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# FORM AR21

Trade Union and Labour Relations (Consolidation) Act 1992

## ANNUAL RETURN FOR A TRADE UNION

Name of Trade Union:	Associated Society of Locomotive Engineers and Fireman
Year ended:	31 December 2012
List no:	CO/023T/1
Head or Main Office:	75-77 St John Street London EC1M 4NN
Website address (if available)	www.aslef.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:	Mick Whelan
Telephone Number:	020-7324-2400
Contact name for queries regarding	Nigel Gooch
Telephone Number:	020-7324-2404
E-mail:	ngooch@aslef.org.uk

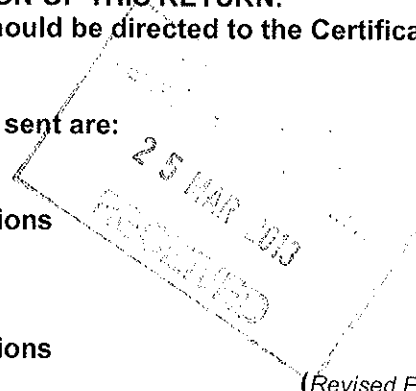
**PLEASE FOLLOW THE GUIDANCE NOTES IN THE COMPLETION OF THIS RETURN.**

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	18,426				18,426
FEMALE	800				800
TOTAL	19,226				A 19,226

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

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

19,226
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## 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
District Organiser	Andy Morrison	Nigel Gibson	25 June 2012
Executive Committee Member	Nigel Gibson	Howard Kaye	17 September 2012
Trustee	Howard Kaye	Vacant	31 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:

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## **Officers in post at 31 December 2012**

Alan Donnelly - President

Hugh Bradley - Member of Executive Committee

Dave Calfe - Member of Executive Committee

Marz Colombini - Member of Executive Committee

Brian Corbett - Member of Executive Committee

Howard Kaye - Member of Executive Committee

Tosh McDonald - Member of Executive Committee

Terry Wilkinson - Member of Executive Committee

Mick Whelan – General Secretary

Ian Smith - Trustee

Bill Goode – Trustee

**Vacancy for Trustee**

# GENERAL FUND

(see notes 13 to 18)

	£	£
<b>INCOME</b>		
<b>From Members:</b> Contributions and Subscriptions		4,665,505
<b>From Members:</b> Other income from members (specify)		
<b>Total other income from members</b>		
<b>Total of all income from members</b>		4,665,505
<b>Investment income (as at page 12)</b>		98,934
<b>Other Income</b>		
Membership services' commission	8,505	
Profit on sale of investment	24,272	
<b>Total of other income (as at page 4)</b>		32,777
		<b>4,797,216</b>
		<b>TOTAL INCOME</b>
<b>EXPENDITURE</b>		
<b>Benefits to members (as at page 5)</b>		320,240
<b>Administrative expenses (as at page 10)</b>		4,209,752
<b>Federation and other bodies (specify)</b>		
Affiliation fees	113,251	
Donations	32,533	
<b>Total expenditure Federation and other bodies</b>		145,784
<b>Pension scheme actuarial loss</b>		361,000
		<b>5,036,776</b>
		<b>TOTAL EXPENDITURE</b>
Surplus (deficit) for year		(239,560)
Amount of general fund at beginning of year		7,365,858
Amount of general fund at end of year		7,126,298

# ANALYSIS OF INCOME FROM FEDERATION AND OTHER BODIES AND OTHER INCOME

(see notes 19 and 20)

DESCRIPTION	£	£
<b>Federation and other bodies</b>		
<b>TOTAL FEDERATION AND OTHER BODIES</b>		
<b>Other income</b>		
Membership services commission	8,505	
Profit on sale of investment	24,272	
<b>TOTAL OTHER INCOME</b>		32,777
<b>TOTAL OF ALL OTHER INCOME</b>		32,777

# ANALYSIS OF BENEFIT EXPENDITURE SHOWN AT GENERAL FUND

(see notes 21 to 23)

	£		£
Representation – Employment Related Issues Legal Services	34,828	<b>brought forward</b>  Education and Training services Course Costs	263,638  56,602
Representation – Non Employment Related Issues		Negotiated Discount Services	
Communications Diaries	27,746		
Locomotive Journal	201,064	Salary Costs	
Advisory Services		Other Benefits and Grants (specify)	
Dispute Benefits			
Other Cash Payments			
<b>carried forward</b>	<b>263,638</b>	<b>Total (should agree with figure in General Fund)</b>	<b>320,240</b>

(See notes 24 and 25)

<b>FUND 2</b>		<b>Fund Account</b>	
<b>Name:</b>	Distress/Hardship Fund	£	£
<b>Income</b>			
	From members		84,800
	Investment income (as at page 12)		
	Other income (specify)		
	<b>Total other income as specified</b>		
	<b>Total Income</b>		84,800
<b>Expenditure</b>			
	Benefits to members		9,500
	Administrative expenses and other expenditure (as at page 10)		
	<b>Total Expenditure</b>		9,500
	<b>Surplus (Deficit) for the year</b>		75,300
	<b>Amount of fund at beginning of year</b>		1,441,486
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		1,516,786
	<b>Number of members contributing at end of year</b>		17,109

<b>FUND 3</b>		<b>Fund Account</b>	
<b>Name:</b>	Fighting Fund	£	£
<b>Income</b>			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Donations	2,470	
	<b>Total other income as specified</b>		2,470
	<b>Total Income</b>		2,470
<b>Expenditure</b>			
	Benefits to members	2,000	
	Administrative expenses and other expenditure (as at page 10)		
	<b>Total Expenditure</b>		2,000
	<b>Surplus (Deficit) for the year</b>		470
	<b>Amount of fund at beginning of year</b>		29,598
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		30,068
	<b>Number of members contributing at end of year</b>		N/A

(See notes 24 and 25)

FUND 4		Fund Account	
Name:	Branches' General Fund	£	£
<b>Income</b>			
	From members		90,684
	Investment income (as at page 12)		
	Other income (specify)		
	Donations	3,782	
	<b>Total other income as specified</b>		3,782
	<b>Total Income</b>		94,466
<b>Expenditure</b>			
	Benefits to members		548
	Administrative expenses and other expenditure (as at page 10)		87,924
	<b>Total Expenditure</b>		88,472
	<b>Surplus (Deficit) for the year</b>		5,994
	<b>Amount of fund at beginning of year</b>		147,534
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		153,528
	<b>Number of members contributing at end of year</b>		19,226

FUND 5		Fund Account	
Name:		£	£
<b>Income</b>			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
<b>Expenditure</b>			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		



(See notes 24 and 25)

<b>FUND 6</b>		<b>Fund Account</b>	
<b>Name:</b>		<b>£</b>	<b>£</b>
<b>Income</b>			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	<b>Total other income as specified</b>		
	<b>Total Income</b>		
<b>Expenditure</b>			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	<b>Total Expenditure</b>		
	<b>Surplus (Deficit) for the year</b>		
	<b>Amount of fund at beginning of year</b>		
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		
	<b>Number of members contributing at end of year</b>		

<b>FUND 7</b>		<b>Fund Account</b>	
<b>Name:</b>		<b>£</b>	<b>£</b>
<b>Income</b>			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	<b>Total other income as specified</b>		
	<b>Total Income</b>		
<b>Expenditure</b>			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	<b>Total Expenditure</b>		
	<b>Surplus (Deficit) for the year</b>		
	<b>Amount of fund at beginning of year</b>		
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		
	<b>Number of members contributing at end of year</b>		

(see notes 26 to 31)

POLITICAL FUND ACCOUNT 1		To be completed by trade unions which maintain their own fund		
		£	£	
<b>Income</b>	Members contributions and levies		99,593	
	Investment income (as at page 12)	1,087		
	Other income (specify)			
		Total other income as specified	1,087	
		Total income	100,680	
<b>Expenditure</b>	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify) Affiliation Fees	51,216		
	Donations	24,690		
	Administration expenses in connection with political objects (specify) Conferences, salaries & office expenses	50,952		
	Non-political expenditure Taxation	68		
			Total expenditure	126,926
			Surplus (deficit) for year	(28,246)
			Amount of political fund at beginning of year	43,486
			Amount of political fund at the end of year (as Balance Sheet)	17,240
			Number of members at end of year contributing to the political fund	16,530
			Number of members at end of the year not contributing to the political fund	2,696
Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund – <b>NB -2,117 members are retired and do not contribute</b>			579	

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		22,727	
	Funds received back from central political fund			
	Other income (specify) Donations	31		
		Total other income as specified	31	
		Total income	22,758	
<b>Expenditure</b>	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify) Affiliation Fees	3,362		
	Donations	6,905		
	Administration expenses in connection with political objects (specify) Education & organising	10,980		
	Non-political expenditure			
			Total expenditure	21,247
			Surplus (deficit) for year	1,511
			Amount held on behalf of trade union political fund at beginning of year	42,468
			Amount remitted to central political fund	
			Amount held on behalf of central political fund at end of year	43,979
			Number of members at end of year contributing to the political fund	16,530
		Number of members at end of the year not contributing to the political fund	2,696	
Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund- <b>NB -2,117 members are retired and do not contribute</b>			579	

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

(see notes 32 and 33)

		£
<b>Administrative Expenses</b>		
Remuneration and expenses of staff		2,509,193
Salaries and Wages included in above	£1,697,713	
Auditors' fees		29,400
Legal and Professional fees		59,619
Occupancy costs		137,007
Stationery, printing, postage, telephone, etc.		211,565
Expenses of Executive Committee (Head Office)		202,844
Expenses of conferences		250,093
Other administrative expenses (specify)		
Employers' check off charges		57,363
Organising expenses		365,610
Ballots		30,723
<b>Other Outgoings</b>		
Bank charges		11,721
Goods purchased for resale and presentation		17,397
Out of court settlement and legal expenses		170,000
Depreciation		98,852
Taxation		6,021
Outgoings on land and buildings (specify)		
Repairs and reserve for dilapidations		111,037
Other outgoings (specify)		
Branch affiliations and donations		29,231
<b>Total</b>		4,297,676
Charged to:	General Fund (Page 3)	4,209,752
	Fund (Account4)	87,924
	Fund (Account )	
	Fund (Account )	
	Fund (Account )	
<b>Total</b>		4,297,676

# 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 £	
M Whelan – General Secretary	84,460	9,439	22,550			116,449
A Donnelly - President	16,813	673				17,486
H Bradley – Exec Committee	30,791	3,079				33,870
D Calfe – Exec Committee	10,344	193				10,537
M Colombini - Exec Committee	36,509	3,783				40,292
B Corbett – Exec Committee	29,703	2,823				32,526
H Kaye – Exec Committee	8,485	804				9,289
N Gibson – Exec Committee	25,213	2,653				27,866
T McDonald – Exec Committee	29,061	2,397				31,458
T Wilkinson – Exec Committee	29,643	1,407				31,050

# ANALYSIS OF INVESTMENT INCOME

(see notes 45 and 46)

	Political Fund £		Other Fund(s) £
Rent from land and buildings			38,743
Dividends (gross) from:			
Equities (e.g. shares)	652		60,191
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies	435		
Other investment income (specify)			
	1,087		98,934
		Total investment income	100,021
Credited to:			
		General Fund (Page 3)	98,934
		Fund (Account )	
		Fund (Account )	
		Fund (Account )	
		Fund (Account )	
		Fund (Account )	
		Political Fund	1,087
		Total Investment Income	100,021

# BALANCE SHEET as at 31 December 2012

(see notes 47 to 50)

Previous Year		£	£
7,888,523	<b>Fixed Assets</b> (at page 14)		8,474,413
	<b>Investments</b> (as per analysis on page 15)		
1,602,909	Quoted (Market value £ 1,437,854)	1,331,908	
55,250	Unquoted	55,250	
	<b>Total Investments</b>		1,387,158
	<b>Other Assets</b>		
	Loans to other trade unions		
400,071	Sundry debtors	350,392	
916,511	Cash at bank and in hand	850,165	
	Income tax to be recovered		
	Stocks of goods		
	Property sale proceeds due 22-July-2011		
	<b>Total of other assets</b>		1,200,557
	<b>TOTAL ASSETS</b>		11,062,128
7,365,858	Fund (Account 1)		7,126,298
1,441,486	Fund (Account 2)		1,516,786
29,598	Fund (Account 3)		30,068
147,534	Fund (Account 4)		153,528
43,486	Political Fund (Account 1)		17,240
42,468	Political Fund (Account 2)		43,979
	<b>LIABILITIES</b>		
	Amount held on behalf of central trade union political fund		
	Loans: From other trade unions		
	Loans: Other		
	Bank overdraft		
	Tax payable		
386,834	Sundry creditors		519,229
	Accrued expenses		
50,000	Provisions		100,000
1,356,000	Pension liability		1,555,000
	<b>TOTAL LIABILITIES</b>		2,174,229
	<b>TOTAL ASSETS</b>		11,062,128

# FIXED ASSETS ACCOUNT

(see notes 51 to 55)

	Land and Buildings		Furniture and Equipment £	Motor Vehicles £	Not used for union business £	Total £
	Freehold	Leasehold				
<b>Cost or Valuation</b>						
At start of year	7,718,526		229,034			7,947,560
Additions	604,688		80,054			684,742
Disposals						
Revaluation/Transfer s						
At end of year	8,323,214		309,088			8,632,302
<b>Accumulated Depreciation</b>						
At start of year	59,037		-			59,037
Charges for year	56,866		41,986			98,852
Disposals						
Revaluation/Transfer s						
At end of year	115,903		41,986			157,889
<b>Net book value at end of year</b>	8,207,311		267,102			8,474,413
<b>Net book value at end of previous year</b>	7,659,489		229,034			7,888,523

# ANALYSIS OF INVESTMENTS

(see notes 56 and 57)

QUOTED	All Funds Except Political Funds £	Political Fund  £
Equities (e.g. Shares)	1,331,908	
Government Securities (Gilts)		
Other quoted securities (to be specified)		
TOTAL QUOTED (as Balance Sheet)	1,331,908	
Market Value of Quoted Investment	1,437,854	
UNQUOTED		
Equities	55,250	
Government Securities (Gilts)		
Mortgages		
Bank and Building Societies		
Other unquoted investments (to be specified)		
TOTAL UNQUOTED (as Balance Sheet)	55,250	
Market Value of Unquoted Investments	55,250	



# 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	COMPANY REGISTRATION NUMBER (if not registered in England & Wales, state where registered)		
ASLEF Trustee Company Limited	7374800		
<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 £	Political Funds £	Total Funds £
<b>INCOME</b>			
From Members	4,840,989	122,320	4,963,309
From Investments	98,934	1,087	100,021
Other Income (including increases by revaluation of assets)	39,029	31	39,060
<b>Total Income</b>	4,978,952	123,438	5,102,390
<b>EXPENDITURE</b> (including decreases by revaluation of			
<b>Total Expenditure</b>	5,136,748	148,173	5,284,921
<b>Funds at beginning of year</b> (including reserves)	8,984,476	85,954	9,070,430
<b>Funds at end of year</b> (including reserves)	8,826,680	61,219	8,887,899
<b>ASSETS</b>			
Fixed Assets			8,474,413
Investment Assets			1,387,158
Other Assets			1,200,557
		<b>Total Assets</b>	11,062,128
<b>LIABILITIES</b>		<b>Total Liabilities</b>	2,174,229
<b>NET ASSETS (Total Assets less Total Liabilities)</b>			8,887,899

# 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.

## TAXATION

The union is not liable to taxation on income from its members. Tax credits arise on dividends received. Corporation tax is payable on investment income to the extent that this exceeds provident benefits. The union claimed rollover relief following the sale and purchase of its headquarters buildings. This is the subject of an enquiry by H M Revenue and Customs.

## CONTINGENT LIABILITIES

Following legal advice the previously reported potential claims against ASLEF for legal expenses and charges to which ASLEF was strongly opposed has been settled out of court.

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN**  
**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2012**

**PENSION SCHEME CONTRIBUTIONS**

The union operates a defined benefit scheme in the UK. A full actuarial valuation was carried out at 1 August 2010 and updated to 31 December 2012 by a qualified actuary, independent of the scheme's sponsoring employer. The major assumptions used by the actuary are shown below.

With effect from 1 August 2011, employer contributions are payable at the rate of 26.7% or 24.2% of pensionable pay, depending on the member's accrual rate, plus £19,500 per month. Member contributions are payable in addition at the rate of either 5% or 7.5% of pensionable pay.

**Present values of scheme liabilities, fair value of assets and deficit**

	2012	2011	2010
	£'000	£'000	£'000
Fair value of scheme assets	8,413	7,222	6,470
Present value of scheme liabilities	9,968	8,578	8,421
<b>Surplus (deficit) in scheme</b>	<b>(1,555)</b>	<b>(1,356)</b>	<b>(1,951)</b>

The union is not subject to corporation tax on its main activity as set out in note 3 and does not therefore account for deferred tax. As a result there cannot be a deferred tax asset related to the above pension liability.

**Reconciliation of opening and closing balances of the present value of the scheme liabilities**

	2012	2011
	£'000	£'000
Scheme liabilities at start of period	8,578	8,421
Current service cost	352	338
Interest cost	431	475
Contributions by scheme participants	108	94
Actuarial losses (gains)	679	(620)
Benefits paid and death in service insurance premiums	(180)	(130)
<b>Scheme liabilities at end of period</b>	<b>9,968</b>	<b>8,578</b>

ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN  
 NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2012

PENSION SCHEME CONTRIBUTIONS (continued)

Reconciliation of opening and closing balances of the fair value of scheme assets

	2012	2011
	£'000	£'000
Fair value of scheme assets at start of period	7,222	6,470
Expected return on scheme assets	347	328
Actuarial gains (losses)	318	(53)
Contributions by employer	598	513
Contributions by scheme participants	108	94
Benefits paid and death in service insurance premiums	(180)	(130)
<b>Fair value of scheme assets at end of year</b>	<b>8,413</b>	<b>7,222</b>

The actual return on the scheme assets over the period ended 31 December 2012 was £665,000 (2011 - £275,000).

Total expense recognised in profit and loss account

	2012	2011
	£'000	£'000
Current service cost	352	338
Interest cost	431	475
Expected return on scheme assets	(347)	(328)
<b>Total expense recognised in profit and loss</b>	<b>436</b>	<b>485</b>

ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN  
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2012

PENSION SCHEME CONTRIBUTIONS (continued)

Statement of total recognised gains and losses

	2012	2011
	£'000	£'000
Difference between expected and actual return on scheme assets:		
Amount: gain (loss)	318	(53)
Experience gains and losses arising on the scheme liabilities:		
Amount: (loss) gain	(80)	157
Effects of changes in the demographic and financial assumptions underlying the present value of the scheme liabilities:		
Amount: (loss) gain	(599)	463
Total actuarial gains and losses (before restriction due to some of the surplus not being recognisable) being		
<b>Total amount recognised in the consolidated income and expenditure account</b>	(361)	567

The cumulative amount of actuarial gains and losses recognised in the consolidated income and expenditure account since adoption of FRS17 is £(3,063,000) 2011 - £(2,702,000).

**Assets**

	2012	2011	2010
	£'000	£'000	£'000
Equity	4,310	3,032	3,575
Bonds	1,573	522	494
Gilts, cash and property	2,530	3,668	2,401
<b>Total assets</b>	8,413	7,222	6,470

None of the fair values of the assets shown above include any property occupied by, or other assets used by, the union.

ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN  
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2012

PENSION SCHEME CONTRIBUTIONS (continued)

ASSUMPTIONS	2012	2011	2010
	% per annum	% per annum	% per annum
Inflation - RPI	2.80%	3.00%	3.50%
Inflation – CPI	2.05%	2.25%	n/a
Salary increases	2.80%	3.00%	4.00%
Rate of discount	4.45%	4.95%	5.55%
Allowance for pension in payment increases of RPI or 5% per annum if less	2.70%	2.90%	3.40%
Allowance for revaluation of deferred pensions of CPI previously RPI or 5% per annum if less	2.05%	2.25%	3.50%
Allowance for commutation of pension for cash at retirement	50% Post A Day	50% Post A Day	None
The mortality assumptions adopted at 31 December 2012 imply the following life expectancies:			
Male retiring at age 60 in 2012	28.2	28.0	27.9
Female retiring at age 60 in 2012	30.8	30.7	30.6
Male retiring at age 60 in 2032	30.3	30.2	30.1
Female retiring at age 60 in 2032	32.8	32.7	32.6

**Expected long term-rates of return**

The long-term expected rate of return on gilts is determined by reference to UK long dated gilt yields at the balance sheet date. The long-term expected rates of return on bonds, cash and property is determined by reference to UK corporate bond yields at the balance sheet date. The long-term expected rate of return on equities is based on the rate of return on gilts with an appropriate allowance for out-performance. A deduction is made to reflect fund management charges.

The expected long-term rates of return applicable at the start of each period are as follows.

	2012	2011	2010
	£	£	£
Equity	5.50%	5.70%	6.00%
Bonds	4.30%	4.90%	4.50%
Gilts	2.40%	3.70%	4.00%
Cash and property	4.30%	3.70%	4.00%
Overall for scheme	4.63%	4.90%	5.22%

ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN  
 NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2012

PENSION SCHEME CONTRIBUTIONS (continued)

Amounts for the current and previous four years

	2012	2011	2010	2009	2008
	£'000	£'000	£'000	£'000	£'000
Fair value of scheme assets	8,413	7,222	6,470	5,266	3,919
Present value of scheme liabilities	9,968	8,578	8,421	8,121	5,165
Surplus (deficit) in scheme	(1,555)	(1,356)	(1,951)	(2,855)	(1,246)
Experience adjustment on scheme assets	318	(53)	435	612	(933)
Experience adjustment on scheme liabilities	(80)	157	209	64	124

The best estimate of contributions to be paid by the employer to the scheme for the period beginning after 31 December 2012 is £646,000 (2011 - £635,000).





# ACCOUNTING POLICIES

(see notes 74 and 75)

## SIGNATURES TO THE ANNUAL RETURN

(see notes 76 and 77)

including the accounts and balance sheet contained in the return.

Secretary's Signature: <u></u> Name: <u>MICK WUKLAN</u> Date: <u>14-3-13</u>	Chairman's Signature: <u></u> (or other official whose position should be stated) Name: <u>ALAN DONNELLY</u> Date: <u>14-3-13</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 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 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"/>

ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN  
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2012

ACCOUNTING POLICIES

a Basis of accounts

The accounts are prepared under the historical cost basis of accounting as modified by the revaluation of freehold properties and in accordance with applicable accounting standards.

b Members' contributions

Contributions are shown in the accounts on the basis of cash receivable for the year

c Payments to branches

Control over the use of the amounts paid to Branches' General Funds under Rule 10.5 (a) and Branches' Political Funds under Rule 10.5 (i) is delegated to branches. Branches' General and Political Funds are incorporated in these accounts.

d Depreciation

Depreciation is provided on the following bases:

Freehold land owned at 1 January 2012 Nil

Freehold buildings owned at 1 January 2012 Over their estimated remaining useful lives ranging from 40 to 50 years from 1 January 1991 or 100 years from date of purchase if later.

Leasehold property purchased during 2012 Over the term of the 150 year lease.

Furniture and fittings and equipment At 10 per cent per annum on cost

Computer equipment At 20 per cent per annum on cost

e Cash flow

The union has taken advantage of the exemption in FRS1, available to smaller entities, and has not produced a cash flow statement.

# 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)

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE  
ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN**

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF ASLEF**

We have audited the financial statements of the Associated Society of Locomotive Engineers and Firemen (ASLEF) for the year ended 31 December 2012 which comprise the Income and Expenditure Account, the Balance Sheet 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 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 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 THE EXECUTIVE COMMITTEE AND AUDITORS**

As explained more fully in the Statement of ASLEF Executive Committee's Responsibilities, the ASLEF's 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 ASLEF Executive Committee; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the General Secretary's Report 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 ASLEF's affairs as at 31 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.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE  
ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN

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 that section; 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  
Statutory Auditor  
LONDON

11 March 2012

# 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:	18 MARCH 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.