are controlled by the union registered in the names of the union's trustees?</b>		YES <input checked="" type="checkbox"/>	NO <input type="checkbox"/>
If NO, state the names of the persons in whom the shares controlled by the union are registered.			
COMPANY NAME	NAMES OF SHAREHOLDERS		

# SUMMARY SHEET

(see notes 60 to 71)

	All funds except Political Funds £'000	Political Funds £'000	Total Funds £'000
<b>INCOME</b>			
From Members	57,274	3,194	60,468
From Investments	1,699		1,699
Other Income (including increases by revaluation of assets)	2,512		2,512
<b>Total Income</b>	61,485	3,194	64,679
<b>EXPENDITURE</b> (including decreases by revaluation of assets)			
<b>Total Expenditure</b>	64,465	2,701	67,166
<b>Funds at beginning of year</b> (including reserves)	37,119	1,013	38,132
<b>Funds at end of year</b> (including reserves)	34,139	1,506	35,645
<b>ASSETS</b>			
Fixed Assets			27,272
Investment Assets			16,544
Other Assets			21,308
<b>Total Assets</b>			65,124
<b>LIABILITIES</b>		<b>Total Liabilities</b>	(29,479)
<b>NET ASSETS (Total Assets less Total Liabilities)</b>			35,645

# NOTES TO THE ACCOUNTS

(see notes 72 and 73)

**All notes to the accounts must be entered on or attached to this part of the return.**

Please find attached a copy of the GMB published accounts for the year ended 31<sup>st</sup> December 2012 (pages 4-15).

This is in support of the AR21 return.

## Notes to Accounts

Notes	31st December 2012	31st December 2011
	£'000	£'000
(1) <b>CONTRIBUTIONS</b>		
Members' Contributions (Note 27) .....	60,241	58,876
Less Allocated to Political Fund (Note 13) .....	(3,194)	(3,176)
	<u>£57,047</u>	<u>£55,700</u>
(2) <b>BRANCH COSTS (Note 27)</b>		
Branch Officers' Salaries and Commissions .....	261	437
Check-off Administration .....	423	436
Branch Management Expenses .....	55	64
Allocated to Branch Commission Funds (Note 14) .....	5,767	5,593
	<u>£6,506</u>	<u>£6,530</u>
(3) <b>BENEFITS</b>		
Funeral .....	370	337
Disablement .....	-	-
Fatal Accident .....	12	12
National Weekly Accident .....	16	24
Legal Expenses .....	294	1,330
Convalescent Home Expenses .....	26	33
Allocated to Dispute Fund (Note 12) .....	159	120
	<u>£877</u>	<u>£1,856</u>
(4) <b>AFFILIATIONS</b>		
Trades Union Congress .....	1,562	1,512
Scottish Trades Union Congress .....	73	72
Irish Congress of Trade Unions .....	38	38
Trades Councils .....	5	8
Confederation of Shipbuilding and Engineering Unions .....	21	21
Public Services International .....	24	26
Union Network International .....	21	23
International Federation of Chemical, Energy, Mine and General Workers' Unions .....	23	24
International Metalworkers' Federation .....	9	9
International Textile, Garment and Leather Workers' Federation .....	5	6
International Union of Food and Allied Workers' Association .....	19	20
Building and Woodworkers International .....	8	9
International Transport Workers' Association .....	2	2
European Federation of Public Service Unions .....	10	11
European Metal Workers' Federation in the Community .....	5	5
European Federation of Food, Agriculture and Tourism Trade Unions .....	6	7
European Federation of Building and Woodworkers .....	5	5
European Transport Workers' Federation .....	5	5
European Mine, Chemical and Energy Workers' Federation .....	7	7
UNI Europa .....	5	5
General Federation of Trade Unions .....	8	8
Institute of Employment Rights .....	5	10
Labour Research Department .....	7	7
Miscellaneous .....	24	14
	<u>£1,897</u>	<u>£1,854</u>

## Notes to Accounts

Notes		31st December 2012	31st December 2011
		£'000	£'000
(5)	<b>CONFERENCES AND EXECUTIVE</b>		
	Congress .....	788	795
	Other Conferences .....	115	179
	Central Executive Council .....	117	111
	Regional Council and Committee Meetings .....	91	89
	Industrial Conferences .....	27	19
	Ballots and Elections .....	166	438
	Delegates' Fees and Expenses .....	240	129
		<u>£1,544</u>	<u>£1,760</u>
(6)	<b>CAMPAIGNS AND COMMUNICATIONS</b>		
	Publication and Mailing Costs .....	881	568
	Donations and Grants .....	196	219
	Campaigns and Demonstrations .....	254	237
	Publicity .....	280	203
	Merchandising .....	215	230
	Recruitment .....	800	938
		<u>£2,626</u>	<u>£2,395</u>
(7)	<b>SERVICES</b>		
	Education .....	502	481
	Joint Industrial Councils .....	35	38
	Negotiations .....	1,038	1,093
		<u>£1,575</u>	<u>£1,612</u>
(8)	<b>ADMINISTRATION</b>		
	Computer Expenses .....	734	579
	Audit and Other Professional Charges .....	138	110
	Repairs to Premises and Equipment .....	583	489
	Postage and Carriage .....	609	691
	Telecommunications .....	591	608
	Premises .....	3,855	3,969
	Office Expenses .....	2,108	2,107
	Car Expenses .....	1,567	1,456
	Depreciation .....	947	973
		<u>£11,132</u>	<u>£10,982</u>
(9)	<b>EMPLOYMENT COSTS</b>		
	Officials - Salaries .....	12,318	11,131
	Staff - Salaries .....	10,345	9,317
	Testimonials and Retirement Costs .....	452	414
	Employer's Pension Costs .....	4,821	2,531
	Employer's NI on Cars and Other Benefits .....	107	96
	Personnel Costs .....	332	550
		<u>£28,375</u>	<u>£24,039</u>

## Notes to Accounts

Notes		31st December 2012	31st December 2011
		£'000	£'000
(10)	<b>INVESTMENT INCOME</b>		
	Government Securities .....	107	112
	Equities .....	490	410
	Unquoted Investments .....	39	4
	Property Mortgages .....	26	22
	Interest and Transfers .....	(35)	(21)
	Rent Received .....	1,157	862
	Bank Charges .....	(126)	(122)
		<u>£1,658</u>	<u>£1,267</u>
(11)	<b>GENERAL FUND</b>		
	(Deficit)/surplus for period .....	(3,324)	11,122
	Balance at start of period .....	28,742	17,620
		<u>£25,418</u>	<u>£28,742</u>
	Full provision for the pension liability as detailed in note 26 has been made.		
(12)	<b>DISPUTE FUND</b>		
	Allocated from General Fund (Note 3) .....	159	120
	Less Strike Benefit:		
	London .....	(19)	-
	Southern .....	(96)	-
	Yorkshire and North Derbyshire .....	(27)	-
	Birmingham and West Midlands .....	-	(16)
	Northern .....	-	(11)
	Wales and South West .....	-	-
	Midlands and East Coast .....	-	(89)
	Scotland .....	(11)	2
	North West and Irish .....	(6)	(6)
		<u>(159)</u>	<u>(120)</u>
	Result for period .....	-	-
	Balance at start of period .....	115	115
		<u>£115</u>	<u>£115</u>

## Notes to Accounts

Notes	31st December 2012	31st December 2011
	£'000	£'000
(13a) <b>POLITICAL FUND</b>		
<b>Income</b>		
Members' Contributions (Note 1) . . . . .	3,194	3,176
Transfer to Special Activities Reserve (Note 13b) . . . . .	(789)	(277)
	<u>2,405</u>	<u>2,899</u>
<b>Expenditure</b>		
Local Affiliations and Grants . . . . .	(52)	(61)
Labour Party Affiliation . . . . .	(1,160)	(1,160)
Labour Party By-Election Insurance Fund . . . . .	(1)	(1)
Labour Party Conferences . . . . .	(104)	(137)
Administration Apportionment . . . . .	(800)	(800)
Meetings and Speakers . . . . .	(123)	(173)
National TU and LP Committee . . . . .	(40)	(40)
Donations and Grants . . . . .	(22)	(37)
Election Expenses . . . . .	(103)	(245)
	<u>(2,405)</u>	<u>(2,654)</u>
Surplus for period . . . . .	-	245
Balance at start of period . . . . .	-	(245)
Balance at end of period . . . . .	<u>-</u>	<u>-</u>
(13b) <b>POLITICAL FUND (continued)</b>		
<b>SPECIAL ACTIVITIES RESERVE</b>		
Transfer from Political Fund (Note 13a) . . . . .	789	277
<b>Expenditure</b>		
Campaigns and Demonstrations . . . . .	(227)	(148)
Regional Political Officers . . . . .	(69)	(65)
Press and Public Relations . . . . .	-	(1)
	<u>(296)</u>	<u>(214)</u>
Surplus for period . . . . .	493	63
Balance at start of period . . . . .	1,013	950
Balance at end of period . . . . .	<u>£1,506</u>	<u>£1,013</u>
Total Political Funds . . . . .	<u>£1,506</u>	<u>£1,013</u>

## Notes to Accounts

Notes	31st December 2012	31st December 2011
	£'000	£'000
(14) <b>BRANCH COMMISSION FUNDS</b>		
Allocated from General Fund (Note 2) .....	5,767	5,593
Miscellaneous Income .....	107	116
	<u>5,874</u>	<u>5,709</u>
<b>Expenditure</b>		
Branch Officials' Honoraria .....	(2,627)	(2,998)
Affiliations .....	(24)	(24)
Conferences and Executive .....	(94)	(68)
Campaigns and Communications .....	(367)	(318)
Services .....	(2,044)	(2,005)
Administration .....	(520)	(561)
	<u>(5,676)</u>	<u>(5,974)</u>
Surplus/(deficit) for period .....	198	(265)
Balance at start of period .....	4,181	4,446
Balance at end of period .....	<u>£4,379</u>	<u>£4,181</u>
(15) <b>MPO RESERVE FUND</b>		
<b>Income</b>		
From Members .....	91	113
<b>Expenditure</b>		
Benefits .....	-	(45)
Conferences and Executive .....	(6)	(7)
Services .....	(12)	(16)
	<u>(18)</u>	<u>(68)</u>
Surplus for period .....	73	45
Balance at start of period .....	1,181	1,136
Balance at end of period .....	<u>£1,254</u>	<u>£1,181</u>
(16) <b>ASU RESERVE FUND</b>		
<b>Income</b>		
From Members .....	3	4
<b>Expenditure</b>		
Conferences and Executive .....	-	(1)
Surplus for period .....	3	3
Balance at start of period .....	25	22
Balance at end of period .....	<u>£28</u>	<u>£25</u>

## Notes to Accounts

### Notes

31st December  
2012  
£'000

31st December  
2011  
£'000

#### (17) MEMBERS' SUPERANNUATION FUND

##### Income

Bank Interest . . . . .	3	5
Transfer from General Fund . . . . .	263	-
	<u>266</u>	<u>5</u>

##### Expenditure

Members' Superannuation Benefit . . . . .	(255)	(269)
Administration Charge . . . . .	(11)	(27)
	<u>(266)</u>	<u>(296)</u>

Deficit for period . . . . . - (291)

Balance at start of period . . . . . 572 863

Balance at end of period . . . . . £572 £572

An actuarial valuation of the Members' Superannuation Fund at 31st December 2010 showed a deficit of £1.4m. Membership of this fund originated from the Boilermakers' Section only and the Fund is now closed. During the year, benefit was paid to 4,051 retired members (2011:4,253).

#### (18) REGIONAL BENEFIT FUNDS

##### Income

From Members . . . . .	133	133
Investment Income . . . . .	37	25
	<u>170</u>	<u>158</u>

##### Expenditure

Benefits . . . . .	(39)	(32)
Administrative Expenses . . . . .	(61)	(81)
	<u>(100)</u>	<u>(113)</u>

Surplus for period . . . . . 70 45

Balance at start of period . . . . . 2,303 2,258

Balance at end of period . . . . . £2,373 £2,303

## Notes to Accounts

### Notes

(19)	<b>TANGIBLE FIXED ASSETS</b>	Freehold & Leasehold Property £'000	Furniture & Computer Equipment £'000	Motor Vehicles £'000	Total £'000
	<b>Net book value</b>				
	At 1st January 2012 .....	24,306	2,281	157	26,744
	Additions at cost .....	1,237	241	49	1,527
		<u>25,543</u>	<u>2,522</u>	<u>206</u>	<u>28,271</u>
	Disposals .....	-	-	(53)	(53)
		<u>25,543</u>	<u>2,522</u>	<u>153</u>	<u>28,218</u>
	Depreciation for period .....	(453)	(458)	(35)	(946)
		<u>£25,090</u>	<u>£2,064</u>	<u>£118</u>	<u>£27,272</u>
	At 31st December 2012 .....				
(20)	<b>INVESTMENTS</b>	Historic Cost 31/12/12 £'000	Market Value 31/12/12 £'000	Historic Cost 31/12/11 £'000	Market Value 31/12/11 £'000
	British Government Securities .....	2,758	3,010	2,621	2,888
	British Municipal Stocks and Loans .....	13	13	13	13
	Equities and Other Quoted Investments .....	11,194	12,678	10,777	11,510
	Trades Union British Trust .....	444	3,057	444	2,851
	Other Investments .....	411	411	411	411
	Unity Trust Bank plc .....	1,571	1,571	1,571	1,571
	Regional Benefit Funds .....	153	153	151	151
		<u>£16,544</u>	<u>£20,893</u>	<u>£15,988</u>	<u>£19,395</u>

The Union has reviewed and considered the cost value of equity investments stated in the financial statements compared to the market value of those investments and believe that no provision for any permanent diminution in value is necessary at 31 December 2012.

## Notes to Accounts

Notes		31st December 2012 £'000	31st December 2011 £'000
(21)	<b>DEBTORS</b>		
	Property Mortgage Loans .....	812	836
	Contributions Receivable .....	1,714	2,052
	Other Debtors and Prepayments .....	2,096	2,243
		<u>£4,622</u>	<u>£5,131</u>
(22)	<b>CREDITORS</b>		
	Trade Creditors .....	(838)	(1,242)
	Payroll Creditors .....	(645)	(639)
	Other Creditors .....	(1,646)	(2,910)
	Accrued Charges .....	(3,308)	(3,428)
		<u>£(6,437)</u>	<u>£(8,219)</u>
(23)	<b>COMMITMENTS - OPERATING LEASES</b>		
	<b>Property</b>		
	At 31st December 2012 the Union had annual property leasing commitments of £1,002,255 (2011 £1,001,755), £108,844 (2011 £nil) expiring within one year, £19,960 (2011 £19,460) expiring within two to five years and £873,451 expiring after five years (2011 £982,295).		
	<b>Other Commitments</b>		
	At 31st December 2012 the Union had other leasing commitments of £1,555,443 (2011 £1,081,335), £205,853 (2011 £364,825) expiring within one year, £1,349,591 (2011 £716,509) expiring within two to five years and £nil expiring after five years (2011 £nil).		
(24)	<b>CONTINGENT LIABILITIES</b>		
	The Union underwrites legal support to members. The costs of these cases are accounted for in accordance with the accounting policies of the Union.		
	There were no other contingent liabilities at 31 December 2012 or 31 December 2011.		
(25)	<b>RELATED PARTY TRANSACTIONS</b>		
	<b>Premier Financial Protection Ltd</b>		
	At 31st December 2012, the Union had made loans of £111,500 to the company and held an interest in 19.4% of its issued share capital.		
	<b>Ethical Threads Ltd</b>		
	At 31st December 2012, the Union held an interest in 50.5% of the voting share capital of the company.		

# Notes to Accounts

## Notes

### (26) GMB 1961 PENSION FUND

The Union operates a defined benefit scheme in the UK which offers both pensions in retirement and death benefits to members. Pension benefits are related to the member's final salary at retirement and their length of service. Employees' contributions to the Fund for the year beginning 1st January 2013 are expected to be approximately £1.6m. Employer contributions to the Fund for the year beginning 1st January 2013 are expected to be £7.7m (this excludes any payments in respect of lean years pensions, which will be approximately £176,000).

The principal assumptions used by the actuary were (in nominal terms):

	At 31/12/12	At 31/12/11
Rate of general increase in salaries	3.2%	4.1%
Rate of increase in LPI max 5% pensions in payment	2.6%	3.0%
Rate of increase in LPI max 2.5% pensions in payment	1.9%	2.2%
Discount rate	4.1%	4.7%
RPI inflation assumption	2.7%	3.1%
CPI inflation assumption	2.0%	2.0%

Assumed life expectancies on retirement at age 60 are:

Retiring today	Males	24.4	24.4
	Females	26.6	26.5
Retiring in 20 years time	Males	26.0	25.9
	Females	28.2	28.1

The assumptions used in determining the overall expected return of the scheme have been set with reference to yields available on government bonds and the appropriate risk margins.

The assets in the scheme and the expected rates of return were:

	Long-term rate of return expected at 31/12/12	Value at 31/12/12 £'000	Long-term rate of return expected at 31/12/11	Value at 31/12/11 £'000
Equities (including property)	6.00%	51,021	6.00%	48,044
Gilts	3.00%	67,432	3.00%	58,392
Bonds	6.00%	25,675	6.00%	22,888
Cash	3.00%	1,376	3.00%	1,357
Other	6.00%	127,102	6.00%	133,184
Fair value of scheme assets (£'000)		272,606		263,865
Less refunds agreed (not used to offset irrecoverable surplus)		-		-
Net fair value of scheme assets (£'000)		272,606		263,865
The actual return on assets over the period was		12,576		32,992

The amounts recognised in the balance sheet are as follows:

Present value of scheme liabilities	(295,648)	(279,887)
Fair value of scheme assets	272,606	263,865
Deficit	(23,042)	(16,022)
Net pension liability before tax	(23,042)	(16,022)

The Union is only subject to corporation tax in accordance with the stated accounting policy (5) and does not therefore account for deferred tax. As a consequence, there cannot be a deferred tax asset related to the above pension liability.

# Notes to Accounts

## Notes

	2012 £'000	2011 £'000
<b>Reconciliation of opening and closing balances of the present value of the scheme liabilities</b>		
Liabilities at beginning of year	279,887	257,596
Current service costs	5,911	4,527
Interest costs	12,984	13,707
Contribution by scheme participants	1,552	1,530
Actuarial loss	9,060	15,593
Benefit paid	(13,746)	(13,066)
Past service costs	-	-
Curtailments	-	-
Settlements	-	-
Business combinations	-	-
Exchange rate	-	-
Liabilities at end of year	<u>295,648</u>	<u>279,887</u>

<b>Reconciliation of opening and closing balances of the fair value of the scheme assets</b>		
Fair value of scheme assets at beginning of year	263,865	234,468
Expected return on scheme assets	13,939	15,733
Actuarial (loss)/gain	(577)	18,158
Contributions by employer	7,573	7,042
Contributions by plan participants	1,552	1,530
Benefits paid	(13,746)	(13,066)
Business combinations	-	-
Settlements	-	-
Exchange rate	-	-
Fair value of scheme assets at end of year	<u>272,606</u>	<u>263,865</u>

<b>Charge to income and expenditure</b>		
Current service cost	5,911	4,527
Interest costs	12,984	13,707
Expected return	<u>(13,939)</u>	<u>(15,733)</u>
	<u>4,956</u>	<u>2,501</u>

<b>Additional amounts recognised in the income and expenditure account</b>		
Scheme liabilities	(9,060)	(15,593)
Scheme assets	<u>(577)</u>	<u>18,158</u>
	<u>(9,637)</u>	<u>2,565</u>

<b>History of scheme assets, obligations and experience adjustments</b>	2012 £'000	2011 £'000	2010 £'000	2009 £'000	2008 £'000
Present value of scheme liabilities	295,648	279,887	257,596	253,640	216,759
Fair value of scheme assets	272,606	263,865	234,468	213,975	196,539
Deficit in the scheme	(23,042)	(16,022)	(23,128)	(39,665)	(20,220)
Experience adjustments arising on scheme liabilities	(1,465)	(15,593)	8,116	13,070	(9,667)
Experience item as a percentage of scheme liabilities	-0.5%	-5.6%	3.2%	5.2%	-4.5%
Experience adjustments arising on scheme assets	(577)	(11,377)	11,088	9,211	(20,540)
Experience item as a percentage of scheme assets	-0.2%	-4.1%	4.7%	4.3%	-10.4%
Cumulative actuarial gain	17,417	27,054	24,489	10,981	33,018

## Summary of Income and Branch Expenditure

Notes

	London	Southern	Yorkshire and North Derbyshire
	£'000	£'000	£'000
<b>(27) INCOME</b>			
Contributions (Note 1) .....	9,909	7,844	5,734
<b>EXPENDITURE (Note 2)</b>			
Branch Officers' Salaries and Commissions .....	76	45	1
Check-off Administration .....	48	33	35
Branch Management Expenses .....	6	7	2
Allocated to Branch Commission Fund .....	1,065	729	555
	1,195	814	593
Transferred to Region .....	£8,714	£7,030	£5,141
Membership 31st December 2012 .....	100,293	71,852	61,163
Membership 31st December 2011 .....	97,267	85,745	60,811

by Region for the year ended 31st December 2012

Birmingham and West Midlands £'000	Northern £'000	Wales and SouthWest £'000	Midlands and East Coast £'000	Scotland £'000	North West and Irish £'000	Total £'000
5,626	6,073	5,655	5,666	6,069	7,665	60,241
2	47	6	9	2	73	261
38	39	44	29	96	61	423
4	3	3	24	3	3	55
530	691	546	543	497	611	5,767
574	780	599	605	598	748	6,506
£5,052	£5,293	£5,056	£5,061	£5,471	£6,917	£53,735
51,383	67,788	67,963	55,475	56,180	81,287	613,384
54,801	69,097	49,554	55,387	56,453	81,001	610,116

# ACCOUNTING POLICIES

(see notes 74 and 75)

Please find attached a copy of the GMB published accounts for the year ended 31<sup>st</sup> December 2012 (page 1).

This is in support of the AR21 return.

## SIGNATURES TO THE ANNUAL RETURN

(see notes 76 and 77)

including the accounts and balance sheet contained in the return.

Secretary's Signature: <u>Paul Kenny</u>	Chairman's Signature: <u>[Signature]</u> (or other official whose position should be stated)
Name: Paul Kenny	Name: Allan Wylie - Finance Director
Date: <u>03/06/2013</u>	Date: <u>03/06/13</u>

## CHECK LIST

(see notes 78 to 80)

(please tick as appropriate)

IS THE RETURN OF OFFICERS ATTACHED? (see Page 2 and Note 12)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
HAS THE RETURN OF CHANGE OF OFFICERS BEEN COMPLETED? (see Page 2 and Note 12)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
HAS THE RETURN BEEN SIGNED? (see Pages 19 and 21 and Notes 76 and 77)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
HAS THE AUDITOR'S REPORT BEEN COMPLETED? (see Pages 20 and 21 and Notes 2 and 77)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
IS A RULE BOOK ENCLOSED? (see Notes 8 and 78)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
A MEMBER'S STATEMENT IS: (see Note 80)	ENCLOSE D	<input checked="" type="checkbox"/>	TO FOLLOW	<input checked="" type="checkbox"/>
HAS THE SUMMARY SHEET BEEN COMPLETED (see Page 17 and Notes 7 and 59)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>

## Statement of Accounting Policies

### **(1) Basis of accounts**

The accounts are prepared under the historical cost convention and in accordance with applicable accounting standards.

### **(2) Contributions**

Contributions are shown in the accounts on the basis of those amounts collected and due from members in respect of the year under review.

### **(3) Depreciation**

Depreciation is calculated on a twelve months basis to write off the cost of the following assets:

Leasehold Property	- 2% of cost less accumulated depreciation brought forward.
Freehold Property	- 2% of cost less accumulated depreciation brought forward excluding land.
Motor Vehicles	- To reflect their market value at 31 December each year.
Furniture and Equipment	- 15% of cost less accumulated depreciation brought forward.
Computer Equipment	- 33.3% of cost less accumulated depreciation brought forward.

### **(4) Asset allocation**

Fixed assets are shown at cost less depreciation as stated at (3) above and are not allocated to specific funds.

### **(5) Taxation**

Taxation for the year is chargeable on investment income and capital gains less provident benefits. There is no taxation charge for the year since provident benefits exceed the investment income and capital gains.

### **(6) Investments**

Investments held as fixed assets are stated at cost less provision for any permanent diminution in value.

### **(7) Legal costs**

Only current billing for costs and disbursements are charged to these accounts in respect of legal cases where the Union underwrites support for members as it is not possible to quantify any future liability which may arise in respect of this support.

### **(8) Pension scheme**

The Union's pension scheme is a defined benefit scheme.

The amounts charged to the Income and Expenditure Account are the current service costs. Actuarial gains and losses are recognised immediately in the Income and Expenditure Account.

The assets of the scheme are held separately from those of the Union in a separate trustee-administered fund. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method and a discounted rate equivalent to the current rate of return on high quality corporate bonds of equivalent currency and term to the scheme liabilities.

### **(9) Operating leases**

Rental payments in respect of operating leases are charged to the Income and Expenditure Account over the term of the lease.

# AUDITOR'S REPORT

(see notes 81 to 86)

made in accordance with section 36 of the Trade Union and Labour Relations (Consolidation) Act 1992.

1. In the opinion of the auditors or auditor do the accounts they have audited and which are contained in this return give a true and fair view of the matters to which they relate?  
(See section 36(1) and (2) of the 1992 Act and notes 83 and 84)

☒ YES/☐ NO

If "No" please explain below.

2. Have the auditors or auditor carried out such investigations in the preparation of their audit report as will enable them to form an opinion as to:
- (a) whether the trade union has kept proper accounting records in accordance with section 28 of the 1992 Act;
  - (b) whether it has maintained a satisfactory system of control over its transactions in accordance with the requirements of that section; and
  - (c) whether the accounts to which the report relates agree with the accounting records?
- (See section 36(3) of the 1992 Act, set out in note 83)

☒ YES/☐ NO

If "No" please explain below.

3. 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 rule 83)

☒ YES/☐ NO

If "No" please explain below.

4. Please set out a copy of the report made by the auditors or auditor to the union on the accounts to which this AR21 relates. The report is to set out the basis upon which the audit has been conducted and/or such other statement as the auditor considers appropriate. Such a statement may be provided as a separate document.  
(See note 85)

## Report of the Auditors to the Members of the GMB

### STATEMENT OF CENTRAL EXECUTIVE COUNCIL'S ("CEC") RESPONSIBILITIES

The legislation relating to trade unions requires the CEC to submit a return for each calendar year to the Certification Office for Trade Unions and Employers' Associations. This return contains financial statements which must give a true and fair view of the state of affairs of the Union at the year end and of its transactions for the year then ended. The financial statements set out on the preceding pages have been prepared on the same basis and are used to complete the return to the Certification Office for Trade Unions and Employers' Associations.

In relation to the Union these requirements are the responsibility of the CEC. It is responsible for preparing the financial statements of the Union and in so doing is required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed;
- Prepare the accounts on the going concern basis unless it is inappropriate to do so.

The CEC is responsible for keeping proper accounting records and establishing and maintaining a satisfactory system of control over its records and transactions in order to comply with the Trade Union and Labour Relations (Consolidation) Act 1992. It is responsible for safeguarding the assets of the Union and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The CEC is also responsible for the maintenance and integrity of the corporate and financial information included on the Union's website. Legislation in the United Kingdom governing the preparation and dissemination of accounts may differ from legislation in other jurisdictions.

### Report of the General Member Auditors

We have examined the financial statements in accordance with Rule.

I Burkett  
S Dery } General Member Auditors

### Independent Auditors' Report to the Members of the GMB

We have audited the financial statements of the GMB for the year ended 31st December 2012 which comprise the Income and Expenditure Account, Balance Sheet, Cash Flow Statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

### Respective Responsibilities of the GMB's Central Executive Council and Auditor

As explained more fully in the Statement of Central Executive Council's (CEC) Responsibilities, the CEC is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

### Scope of the Audit of the Financial Statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the Union's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the CEC; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the General Secretary's Introduction to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

### Opinion on Financial Statements

In our opinion the financial statements:

- give a true and fair view of the state of the Union's affairs as at 31st December 2012 and of its deficit 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 (Consolidation) Act 1992.

#### **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 (Consolidation) Act 1992 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the Union has not maintained a satisfactory system of control over its transactions in accordance with the requirements of Section 28 of the Trade Union and Labour Relations (Consolidation) Act 1992; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures within the form AR21 of Officers' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

**Chantrey Vellacott DFK LLP**

Chartered Accountants and Statutory Auditor  
London

# AUDITOR'S REPORT (continued)

Signature(s) of auditor or auditors:	CHANTREY VELLACOTT DFK LLP	
Name(s):	CHANTREY VELLACOTT DFK LLP	
Profession(s) or Calling(s):	CHARTERED ACCOUNTANTS	
Address(es):	RUSSELL SQUARE HOUSE 10-12 RUSSELL SQUARE LONDON WC1B 5LF	
Date:	5 JUNE 2013	
Contact name and telephone number:	PHILIP CLARK 0207 509 9305	

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

# ANNUAL STATEMENT TO THE MEMBERS OF GMB

[Required under Section 32A Trade Union and Labour Relations (Consolidation) Act 1992]

## 1. Year ended 31 December 2012

	£'000
Total Income	64,679
of which, Income in respect of membership	60,468
Total expenditure	57,529
Movement in actuarial valuation of pension scheme	( 9,637)
Political Fund	
Income	3,194
Expenditure	2,701

THE  
SECRETARY  
GMB

ON 21/12

VED

THE  
SECRETARY  
GMB  
19/12/12  
01/12/12

## 2. Remuneration

### Analysis of Officials' Salaries and Benefits

Office Held	Gross Salary	Super Annuation	Benefits		Total	Employers NI
	£'000	£'000	Car £'000	Mortgage £'000	£'000	£'000
<u>Executive :-</u>						
<b>Name</b>						
B Adams					0	
S Bearcroft MBE	4				4	
S Berwick					0	
E Blackman					0	
D Bruno					0	
K Buchanan					0	
R Clarke					0	
D Clements					0	
K Daniels	14				14	1
J Dolan					0	
G Doolan					0	
R Dunnnett	15				15	1
G Emmerson	8				8	1
G Evans	18				18	2
B Farr	2				2	
G Ferguson					0	
J Foster					0	
B Fraser	6				6	
G Fraser					0	
G Gibbs	9				9	
M Gregg					0	
J Hall	1				1	
S Harding					0	
A Harry MBE					0	
D Hope	1				1	
B Hulley	1				1	
M Hutchinson					0	
M Jackson					0	
J Jones	14				14	1
W Juss					0	
P Kane	3				3	
P Kenny	94	21	12		127	11
A Leader	2				2	
M Lock					0	
E Marnell					0	
E Martin					0	
J McDonnell					0	
A McGivern					0	
A McLaren					0	
J Minnery					0	
B Modlock	9				9	
C Murphy					0	
D Noble					0	
L Parker					0	
G Richardson	1				1	
L Ryan					0	
M Sage	4				4	
L Sharp					0	
N Sharpe					0	
K Slater					0	
V Smart					0	
J Stribley					0	
M Turner MBE	39		1		40	4
R Waugh					0	
P Wheatley	2				2	

### 3. Audit Report

The following is reprinted from the Annual Return (AR21):

Report of the Auditors to the Members of the GMB

#### STATEMENT OF CENTRAL EXECUTIVE COUNCIL'S RESPONSIBILITIES

The legislation relating to trade unions requires the CEC to submit a return for each calendar year to the Certification Office for Trade Unions and Employers' Associations. This return contains financial statements which must give a true and fair view of the state of affairs of the Union at the year end and of its transactions for the year then ended. The financial statements set out on the preceding pages have been prepared on the same basis and are used to complete the return to the Certification Office for Trade Unions and Employers' Associations.

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- Select suitable accounting policies and then apply them consistently
- Make judgements and estimates that are reasonable and prudent
- State whether applicable accounting standards have been followed
- Prepare the accounts on the going concern basis unless it is inappropriate to do so.

The CEC is responsible for keeping proper accounting records and establishing and maintaining a satisfactory system of control over its records and transactions in order to comply with the Trade Union and Labour Relations (Consolidation) Act 1992. It is responsible for safeguarding the assets of the Union and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The CEC is also responsible for the maintenance and integrity of the corporate and financial information included on the Union's website. Legislation in the United Kingdom governing the preparation and dissemination of accounts may differ from legislation in other jurisdictions.

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I Burkett }  
S Dery } General Member Auditors

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

#### Respective Responsibilities of the GMB's Central Executive Council and Auditor

As explained more fully in the Statement of Central Executive Council's (CEC) Responsibilities, the CEC is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

#### Scope of the Audit of the Financial Statements

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#### Opinion on Financial Statements

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- have been prepared in accordance with the requirements of the Trade Union and Labour Relations (Consolidation) Act 1992.

#### Matters on Which we are Required to Report by Exception

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- the Union has not maintained a satisfactory system of control over its transactions in accordance with the requirements of Section 28 of the Trade Union and Labour Relations (Consolidation) Act 1992; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures within the form AR21 of Officers' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Chantrey Vellacott DFK LLP

Chartered Accountants and Statutory Auditor  
London

#### **4. Financial Affairs of the Union**

A member who is concerned that some irregularity may be occurring, or have occurred, in the conduct of the financial affairs of the union may take steps with a view to investigating further, obtaining clarification and, if necessary, securing regularisation of that conduct.

The member may raise any such concern with such one or more of the following as it seems appropriate to raise it with: the officials of the union, the trustees of the property of the union, the auditor or auditors of the union, the Certification Officer (who is an independent officer appointed by the Secretary of State) and the police.

Where a member believes that the financial affairs of the union have been or are being conducted in breach of the law or in breach of rules of the union and contemplates bringing civil proceedings against the union or responsible officials or trustees, he should consider obtaining independent legal advice.