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FORM AR21

Trade Union and Labour Relations (Consolidation) Act 1992

ANNUAL RETURN FOR A TRADE UNION

Name of Trade Union:

TRANSPORT SALARIED STAFFS ASSOCIATION

Year ended:

2015

List no:

376T

Head or Main Office:

WALKDEN HOUSE
10 MELTON STREET
LONDON
NW1 2EJ

Website address (if available)

www.tssa.org.uk

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

Yes

No

X

(Click the appropriate box)

General Secretary:

MANUEL CORTES

Telephone Number:

020 7529 8015

Contact name for queries
regarding

DIONNE BROWN

Telephone Number:

020 7529 8015

E-mail:

brownd@tssa.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
22nd 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

CERTIFICATION OFFICE
FOR TRADE UNIONS
& EMPLOYERS' ASSOCIATIONS

13 DEC 2016

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(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	13,364	159	394		13,917
FEMALE	4,919	126	276		5,321
TOTAL	18,283	285	670		A 19,238

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

19,238

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

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
Treasurer	Andy Bain		May 2015
Treasurer		Jason Turvey	June 2015
Executive Committee	Mitch Tovey		May 2015
Executive Committee	John Prest		January 2015
Executive Committee		Mike Wood	October 2015
Executive Committee		Stephen Andrews	July 2015

State whether the union is:

a. A branch of another trade union?

Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
------------------------------	--

If yes, state the name of that other union:

b. A federation of trade unions?

Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
------------------------------	--

If yes, state the number of affiliated unions:

and names:

GENERAL FUND (INCLUDING PENSION FUND)

(see notes 13 to 18)

	£	£
INCOME		
From Members: Contributions and Subscriptions		4,140,855
From Members: Other income from members (specify)		
Member donations		
Total other income from members		4,140,855
Total of all income from members		
Investment income (as at page 12)		1,265,041
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	1,194,990	
Total of other income (as at page 4)		2,460,031
		TOTAL INCOME
		6,600,886
EXPENDITURE		
Benefits to members (as at page 5)		2,116,855
Administrative expenses (as at page 10)		3,437,803
Federation and other bodies (specify)		
Total expenditure Federation and other bodies		5,554,658
Taxation		
	TOTAL EXPENDITURE	5,554,658
		1,046,228
Surplus (deficit) for year		
		1,195,930
Amount of general fund at beginning of year		
		1,195,930
Amount of general fund at end of year		2,242,158

ANALYSIS OF INCOME FROM FEDERATION AND OTHER BODIES AND OTHER INCOME

(see notes 19 and 20)

DESCRIPTION	£	£
Federation and other bodies		
TOTAL FEDERATION AND OTHER BODIES		
Other income		
Other income	81,293	
Pension scheme	59,000	
Actuarial gain	986,000	
Transfer to provident benefit	68,697	
TOTAL OTHER INCOME		1,194,990
TOTAL OF ALL OTHER INCOME		1,194,990

ANALYSIS OF BENEFIT EXPENDITURE SHOWN AT GENERAL FUND

(see notes 21 to 23)

	£		£
Representation – Employment Related Issues		brought forward	288,262
		Education and Training services	
Representation – Business Support Services		Negotiated Discount Services	
Communications		Salary Costs	1,828,593
Advisory Services	288,262	Other Benefits and Grants (specify)	
Dispute Benefits			
Other Cash Payments			
carried forward	288,262	Total (should agree with figure in General Fund)	2,116,855

(See notes 24 and 25)

FUND 2		Fund Account	
Name:	Branch Accounts	£	£
Income			
	From members		58,360
	Investment income (as at page 12)		
	Other income (specify)		
		Total other income as specified	
		Total Income	58,360
Expenditure			
	Benefits to members		71,683
	Administrative expenses and other expenditure (as at page 10)		
		Total Expenditure	71,683
		Surplus (Deficit) for the year	(13,323)
		Amount of fund at beginning of year	5,522
		Amount of fund at the end of year (as Balance Sheet)	(7,801)
		Number of members contributing at end of year	19,238

FUND 3		Fund Account	
Name:	Divisional Council Fund	£	£
Income			
	From members		9,073
	Investment income (as at page 12)		
	Other income (specify)		
		Total other income as specified	
		Total Income	9,073
Expenditure			
	Benefits to members		7,505
	Administrative expenses and other expenditure (as at page 10)		
		Total Expenditure	7,505
		Surplus (Deficit) for the year	1,568
		Amount of fund at beginning of year	8,676
		Amount of fund at the end of year (as Balance Sheet)	10,244
		Number of members contributing at end of year	19,238

(See notes 24 and 25)

FUND 4		Fund Account	
Name:	Benevolent Fund Cat 2	£	£
Income			
	From members		4,250
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		4,250
Expenditure			
	Benefits to members		350
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		350
	Surplus (Deficit) for the year		3,900
	Amount of fund at beginning of year		112,156
	Amount of fund at the end of year (as Balance Sheet)		116,056
	Number of members contributing at end of year		513

FUND 5		Fund Account	
Name:	Provident Benefit Fund	£	£
Income			
	From members		NIL
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		NIL
Expenditure			
	Benefits to members		34,934
	Administrative expenses and other expenditure (as at page 10)		68,697
	Total Expenditure		103,631
	Surplus (Deficit) for the year		(103,631)
	Amount of fund at beginning of year		4,657,898
	Amount of fund at the end of year (as Balance Sheet)		4,554,267
	Number of members contributing at end of year		

(See notes 24 and 25)

FUND 6		Fund Account	
Name:	Revaluation Reserve Fund	£	£
Income			
	From members		NIL
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		NIL
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		126,954
	Total Expenditure		126,954
	Surplus (Deficit) for the year		(126,954)
	Amount of fund at beginning of year		5,246,479
	Amount of fund at the end of year (as Balance Sheet)		5,119,525
	Number of members contributing at end of year		

FUND 7		Fund Account	
Name:	Pensions Reserve Fund (included in general fund)	£	£
Income			
	Actuarial gain/ loss		986,000
	Investment income (as at page 12)		447,000
	Other income (specify)		
	Total other income as specified		
	Total Income		1,433,000
Expenditure			
	Benefits to members		508,358
	Administrative expenses and other expenditure (as at page 10)		503,642
	Total Expenditure		1,012,000
	Surplus (Deficit) for the year		421,000
	Amount of fund at beginning of year		1,286,000
	Amount of fund at the end of year (as Balance Sheet)		1,707,000
	Number of members contributing at end of year		

FUND 8		Fund Account	
Name:	Self organised fund account	£	£
Income			
	From central fund		7,164
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		7,164
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		5,791
	Total Expenditure		5,791
	Surplus (Deficit) for the year		1,373
	Amount of fund at beginning of year		3,027
	Amount of fund at the end of year (as Balance Sheet)		4,400
	Number of members contributing at end of year		

(see notes 26 to 31)

POLITICAL FUND ACCOUNT 1		To be completed by trade unions which maintain their own fund	
CAT 1		£	£
Income	Members contributions and levies		146,649
	Investment income (as at page 12)		
	Other income (specify)		
		Total other income as specified	
		Total income	146,649
Expenditure	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)		256,467
	Administration expenses in connection with political objects (specify)		
	Non-political expenditure		
		Total expenditure	256,467
		Surplus (deficit) for year	(109,818)
		Amount of political fund at beginning of year	115,973
		Amount of political fund at the end of year (as Balance Sheet)	6,155
		Number of members at end of year contributing to the political fund	18,181
		Number of members at end of the year not contributing to the political fund	1057
		Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund	544

POLITICAL FUND ACCOUNT 2		To be completed by trade unions which act as components of a central trade union	
		£	£
Income	Contributions and levies collected from members on behalf of central political fund		
	Funds received back from central political fund		
	Other income (specify)		
		Total other income as specified	
		Total income	
Expenditure	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)		
	Administration expenses in connection with political objects (specify)		
	Non-political expenditure		
		Total expenditure	
		Surplus (deficit) for year	
		Amount held on behalf of trade union political fund at beginning of year	
		Amount remitted to central political 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)

		£
Administrative Expenses		
Remuneration and expenses of staff		1,608,933
Salaries and Wages included in above	£1,573,999	
Auditors' fees		
Legal and Professional fees		
Occupancy costs		
Stationery, printing, postage, telephone, etc.		438
Expenses of Executive Committee (Head Office)		214,914
Expenses of conferences		
Other administrative expenses (specify)		
Central services		1,255,611
Grants		350
Events and travel		1,671
Provident benefit fund admin charge		68,697
Self-organised group fund		491
Branch account other expenses		31,355
Divisional councils organising		2,191
Other Outgoings		
Interest payable:		
Bank loans (including overdrafts)		
Mortgages		
Other loans		
Depreciation		224,851
Taxation		94,074
Outgoings on land and buildings (specify)		250,141
Total		3,753,717
Charged to:		
	General Fund (Page 3)	3,437,803
	Branch Accounts	71,683
	Divisional Council	7,505
	Provident Fund	103,631
	Revaluation Reserve	126,954
	Self Organised Groups	5,791

	Benevolent Fund	350
	Total	3,753,717

ANALYSIS OF OFFICIALS SALARIES AND BENEFITS

(see notes 34 to 44 below)

Office held	Gross Salary £	Employers N.I. contributions £	Benefits			Total £
			Pension Contribution s £	Other Benefits		
				Description	Value £	
Mr Cortes – General Secretary	81,077	8,906	16,621			106,604
Mr Carney – President	1,386					1,386
Mr Turvey – Treasurer	3,831					3,831
Ms Fox – Executive Committee	3,790					3,790
Mr Bailey - Executive Committee	1,380					1,380
Mr Kennedy - Executive Committee	2,196					2,196
Mr Kilroy - Executive Committee	967					967
Mr Lawrence - Executive Committee	1,922					1,922
Ms O'Brien - Executive Committee	896					896
Mr Andrews - Executive Committee	277					277
Mr Bain - Executive Committee	1,690					1,690
Mr Clark - Executive Committee	1,170					1,170
Mr Prest- Executive Committee	46					46
Mr Wood - Executive Committee	522					522

ANALYSIS OF INVESTMENT INCOME

(see notes 45 and 46)

	Political Fund £		Other Fund(s) £
Rent from land and buildings			692,895
Dividends (gross) from:			
Equities (e.g. shares)			570,318
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			1,828
 Other investment income (specify)			
		Total investment income	1,265,041
		Credited to:	
		General Fund (Page 3)	1,265,041
		Fund (Account)	
		Fund (Account)	
		Fund (Account)	
		Fund (Account)	
		Fund (Account)	
		Political Fund	
		Total Investment Income	1,265,041

BALANCE SHEET as at 31 December 2015

(see notes 47 to 50)

Previous Year (restated)		£	£
5,939,766	Fixed Assets (at page 14)		5,726,080
	Investments (as per analysis on page 15)		
	Quoted (Market value £)		
15,664,705	Unquoted		18,094,036
21,604,576	Total Investments		23,820,116
	Other Assets		
512,528	Sundry debtors		384,589
1,393,739	Cash at bank and in hand		529,183
NIL	Income tax to be recovered		NIL
NIL	Stocks of goods		NIL
1,286,000	Others (specify) Pension Asset		1,707,000
3,192,267	Total of other assets		2,620,772
24,796,843	TOTAL ASSETS		26,440,888
1,195,930	Central Fund		2,242,158
5,522	Branch Accounts		(7,801)
8,676	Divisional Council		10,244
1,286,000	Pension Account		1,707,000
115,973	Political Fund		6,155
5,246,479	Revaluation Reserve		5,119,525
5,665,764	Property investment revaluation reserve		6,674,566
3,027	Self Organised Groups		11,397,012
112,156	Benevolent Fund		116,056
4,657,898	Provident Benefit Fund		4,554,267
4,845,000	Special Reserve Fund		4,845,000
	LIABILITIES		
	Amount held on behalf of central trade union political fund		
	Loans: From other trade unions		NIL
	Loans: Other		NIL
	Bank overdraft		NIL
75,661	Tax payable		
140,405	Sundry creditors		1,296,272

1,209,013	Accrued expenses		
	Provisions		
229,339	Other liabilities		
1,654,418		TOTAL LIABILITIES	1,296,272
23,142,425		TOTAL NET ASSETS	26,440,888

FIXED ASSETS ACCOUNT

(see notes 51 to 55)

	Land and Buildings		Furniture and Equipment £	Computer Equipment £	Refurbishment £	Total £
	Freehold	Leasehold				
Cost or Valuation						
At start of year	6,344,860		412,806	834,069	1,704,394	9,296,128
Additions				11,060		11,060
Disposals						
Revaluation/Transfer s						
At end of year	6,344,860		412,806	845,129	1,704,394	9,307,189
Accumulated Depreciation						
At start of year	1,658,273		412,806	794,959	490,222	3,356,258
Charges for year	152,835			8,890	63,126	224,851
Disposals						
Revaluation/Transfer s						
At end of year	1,811,108		412,806	803,849	553,346	3,581,109
Net book value at end of year	4,533,752			41,280	1,151,048	5,726,080
Net book value at end of previous year	4,686,587			39,110	1,214,174	5,939,871

ANALYSIS OF INVESTMENTS

(see notes 56 and 57)

QUOTED	All Funds Except Political Funds £	Political Fund £
Equities (e.g. Shares)		
Government Securities (Gilts)		
Other quoted securities (to be specified)		10,299,590
TOTAL QUOTED (as Balance Sheet)		10,299,590
Market Value of Quoted Investment		16,674,156
UNQUOTED		
Equities		550,000
Government Securities (Gilts)		
Mortgages		
Bank and Building Societies		
Other unquoted investments (to be specified)		
TOTAL UNQUOTED (as Balance Sheet)		550,000
Market Value of Unquoted Investments		850,000

ANALYSIS OF INVESTMENT INCOME (CONTROLLING INTERESTS)

(see notes 58 and 59)

Does the union, or any constituent part of the union, have a controlling interest in any limited company?		YES <input type="checkbox"/>	NO <input checked="" type="checkbox"/>
If YES name the relevant companies:			
COMPANY NAME	COMPANY REGISTRATION NUMBER (if not registered in England & Wales, state where registered)		
Are the shares which are controlled by the union registered in the names of the union's trustees?		YES <input type="checkbox"/>	NO <input checked="" 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 £	Political Funds £	Total Funds £
INCOME			
From Members	4,203,465	146,649	4,350,114
From Investments	1,265,041		1,265,041
Other Income (including increases by revaluation of assets)	3,653,029		3,653,029
Total Income	9,121,535	146,649	9,268,184
EXPENDITURE (including decreases by revaluation of			
Total Expenditure	7,000,526	256,467	7,265,993
 Funds at beginning of year (including reserves)	 23,026,452	 115,973	 23,142,425
Funds at end of year (including reserves)	25,138,461	6,155	25,144,616
 ASSETS			
Fixed Assets			5,726,080
Investment Assets			18,094,036
Other Assets			2,620,772
		Total Assets	26,440,887
LIABILITIES		Total Liabilities	1,296,272
NET ASSETS (Total Assets less Total Liabilities)			25,114,616

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.

2. TAXATION

	2015	2014
	£	£
Current year taxation		
Corporation Tax: Provision for the current year at current rates	86,639	75,661
Under provision in prior year	<u>7,435</u>	<u>(16,667)</u>
	<u>94,074</u>	<u>58,994</u>

3. The Union Learning Fund

The decision was taken in 2014 wind down the UK project when the funding for that financial period came to an end in March 2015. This set of accounts reflects the last quarter of the project's financial year or the first three months of the Association's financial year.

The Scottish Union Learning project, continues to receive funding from the Scottish TUC. The project is successful and well received by all who benefits from it and will continue into the foreseeable future.

4 Profit before tax is stated after charging:

	2015	2014
	£	£
Directors' remuneration	nil	nil
Auditors' remuneration (excluding VAT):		
Audit	18,000	18,000
Other services	36,000	29,000
Depreciation	<u>224,851</u>	<u>215,285</u>

NOTES TO THE ACCOUNTS (continued)

5 Directors' and employees' costs and emoluments and support service costs

No emoluments are paid to any director.

Staff costs during the year were as follows:

	2015	2014
	£	£
Secretariat	142,814	260,417
Operations	1,828,593	1,923,316
Central services	1,431,185	1,394,087
	3,402,592	3,577,820
Wages and salaries	2,158,204	2,363,894
Social security costs	194,389	220,709
Pension costs	1,049,999	993,217
	3,402,592	3,577,820

The average number of employees during the year was as follows:

	2015	2014
	Number	Number
Management Team	5	5
Business Support Services	18	15
Scotland	1	1
Help Desk	-	2
Northern Region	8	10
Southern Region	8	13
ULF	-	5
Community Organisers	-	1
Education	7	-
SULF	1	1
Ireland	2	2
	50.0	55.0

The total employee benefits including pension contributions of the key management personnel were £177,932 (2014: £173,774).

NOTES TO THE ACCOUNTS (continued)

7 Investments

	2015	2014
	£	£
Fair value at the start of the year	15,190,718	14,552,038
Additions at cost	1,324,634	20,415
Net gain / (loss) on change in fair value	1,008,802	618,265
	17,524,154	15,190,718
Cash held by investment broker pending reinvestment	569,882	473,988
	18,094,036	15,664,706
	11,419,472	9,998,942
Investments comprise:		
	2015	2014
	£	£
UK Common investment funds	16,674,154	14,890,718
Unlisted shares in UK registered companies	850,000	300,000
Cash	569,882	473,988
	18,094,036	15,664,706
	18,094,036	15,664,706
Investments representing over 5% by value of the portfolio comprise:		
	2015	2014
	£	£
Henderson Global Care UK Income I Inc	14,536,553	12,966,758
Henderson Institutional Global Care Managed I Account	2,137,603	1,923,960
	14,536,553	12,966,758
	14,536,553	12,966,758

NOTES TO THE ACCOUNTS (continued)

8 Debtors

	2015	2014 as restated
	£	£
Other debtors	224,664	365,638
Prepayments & accrued income	159,925	146,890
	384,589	512,528
	384,589	512,528

9 Creditors: amounts falling due within one year

	2015	2014 as restated
	£	£
Trade creditors	197,665	210,490
Taxation and social security	50,785	27,777
Other creditors	1,049,648	1,153,085
Accruals	63,552	47,000
Deferred income	134,593	140,405
	1,496,243	1,578,757
	1,496,243	1,578,757

10 Defined benefit pension scheme asset

The disclosures below have been prepared for the Transport Salaried Staffs' Association (the "Association") in relation to benefits payable from the Transport Salaried Staffs' Association Staff Pension Scheme (the "Scheme").

The Scheme is a funded scheme of the defined benefit type, providing retirement benefits based on salary. The Scheme has assets held in a separately administered fund managed by a Management Committee. The Association and Management Committee have agreed a funding plan to ensure the Scheme is sufficiently funded to meet current and future obligations. A formal schedule of contributions was drawn up on 28 October 2015 whereby the Association will pay 20.5% of pensionable salary for five years from November 2015 to cover accrual of benefits for future service. Association contributions to the Scheme in 2016 are estimated to be £467k. Additional Association contributions may be required if there are any augmentations during the year.

The valuation used for FRS 102 disclosures has been based on a full assessment of the liabilities of the Scheme as at 31 December 2014. The present values of the defined benefit obligation, the related current service cost and any past service costs were measured using the projected unit credit method.

The principal assumptions used to calculate the liabilities under FRS 102 are set out below:

Main assumptions

	31 December 2015 %p.a.	31 December 2014 %p.a.	31 December 2013 %p.a.
RPI inflation	3.50	3.40	3.70
CPI inflation	2.50	2.40	3.00
Rate of general long-term increase in salaries	4.50	4.40	4.70
Rate of increase to pensions in payment (in excess of GMP)	3.50	3.40	3.70
Discount rate for Scheme liabilities	4.00	3.70	4.60
Longevity for member currently aged 60			
▪ male	88	88	88
▪ female	90	90	90
Longevity for member reaching 60 in 20 years			
▪ male	90	90	90
▪ female	92	93	92

Sensitivities of assumptions

The table below provides information on the sensitivity of the defined benefit obligation to changes to the most significant actuarial assumptions. The table shows the impact of changes to each assumption in isolation although, in practice, changes to assumptions may occur at the same time and can either offset or compound the overall impact on the defined benefit obligation. These sensitivities have been calculated using the same methodology as used for the main calculations, and there has been no change since the previous period to the method and assumptions used in preparing the sensitivity analysis. The weighted average duration of the defined benefit obligation is 22 years.

Percentage change to Defined Benefit Obligation

Assumption	Change to assumption	
	Increase by 0.25%p.a.	Decrease by 0.25% p.a.
Discount rate	-6%	+6%
Inflation*	+5%	-5%

* Please note that this change in inflation allows for corresponding changes to salary increases, deferred revaluation and pension increase assumptions

Our calculations

An increase of one year in the assumed life expectancy for both males and females would increase the Defined Benefit Obligation by 3%

NOTES TO THE ACCOUNTS (continued)

Fair value of assets

	Value at 31 December 2015 (£K)	Value at 31 December 2014 (£K)	Value at 31 December 2013 (£K)
Equities	15,832	15,460	16,340
Index-linked bonds	18,660	18,896	8,955
Corporate bonds	–	–	5,820
Other	93	90	196
Tótal	34,585	34,446	31,311

Reconciliation of funded status to balance sheet

	Value at 31 December 2015 (£K)	Year at 31 December 2014 (£K)
Fair value of Scheme assets	34,585	34,446
Present value of funded defined benefit obligations	32,878	33,160
	1,707	1,286
Surplus not recoverable in the future	–	–
Asset/(liability) recognised on the balance sheet	1,707	1,286

Analysis of profit and loss

	Year ending 31 December 2015 (£K)	Year ending 31 December 2014 (£K)
Current service cost	956	890
Administration expenses	115	131
Net interest cost	(59)	(99)
Expense recognised in profit and loss	1,012	922

NOTES TO THE ACCOUNTS (continued)

Changes to the present value of the defined benefit obligation

	Value at 31 December 2015 (£K) £	Value at 31 December 2014 (£K) £
Opening defined benefit obligation	33,160	29,487
Current service cost	956	890
Expenses	115	131
Interest cost	1,207	1,331
Contributions by Scheme participants	163	175
Remeasurement (gains) / losses		-
Actuarial (gains) / losses on Scheme liabilities in respect of assumptions	(1,498)	3,677
Actuarial (gains) / losses on Scheme liabilities in respect of experience	(145)	(1,406)
Net benefits paid out	(1,080)	(1,125)
	32,878	33,160

Changes to the fair value of Scheme assets

	Year ending 31 December 2015 (£K)	Year ending 31 December 2014 (£K)
Opening fair value of Scheme assets	34,446	31,311
Interest income on Scheme assets	1,266	1,430
Remeasurement gains / (losses)		
Return on Scheme assets less interest income	(657)	2,178
Contributions by the Association	447	477
Contributions by Scheme participants	163	175
Net benefits paid out	(1,080)	(1,125)
Net increase in assets from disposals / acquisitions	-	-
Settlements	-	-
	34,585	34,446

NOTES TO THE ACCOUNTS (continued)

Analysis of amounts recognised in the other comprehensive income

	Year ending 31 December 2015 (£K)	Year ending 31 December 2014 (£K)
Return on Scheme assets less interest income	(657)	2,178
Gains / (losses) on assumptions	1,498	(3,677)
Experience gains / (losses) on Scheme liabilities	145	1,406
Total gain / (loss)	986	(93)

Actual return on Scheme assets

	Year ending 31 December 2015 (£K)	Year ending 31 December 2014 (£K)
Interest Income on Scheme assets	1,266	1,430
Return on Scheme assets less interest income	(657)	2,178
Total return on Scheme assets	609	3,608

11 Prior year adjustment and Impact of transition to FRS 102

Restated funds

	31 December 2014 £	1 January 2014 £
Funds previously reported	17,394,045	18,207,307
Prior year adjustment		
Reduction in salaries costs	104,212	-
Reduction in other costs	18,851	-
Increase in rental income	34,000	-
Decrease in membership income	(74,447)	-
	82,616	-
Funds restated after prior year adjustment	17,476,661	18,207,307

NOTES TO THE ACCOUNTS (continued)

Impact of transition to FRS 102

Revaluation of investments from book cost to fair value at 1 Jan 2014	5,047,599	5,047,599
Unrealised gain on investments in 2014	618,165	-
	23,142,425	23,254,906
Total funds restated after prior year adjustment and FRS 102 adjustment	23,142,425	23,254,906

Impact on income, expenditure, gains and losses in the central fund

	2015	
	£	
Net income / (expenditure) as previously reported	(150,231)	
Prior year adjustment		
Reduction in salaries costs:		
Secretariat	7,553	
Operations	56,228	
Central Services	40,431	
	104,212	
Reduction in other costs	18,851	
Increase in rental income	34,000	
Decrease in membership income	(74,447)	
	82,616	
Total impact of prior year adjustment on income and expenditure	82,616	
Transition to FRS 102 adjustment		
Increase in pension costs:		
Secretariat	(7,138)	
Operations	(37,682)	
Central Services	(38,180)	
	(83,000)	
Decrease in pension income	(378,000)	
	(528,615)	
Net income / (expenditure) as restated	(528,615)	
Decrease in actuarial loss on pension asset recognised after net income and expenditure	461,000	

NOTES TO THE ACCOUNTS (continued)

The prior year adjustment relates to salaries and other costs that were double counted in 2014. In addition, membership and rental income were understated due to timings of rental and membership receipts.

The Association has adopted FRS 102 for the year ended 2015 and has restated the comparative prior year amounts.

The pension changes relate to a restatement of the actuarial loss on the pension asset, which has increased pension costs, and decreased pension income previously reported under FRS 17. The pension changes have had no impact on previously reported funds.

The investment changes relate to a restatement of investments to fair value that were previously held at book cost under UK GAAP. The investment changes have lead to an investment revaluation reserve fund

ACCOUNTING POLICIES

(see notes 74 and 75)

1. ACCOUNTING POLICIES

a) Basis of preparation

These financial statements have been prepared in accordance with applicable United Kingdom accounting standards, including Financial Reporting Standard 102 – 'The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland' ('FRS 102').

b) Reconciliation with previously Generally Accepted Accounting Practice (GAAP)

"In preparing the accounts, the executive committee have considered whether in applying the accounting policies required by FRS 102 a restatement of comparative items was required. The transition date was 1 January 2014.

At the date of transition in applying the requirement to recognise investments at fair value rather than book cost, an investment revaluation reserve has been created to recognise movements in fair value. The pension scheme gains or losses have been revalued due to the changes in assumptions used in FRS 102 however, there has been no impact on the overall value of the pension scheme asset. No other restatements were required.

The nature of these changes and their impact on opening funds and profit for the comparative period are explained in note 11.

c) Going concern

The executive committee consider that there are no material uncertainties about the association's ability to continue as a going concern.

d) Subscriptions

Subscriptions deducted through the paybills and collected by direct debit are dealt with in the year to which they relate. Subscriptions from cash members are recognised on receipt.

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably; this is normally upon notification of the interest paid or payable by the bank.

f) Investment income

The changes in rule 38 allow the Executive Committee at its discretion to decide where such parts of investment income shall be allocated. Investment income is stated inclusive of income tax deducted at source. Any interest or net rent receivable shown in the Central Fund is subject to tax.

g) Freehold Land and Buildings

The Association's freehold property is stated at valuation. The Association has followed the transitional provisions allowable under FRS 15 and subsequently FRS 102, to hold the book cost of land and buildings as per the last revaluation carried out in 1999.

The buildings are depreciated over their estimated useful lives on a reducing balance basis with a residual balance of nil, as follows:

Walkden House	over a further 27 years
Scottish Office	over a further 25 years
York Office	over a further 36 years
No depreciation is provided on the value of the freehold land.	

h) Other Fixed Assets

Fixed assets are stated at cost less depreciation sufficient to write these assets off over their estimated lives. Depreciation is charged at an annual rate of 10% on cost, except for computers and office machinery where the assets are written off at a rate of 25% per annum.

i) Investments

Investments are listed investments and are held at fair value with reference to the quoted market price at the reporting date. Movements in the fair value of investments are included in the investment revaluation reserve.

j) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

k) Creditors

Short term trade creditors are measured at the transaction price.

l) Foreign Currency

The transactions of Branches and Divisional Council operations in the Republic of Ireland are translated at the average exchange rate prevailing during the year of the transaction. Assets and liabilities are translated into Sterling at the rate of exchange prevailing at the balance sheet date.

m) Pension costs and other post-retirement benefits

The Association operates a defined benefit pension scheme for employees. The assets of the scheme are held separately from those of the Association.



Current service costs, past service costs and gains and losses on settlements and curtailments are charged to the Central Fund. The interest cost and expected return on assets are shown as a net amount in the Central Fund as Pension Scheme Financial Income. Actuarial gains and losses are recognised immediately in the statement of total recognised gains and losses.

Pension scheme assets are valued at market value at the balance sheet date. Pension scheme liabilities are measured on an actuarial basis using the projected unit method and are discounted to their present value using a rate equivalent to the current rate of return on a high quality corporate bond of equivalent currency and term to the scheme liabilities. Pension scheme surpluses are recognised in full on the balance sheet.

SIGNATURES TO THE ANNUAL RETURN

(see notes 76 and 77)

including the accounts and balance sheet contained in the return.

Secretary's Signature:  Name: <u>MAJOR CARTER</u> Date: <u>09/12/16</u>	Chairman's Signature:  (or other official whose position should be stated) Name: <u>Mick CARNEY</u> Date: <u>9 - Dec - 2016.</u>
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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 type="checkbox"/>	NO	<input type="checkbox"/>
HAS THE RETURN OF CHANGE OF OFFICERS BEEN COMPLETED? (see Page 2 and Note 12)	YES	<input type="checkbox"/>	NO	<input type="checkbox"/>
HAS THE RETURN BEEN SIGNED? (see Pages 19 and 21 and Notes 76 and 77)	YES	<input 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 type="checkbox"/>	NO	<input type="checkbox"/>
IS A RULE BOOK ENCLOSED? (see Notes 8 and 78)	YES	<input type="checkbox"/>	NO	<input type="checkbox"/>
A MEMBER'S STATEMENT IS: (see Note 80)	ENCLOSED	<input type="checkbox"/>	TO FOLLOW	<input type="checkbox"/>
HAS THE SUMMARY SHEET BEEN COMPLETED (see Page 17 and Notes 7 and 59)	YES	<input type="checkbox"/>	NO	<input type="checkbox"/>

AUDITOR'S REPORT

(see notes 81 to 86)

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

We have audited the financial statements of Transport Salaries Staffs' Association for the year ended 31 December 2015 which comprise the Branch account, the Divisional Councils account, the Self-Organised Groups account, the Political Fund account, the Provident Benefit Fund account, the Property Revaluation Reserve, the Central Fund, the balance sheet, the 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 Section 36 of the Trade Union and Labour Relations (Consolidated) 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 auditors' 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 directors and auditors

As explained more fully in the Executive Committee's report, the Executive Committee are 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 Executive Committee; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Executive Committee's report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. 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 31 December 2015 and of its results for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Trade Union and Labour Relations (Consolidated) Act 1992

AUDITOR'S REPORT (continued)

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 (Consolidated) Act 1992 requires us to report to you if, in our opinion:

- The Union has not kept proper accounting records in accordance with Section 28 of the Act
- The Union has not maintained a satisfactory system of control over its transactions in accordance with that section
- The accounts to which the report relate do not agree with the accounting records

Signature(s) of auditor or auditors:	<i>Sayer Vincent LLP</i>	
Name(s):	Joanna Pittman	
Profession(s) or Calling(s):	SAYER VINCENT LLP	
Address(es):	Invicta House 108-114 Golden Lane London EC1Y 0TL	
Date:	15 April 2016	
Contact name and telephone number:	Farrah Kitabi 020 7841 6360	

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