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- PRINT ON ONE SIDE ONLY

FORM AR21

Trade Union and Labour Relations (Consolidation) Act 1992

ANNUAL RETURN FOR A TRADE UNION

Name of Trade Union:	<input type="text" value="Unite the Union"/>					
Year ended:	<input type="text" value="31 December 2015"/>					
List no:	<input type="text" value="795T"/>					
Head or Main Office:	<input type="text" value="Unite House
128 Theobald's Road
Holborn
London
WC1X 8TN"/>					
Website address (if available)	<input type="text" value="www.unitetheunion.org"/>					
Has the address changed during the year to which the return relates?	<table border="1"> <tr> <td>Yes</td> <td><input type="checkbox"/></td> <td>No</td> <td><input checked="" type="checkbox"/></td> <td>(Click the appropriate box)</td> </tr> </table>	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>	(Click the appropriate box)
Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>	(Click the appropriate box)		
General Secretary:	<input type="text" value="Len McCluskey"/>					
Telephone Number:	<input type="text" value="020 7611 2500"/>					
Contact name for queries regarding	<input type="text" value="Ed Sabisky"/>					
Telephone Number:	<input type="text" value="020 7611 2500"/>					
E-mail:	<input type="text" value="Ed.Sabisky@unitetheunion.org"/>					

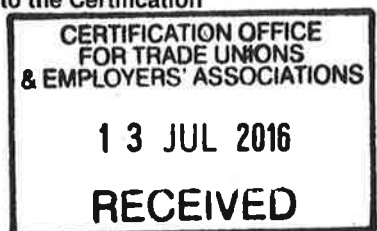
PLEASE FOLLOW THE GUIDANCE NOTES IN THE COMPLETION OF THIS RETURN.

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



(Revised February 2011)

Assistant Certification Officer
 for Scotland
 11 JUL 2016
 Received

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	967,800	33,599	18,881	9,760	1,030,040
FEMALE	325,608	9,530	9,585	7,363	352,086
TOTAL	1,293,408	43,129	28,466	17,123	A 1,382,126

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

70,261

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

1,234,757

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
See Appendix 1			

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:

Unite the Union

Appendix 1

Changes to Executive Council during 2015

Left Office

Brockett, David

Malone, Lizanne

Executive Council members as at 31 December 2015

Adams, Lindsey
Agyemang-Prempeh, Kwasi
Allam, Julian
Allday, Richard
Ashworth, Tracey
Banks, Dick
Bowyer, David
Burr, Paula
Cadman, Chris
Coleman, Danny
Cooper, John
Dempsey, Ged
Douglas, Jenny
Elliot, Jennifer
Entwistle, Phil
Forbes, Mick
Gill, Jasvinder
Gilligan, Wendy
Green, Andy
Greene, Ruth
Hibbert, Steve
Hillier, Garry
Holmes, Brian
Khaliq, Ansaar
Knowles, Barry
Lyon, Mark
McAllister, Dawn
McGovern, Sean
McLeod, Jackie
Miller, Steve
Mitchell, James
Mitchell, Tam

Moloney, Therese
Monckton, Ivan
Murphy, Tom
Neill, Jimmy
Osborne, Kate
Owens, Sharon
Pleasants, Brenda
Rosenthal, Simon
Ryan, Maggie
Shepherd, June
Smith, Ken
Stewart, Jane
Still, Joyce
Storey, John
Stott, Nigel
Sullivan, Francesca
Simpson, Bryan Youth Observer
Taj, Mohammed
Taylor, Jayne
Thomas, Mark
Tolmie, Agnes
Welsh, Paul
Whitnall, Dave
Williams, Dave
Wilson, Dennis
Wood, Frank
Wood, Mark
Woodhouse, Tony
Wiseman, Phil Retired Members Observer

GENERAL FUND

(see notes 13 to 18)

	£'000	£'000
INCOME		
From Members: Contributions and Subscriptions		153,839
From Members: Other income from members (specify)		
Total other income from members		-
Total of all income from members		153,839
Investment income (as at page 13)		4,790
Other Income		
Income from Federations and other bodies (as at page 4)	-	
Income from any other sources (as at page 4)	6,795	
Total of other income (as at page 4)		6,795
TOTAL INCOME		165,424
EXPENDITURE		
Benefits to members (as at page 5)		11,141
Administrative expenses (as at page 11)		113,961
Federation and other bodies (specify)		
Affiliations	5,962	
Grants and donations	704	
Total expenditure Federation and other bodies		6,666
Taxation		(1,200)
TOTAL EXPENDITURE		130,568
Surplus (deficit) for year		34,856
Amount of general fund at beginning of year as restated		112,404
Pension scheme actuarial gain		6,538
Amount of general fund at end of year		153,798

ANALYSIS OF INCOME FROM FEDERATION AND OTHER BODIES AND OTHER INCOME

(see notes 19 and 20)

DESCRIPTION	£'000	£'000
Federation and other bodies		
Other income	-	
	-	
	-	
	-	
	-	
	-	
TOTAL FEDERATION AND OTHER BODIES		-
Other Income		
Insurance premium equivalent	4,719	
Validation fee	1,500	
Affinity / sundry income	576	
	-	
	-	
	-	
TOTAL OTHER INCOME		6,795
TOTAL OF ALL OTHER INCOME		6,795

ANALYSIS OF BENEFIT EXPENDITURE SHOWN AT GENERAL FUND

(see notes 21 to 23)

	£'000		£'000
Representation – Employment Related Issues		brought forward	6,602
Legal representation	2,555	Education and Training services	1,611
Representation – Non Employment Related Issues		Negotiated Discount Services	
		n/a	
Communications			
Journals and publications	967	Salary Costs	
		n/a	
Advisory Services			
n/a		Other Benefits and Grants (specify)	
		Incapacity	719
Dispute Benefits		Accident and fatality	29
	3,080	Funeral	457
		Driver care	1,187
		Care Xpress	300
		Convalescence	179
		Superannuation	57
Other Cash Payments			
carried forward	6,602	Total (should agree with figure in General Fund)	11,141

(See notes 24 and 25)

FUND 2		Fund Account	
Name:	AEEU Section Members Superannuation Fund	£'000	£'000
Income			
	From members		-
	Investment income (as at page 13)		14
	Other income (specify)		
	Total other income as specified		-
	Total Income		14
Expenditure			
	Benefits to members		-
	Administrative expenses and other expenditure (as at page 11)		-
	Total Expenditure		-
	Surplus (Deficit) for the year		14
	Amount of fund at beginning of year		1,088
	Amount of fund at the end of year (as Balance Sheet)		1,102
	Number of members contributing at end of year		-

FUND 3		Fund Account	
Name:	MSF Section Craft Members Superannuation Fund	£'000	£'000
Income			
	From members		-
	Investment income (as at page 13)		-
	Other income (specify)		
	Total other income as specified		-
	Total Income		-
Expenditure			
	Benefits to members		-
	Administrative expenses and other expenditure (as at page 11)		-
	Total Expenditure		-
	Surplus (Deficit) for the year		-
	Amount of fund at beginning of year		54
	Amount of fund at the end of year (as Balance Sheet)		54
	Number of members contributing at end of year		-

FUND 4		Fund Account	
Name:	Printing Machine Branch	£'000	£'000
Income			
	From members		-
	Investment income (as at page 13)		-
	Other income (specify)		
	Total other income as specified		-
	Total Income		-
Expenditure			
	Benefits to members		-
	Administrative expenses and other expenditure (as at page 11)		-
	Total Expenditure		-
	Surplus (Deficit) for the year		-
	Amount of fund at beginning of year		-
	Amount of fund at the end of year (as Balance Sheet)		-
	Number of members contributing at end of year		-

FUND 5		Fund Account	
Name:	Branch Funds	£'000	£'000
Income			
	From members		1,660
	Investment income (as at page 13)		-
	Other income (specify)		
	Branch surplus	1,672	
	Total other income as specified		1,672
	Total Income		3,332
Expenditure			
	Benefits to members		-
	Administrative expenses and other expenditure (as at page 11)		(184)
	Total Expenditure		(184)
	Surplus (Deficit) for the year		3,516
	Amount of fund at beginning of year		23,397
	Amount of fund at the end of year (as Balance Sheet)		26,913
	Number of members contributing at end of year		240,192

FUND 6		Fund Account	
Name:	Plate Preparers Superannuation Fund	£'000	£'000
Income	From members		-
	Investment income (as at page 13)		-
	Other income (specify)		
	Total other income as specified		-
	Total Income		-
Expenditure	Benefits to members		-
	Administrative expenses and other expenditure (as at page 11)		-
	Total Expenditure		-
	Surplus (Deficit) for the year		-
	Amount of fund at beginning of year		73
Amount of fund at the end of year (as Balance Sheet)			73
Number of members contributing at end of year			-

FUND 7		Fund Account	
Name:	Litho Printers Superannuation Fund	£'000	£'000
Income	From members		-
	Investment income (as at page 13)		-
	Other income (specify)		
	Total other income as specified		-
	Total Income		-
Expenditure	Benefits to members		-
	Administrative expenses and other expenditure (as at page 11)		-
	Total Expenditure		-
	Surplus (Deficit) for the year		-
	Amount of fund at beginning of year		82
Amount of fund at the end of year (as Balance Sheet)			82
Number of members contributing at end of year			-

FUND 8		Fund Account	
Name:	TGWU Section Members Superannuation Fund	£'000	£'000
Income			
	From members		-
	Investment income (as at page 13)		-
	Other income (specify)		
	Total other income as specified		-
	Total Income		-
Expenditure			
	Benefits to members		-
	Administrative expenses and other expenditure (as at page 11)		-
	Total Expenditure		-
	Surplus (Deficit) for the year		-
	Amount of fund at beginning of year		63
	Amount of fund at the end of year (as Balance Sheet)		63
	Number of members contributing at end of year		-

FUND 9		Fund Account	
Name:	BAeSSA	£'000	£'000
Income			
	From members		-
	Investment income (as at page 13)		-
	Other income (specify)		
	Total other income as specified		-
	Total Income		-
Expenditure			
	Benefits to members		-
	Administrative expenses and other expenditure (as at page 11)		-
	Total Expenditure		-
	Surplus (Deficit) for the year		-
	Amount of fund at beginning of year		427
	Amount of fund at the end of year (as Balance Sheet)		427
	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		
	£'000	£'000
Income Members contributions and levies		7,882
Investment income (as at page 13)		-
Other income (specify) Other income		-
Total other income as specified		-
Total Income		7,882
Expenditure		
Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify) Affiliation fees		6,379
		-
Administration expenses in connection with political objects (specify)		2,251
Political Fund Expenditure		-
Non-political expenditure		-
Total Expenditure		8,630
Surplus (Deficit) for the year		(748)
Amount of political fund at beginning of year		14,880
Amount of political fund at the end of year (as Balance Sheet)		14,132
Number of members at end of year contributing to the political fund		1,150,388
Number of members at end of the year not contributing to the political fund		231,738
Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund		-

POLITICAL FUND ACCOUNT 2 To be completed by trade unions which act as components of a central trade union		
	£'000	£'000
Income Contributions and levies collected from members on behalf of central political fund		-
Funds received back from central political fund		-
Other Income (specify) Other income		-
Total other income as specified		-
Total Income		-
Expenditure		
Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify) Affiliation fees		-
		-
Administration expenses in connection with political objects (specify)		-
Political Fund Expenditure		-
Non-political expenditure		-
Total Expenditure		-
Surplus (Deficit) for the 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
Administrative Expenses		
Remuneration and expenses of staff		65,960
Salaries and Wages included in above	£ 49,863,000	
Auditors' fees		442
Legal and Professional fees		2,405
Occupancy costs		3,492
Stationery, printing, postage, telephone, etc.		5,090
Expenses of Executive Committee (Head Office)		63
Expenses of conferences		2,813
Other administrative expenses (specify)		
Non industrial ballots		79
Expenses of committees / exe councils		3,873
Branch and regional costs		600
Payments to regions and branches		12,185
Motor vehicle costs excl. depreciation		1,360
IT costs excl. depreciation		599
Sundry expenses		6,813
Bank charges		162
Non-recurring items		(9,126)
Other Outgoings		
Interest payable:		
Depreciation		7,489
Taxation		-
Outgoings on land and buildings (specify)		
Maintenance and repairs		3,292
Other outgoings (specify)		
Pension adjustment		6,186
	Total	113,777
Charged to:	General Fund (Page 3)	113,961
	Branch Funds (Fund 5)	(184)
	Total	113,777

(see notes 34 to 44 below)

12

ANALYSIS OF INVESTMENT INCOME

(see notes 45 and 46)

	Political Fund £'000	Other Fund(s) £'000
Rent from land and buildings	-	-
Dividends (gross) from:		
Equities (e.g. shares)	-	3,631
Interest (gross) from:		
Government securities (Gilts)	-	-
Mortgages	-	-
Local Authority Bonds	-	-
Bank and Building Societies	-	126
Other investment income (specify)		
Unit trusts	-	-
Gain on sale of investments	-	1,047
Other fixed income	-	-
	-	4,804
Total investment income		4,804
Credited to:		
General Fund (Page 3)		4,790
AEEU Section Members Superannuation Fund (Fund 2)		14
Political Fund		-
Total Investment Income		4,804

BALANCE SHEET as at 31 December 2015

(see notes 47 to 50)

Previous Year <i>Restated</i>		£'000	£'000
138,383	Fixed Assets (at page 15)		145,344
	Investments (as per analysis on page 16)		
49,750	Quoted (Market value £52,270)	52,270	
2,803	Unquoted	5,633	
52,553	Total Investments		57,903
	Other Assets		
-	Loans to other trade unions	-	
16,556	Sundry debtors	15,857	
67,500	Cash at bank and in hand	72,184	
-	Others (specify)	-	
84,056	Total of other assets		88,041
274,992	TOTAL ASSETS		291,288
112,404	General Fund (Page 3)		153,798
1,088	AEEU Section Members Superannuation Fund (Fund 2)		1,102
54	MSF Section Craft Members Superannuation Fund (Fund 3)		54
23,397	Branch Funds (Fund 5)		26,913
73	Plate Preparers Superannuation Fund (Fund 6)		73
82	Litho Printers Superannuation Fund (Fund 7)		82
63	TGWU Section Members Superannuation Fund (Fund 8)		63
427	BAeSSA (Fund 9)		427
14,880	Political Fund (Account 1)		14,132
	LIABILITIES		
	Amount held on behalf of central trade union political fund		
-	Loans: From other trade unions	-	
-	Loans: Other (Bank loans to Branches)	-	
-	Bank overdraft	-	
28,910	Sundry creditors	14,893	
1,400	Provisions	200	
92,214	Other liabilities	79,551	
122,524	TOTAL LIABILITIES		94,644
274,992	TOTAL FUNDS AND LIABILITIES		291,288

FIXED ASSETS ACCOUNT

(see notes 51 to 55)

	Land and Buildings		Furniture and Equipment	Motor Vehicles	Not used for union business	Total
	Freehold £'000	Leasehold £'000	£'000	£'000	£'000	£'000
Cost or Valuation						
At start of year	144,051	2,985	9,090	8,107	-	164,233
Additions	15,569	624	1,511	1,685	-	19,389
Disposals	(2,065)	(266)	-	(777)	-	(3,108)
Revaluation/Transfers	-	-	-	-	-	-
At end of year	157,555	3,343	10,601	9,015	-	180,514
Accumulated Depreciation						
At start of year	15,694	1,473	5,253	3,430	-	25,850
Charges for year	4,603	69	1,289	1,528	-	7,489
Disposals	(233)	(266)	-	(592)	-	(1,091)
Impairments	2,922	-	-	-	-	2,922
Revaluation/Transfers	-	-	-	-	-	-
At end of year	22,986	1,276	6,542	4,366	-	35,170
Net book value at end of year						
	134,569	2,067	4,059	4,649	-	145,344
end of previous year						
	128,357	1,512	3,837	4,677	-	138,383

ANALYSIS OF INVESTMENTS

(see notes 56 and 57)

QUOTED		All Funds Except Political Funds £'000	Political Fund £'000
	Equities (e.g. Shares)		
	Equities	51,516	-
	Funds	754	-
	Government Securities (Gilts)	-	-
		-	-
	Other quoted securities (to be specified)	-	-
		-	-
	TOTAL QUOTED (as Balance Sheet)	52,270	-
	Market Value of Quoted Investment	52,270	-
UNQUOTED			
	Equities		
		5,604	-
		-	-
	Government Securities (Gilts)		
	Local government	29	-
		-	-
	Mortgages		
		-	-
		-	-
	Bank and Building Societies		
		-	-
		-	-
	Other unquoted investments (to be specified)		
		-	-
	TOTAL UNQUOTED (as Balance Sheet)	5,633	-
	Market Value of Unquoted Investments	-	-

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 X	NO
If YES name the relevant companies: COMPANY NAME	COMPANY REGISTRATION NUMBER (if not registered in England & Wales, state where registered)		
Unite the Union Trustee Company Ltd	00969191		
Unite the Union Second Trustee Company Ltd	06477198		
UNIFI Nominee Company Ltd	02334993		
MSF Nominee Company Ltd	02435004		
Unite Amicus Section Pension Trustee Ltd	06349044		
AEEU Pensions Trustee Ltd	03597144		
M&P Benefits Ltd	02172923		
Are the shares which are controlled by the union registered in the names of the union's trustees?		YES X	NO
If NO, state the names of the persons in whom the shares controlled by the union are registered.			
COMPANY NAME	NAMES OF SHAREHOLDERS		
MSF Nominee Company Ltd	Roger Lyons- 2 shares held in trust for Unite Amicus Section		

SUMMARY SHEET

(see notes 60 to 71)

	All funds except Political Funds £'000	Political Funds £'000	Total Funds £'000
INCOME			
From Members	155,499	7,882	163,381
From Investments	4,804	-	4,804
Other Income (including increases by revaluation of assets)	8,467	-	8,467
Total Income	168,770	7,882	176,652
EXPENDITURE (including decreases by revaluation of assets)			
Benefit expenditure	11,141	-	11,141
Administrative expenses	113,777	6,379	120,156
Federation & other bodies	6,666	2,251	8,917
Taxation	(1,200)	-	(1,200)
Actuarial gains	(6,538)	-	(6,538)
Total Expenditure	123,846	8,630	132,476
Funds at beginning of year as originally stated (including reserves)	137,588	14,880	152,468
Prior year adjustment	-	-	-
Funds at beginning of year as restated (including reserves)	137,588	14,880	152,468
Funds at end of year (including reserves)	182,512	14,132	196,644
ASSETS			
Fixed Assets			145,344
Investment Assets			57,903
Other Assets			88,041
Total Assets			291,288
LIABILITIES			
Total Liabilities			94,644
NET ASSETS (Total Assets less Total Liabilities)			196,644

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.

See attached

SIGNATURES TO THE ANNUAL RETURN

(see notes 76 and 77)

including the accounts and balance sheet contained in the return.

Secretary's Signature: <u>Len McCluskey</u>	Director of Finance's Signature: <u>[Signature]</u> (or other official whose position should be stated)
Name: <u>Len McCluskey</u>	Name: <u>Ed Sabisky</u>
Date: <u>22 June 2016</u>	Date: <u>22 June 2016</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		NO	
HAS THE RETURN OF CHANGE OF OFFICERS BEEN COMPLETED? (see Page 2 and Note 12)	YES		NO	
HAS THE RETURN BEEN SIGNED? (see Pages 19 and 21 and Notes 76 and 77)	YES		NO	
HAS THE AUDITOR'S REPORT BEEN COMPLETED? (see Pages 20 and 21 and Notes 2 and 77)	YES		NO	
IS A RULE BOOK ENCLOSED? (see Notes 8 and 78)	YES		NO	
A MEMBER'S STATEMENT IS: (see Note 80)	ENCLOSED		TO FOLLOW	
HAS THE SUMMARY SHEET BEEN COMPLETED (see Page 17 and Notes 7 and 59)	YES		NO	

UNITE THE UNION

ACCOUNTING POLICIES YEAR ENDED 31 DECEMBER 2015

The accounts have been prepared in accordance with applicable accounting standards, including FRS102 "the Financial Reporting Standard". See note 17 for further information. The specific policies adopted are set out below:

Accounting convention

The accounts are prepared under the historical cost convention.

Contributions

Contributions are accounted for on a cash basis adjusted for accrued contributions received in 2016 relating to the prior year.

Expenditure

All expenditure in the accounts is exclusive of VAT where applicable.

Tangible fixed assets

Tangible fixed assets are stated at cost, or deemed cost arising on transition to FRS 102 (see note 19) less depreciation and impairment. Cost includes expenditure that is directly attributable to the acquisition of the assets. Any subsequent expenditure is included at the assets' carrying amount when it is probable that future economic benefits associated with the assets will flow to the Union and the costs can be measured reliably.

Depreciation is provided on all tangible fixed assets, except freehold land, to write off the cost less estimated residual value in equal annual instalments over the estimated useful economic lives of the assets. The estimated useful economic lives are as follows:

Land & buildings

Freehold and long leasehold buildings	45 years
Fit-out and related property improvements	15 years
Short leasehold properties	Period of lease

Fixtures, fittings and computer equipment

Computer equipment and software	3 years
Furniture, fixtures and office equipment	10 years

Motor vehicles

4 years

Assets are reviewed for impairment whenever events or changes in circumstances, such as planned disposal of properties, indicate that the carrying amount may not be recoverable. All fixed asset additions are deemed to be impaired by the amount of VAT charged as this is irrecoverable to the Union.

Investments

Investments are stated in the balance sheet on the following basis:

Quoted investments - market value.

Unquoted investments - at original cost or estimated current value as determined by an independent 3rd party.

Investments mainly comprise equities, unit trusts and gilts. These are treated as fixed asset investments due to the permanent nature of the investment fund held by the Union. Any profit or loss on the disposal of investments is the difference between the proceeds of sale and the book value.

Pension costs

The Union operates various defined benefit pension schemes, providing benefits based on final pensionable salaries. The assets of the schemes are held separately from those of the Union.

Pension scheme assets are measured using market values; quoted securities are valued at current bid price. Pension scheme liabilities are measured using a projected unit method, and discounted at the current rate of return on a high quality corporate bond of equivalent term and currency to the liability.

The increase in the present value of the assets and liabilities of the defined benefit pension schemes of the Union, expected to arise from employee service in the period, is charged to income and expenditure. Actuarial gains and losses and actual return on scheme assets are recognised in Other Comprehensive Income.

UNITE THE UNION

ACCOUNTING POLICIES YEAR ENDED 31 DECEMBER 2015

Foreign exchange

Transactions denominated in foreign currencies are recorded at the rate of exchange ruling at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies at the balance sheet date are translated at the rate of exchange ruling at that date. The resulting translation differences are dealt with in the Statement of Comprehensive Income.

Corporation tax

Corporation tax is payable on investment income, chargeable gains arising on the disposal of properties and investments and other taxable income, but only to the extent that these exceed expenditure on provident benefits.

Deferred tax

Deferred tax is recognised in respect of all material timing differences which are differences between the taxable profits and total comprehensive income that arises from the inclusion of income and expenses in tax assessments in periods different from those in which they are recognised in the financial statements.

Branches and regions

- The transactions of the branches and regions during the year are included in the funds as are the net assets held directly by them at the balance sheet date.

Leases

Operating lease rentals are charged to the Statement of Comprehensive Income in equal instalments over the period of the lease.

Members' superannuation funds

The Union operates superannuation funds for certain members. The funds are closed to new entrants. The assets of the funds are recorded separately from those of the General funds of the Union and the superannuation payments and receipts are all included in these funds.

Provisions

Provisions for future expenditure are included in the accounts only where the Union has a present obligation to meet such expenditure.

Accounting estimates

The preparation of financial statements in conformity with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the accounting policies selected for use by the Union. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the consolidated financial statements are disclosed below. Use of available information and application of judgement are inherent in the formation of estimates. Actual outcomes in the future could differ from such estimates.

The main areas where judgements and estimates may have a significant effect on the amounts included in the financial statements are:

- Tangible assets – the basis of calculation and assumption used to perform revaluation and useful economic life of assets used in calculating depreciation.
- Investments – the basis of calculation and assumption used for market value.
- The Union reviews non-current assets each year for impairment, in line with accounting standards.
- Contingent liabilities – the inclusion of provisions for potential liabilities where there is an element of uncertainty in the outcome of the cases.
- Defined benefit pension scheme – the actuarial assumptions used in calculating scheme assets and liabilities.

UNITE THE UNION

NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2015

	2015 £'000	2014 £'000
1 Other membership benefits excluding legal		
Incapacity	719	774
Accident and fatality	29	142
Funeral	457	425
Superannuation	57	125
Drivercare	1,187	937
Legal helpline	300	293
Convalescence	179	161
Educational	1,611	1,776
Journals and publications	980	1,292
	5,519	5,925
2 Political affiliation fees, grants and donations	£'000	£'000
The Labour Party:		
Affiliation fees	1,651	1,612
Election grants and donations	4,133	1,565
Other grants and donations	597	527
	6,381	3,704
3 Other affiliation fees, grants and donations	£'000	£'000
Trades Union Congress	3,569	3,558
Scottish Trades Union Congress	202	218
Welsh Trades Union Congress	7	8
Irish Congress of Trade Unions	146	153
European Transport Workers' Federation	110	107
International Transport Workers' Federation	403	270
Confederation of Shipbuilding and Engineering Unions	109	113
European Federation of Food, Agriculture and Tourism Trade Unions	64	85
International Union of Food, Agriculture, Hotel, Restaurant, Catering, Tobacco & Allied Workers	190	177
Union Network International	900	905
Public Services International	61	62
Other Affiliations	201	132
Grants and Donations	704	611
	6,666	6,399

UNITE THE UNION

NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2015

4 Investment income and profit on sale of investments	2015 £'000	2014 £'000
Dividends received	1,029	1,273
Bank and other interest received	126	110
Fair value adjustments	1,047	945
Revaluation on unquoted shares	2,602	-
	<u>4,804</u>	<u>2,328</u>
5 Non-recurring items	2015 £'000	2014 £'000
(Profit)/loss on disposal of properties	(471)	547
Voluntary redundancy and severance	900	577
Irrecoverable VAT on purchase and refurbishment of properties	2,860	1,440
Impairment of properties	2,922	11,557
Unfunded pensions	437	220
Release of provisions no longer required	(3,603)	(5,622)
Membership reconciliation	(5,840)	-
Bad debt for building project	864	-
Consolidation adjustment	(6,933)	-
Other	(262)	-
	<u>(9,126)</u>	<u>8,719</u>
6 Taxation	2015 £'000	2014 £'000
Corporation tax charge for the year	-	1,000
Deferred tax movement (note 12)	(1,200)	(1,300)
	<u>(1,200)</u>	<u>(300)</u>

During the period the Union also suffered irrecoverable VAT of £7.4 million (2014: £4.9 million) arising on expenditure incurred.

The union is aware that there may be additional tax due on the disposal of certain properties and investments if they were to dispose of all of these assets in any one particular tax year. However, as the disposal of such will be controlled, no additional provision has been made.

UNITE THE UNION

NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2015

7 Tangible fixed assets

	Land and buildings £'000	Fixtures, fittings and computer equipment £'000	Motor vehicles £'000	Total £'000
Cost or valuation				
At 1 January 2015	147,036	9,090	8,107	164,233
Additions	16,193	1,511	1,685	19,389
Disposals	(2,331)	-	(777)	(3,108)
At 31 December 2015	160,898	10,601	9,015	180,514
Aggregate depreciation including impairment				
At 1 January 2015	17,167	5,253	3,430	25,850
Charge for the year	4,672	1,289	1,528	7,489
Disposals	(499)	-	(592)	(1,091)
Impairment	2,922	-	-	2,922
At 31 December 2015	24,262	6,542	4,366	35,170
Net book value				
At 31 December 2015	136,636	4,059	4,649	145,344
At 31 December 2014	129,869	3,837	4,677	138,383

Split of Land and Buildings

	2015 £'000	2014 £'000
Freehold	134,569	128,357
Long leasehold	2,067	1,512
	136,636	129,869

The valuation of land and buildings was made on 31 December 2015 by the Executive Council on both an open market and value in use basis and based on professional and formal advice from Purple Asset Management Limited, independent chartered surveyors, in accordance with the RICS Valuation Standard prepared by the Royal Institution of Chartered Surveyors.

UNITE THE UNION

NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2015

8 Investments

	Quoted investments £'000	Unquoted investments £'000	Total £'000
Cost or Fair value			
At 1 January 2015	49,750	2,803	52,553
Additions	9,170	250	9,420
Disposal proceeds	(7,697)	(22)	(7,719)
Fair value adjustment	1,047	-	1,047
Revaluation	-	2,602	2,602
Carrying amount at 31 December 2015	52,270	5,633	57,903

	Quoted investments £'000	Unquoted investments £'000	Total £'000
Cost or Fair value			
At 1 January 2014	61,572	2,805	64,377
Additions	36,171	5	36,176
Disposal proceeds	(48,938)	(7)	(48,945)
Fair value adjustment	945	-	945
Carrying amount at 31 December 2014	49,750	2,803	52,553

At 31 December 2015, the Union held less than 15% of the issued share capital of Unity Trust Bank plc.

UNITE THE UNION

NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2015

9 Debtors and prepayments

	2015 £'000	2014 £'000
Trade debtors	8,428	6,880
Other debtors	116	517
Prepayments	3,608	8,729
	<u>12,152</u>	<u>16,126</u>

10 Mortgages and loans

	2015 £'000	2014 £'000
Mortgages	171	170
Loans To Trades Unions	3,250	-
Other loans	284	260
	<u>3,705</u>	<u>430</u>

Included in mortgages and loans above are the following:

- (i) A temporary £3.25m loan (2014: nil) was made to another Union. This loan has been repaid in full after the balance sheet date.
- (ii) a £0.2m mortgage (2014: £0.2m) at an interest rate of 3.25%.

11 Creditors and accruals

	2015 £'000	2014 £'000
Trade creditors	759	349
Other creditors	2,657	11,987
Social security & other taxes	1,524	1,681
Accruals & provisions	9,953	14,893
	<u>14,893</u>	<u>28,910</u>

12 Deferred tax

	2015 £'000	2014 £'000
Opening provision	1,400	2,700
Movement (note 6)	(1,200)	(1,300)
Closing provision	<u>200</u>	<u>1,400</u>

The Union has included a deferred tax provision in relation to the revaluation of certain assets (see note 19 for further information).

UNITE THE UNION

NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2015

13 Reserves

a) General Fund analysis

	General Fund £'000	Pension Deficit £'000	Total £'000
Operating surplus	26,110	-	26,110
Other income	4,790	-	4,790
Non-recurring items	8,942	-	8,942
Taxation	1,200	-	1,200
Pension deficit reduction contributions	(12,311)	-	(12,311)
Pension adjustment	-	6,125	6,125
Surplus for the year	28,731	6,125	34,856
As at 1 January 2015	204,618	(92,214)	112,404
Actuarial gain	-	6,538	6,538
At 31 December 2015	233,349	(79,551)	153,798

	£'000	£'000	£'000
Operating surplus	22,857	-	22,857
Other income	2,328	-	2,328
Non-recurring items	(8,719)	-	(8,719)
Taxation	300	-	300
Pension deficit reduction contributions	(12,980)	-	(12,980)
Pension adjustment	-	6,949	6,949
Surplus for the year	3,786	6,949	10,735
As at 1 January 2014	200,832	(118,002)	82,830
Actuarial gain	-	18,839	18,839
At 31 December 2014	204,618	(92,214)	112,404

	£'000	£'000	£'000
As at 31 December 2014 as previously stated	174,624	(92,214)	82,410
FRS102 adjustments (note 19, p26)	29,994	-	29,994
As adjusted for FRS102	204,618	(92,214)	112,404

As explained in note 19, the results to 31 December 2014 have been amended to include FRS102 transitional adjustments.

UNITE THE UNION

NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2015

b) General Fund analysis excluding pension deficit	Central funds £'000	1% fund £'000	Dispute fund £'000	Total £'000
Operating surplus general fund	24,740	(779)	-	23,961
Transfer to 1% fund	(791)	791	-	-
2.5% diverted from branch administration	-	-	3,888	3,888
Ongoing dispute fund payments	-	-	(1,739)	(1,739)
Operating Surplus General Fund	23,949	12	2,149	26,110
Other income	4,790	-	-	4,790
Non-recurring items	8,942	-	-	8,942
Taxation	1,200	-	-	1,200
Pension deficit reduction contributions	(12,311)	-	-	(12,311)
Surplus for the year	26,570	12	2,149	28,731
As at 1 January 2015	171,337	1,273	32,008	204,618
At 31 December 2015	197,907	1,285	34,157	233,349

	Central funds £'000	1% fund £'000	Dispute fund £'000	Total £'000
Operating surplus general fund	21,334	(768)	-	20,566
Transfer to 1% fund	(699)	699	-	-
2.5% diverted from branch administration	-	-	3,661	3,661
Ongoing dispute fund payments	-	-	(1,370)	(1,370)
Operating Surplus / (Deficit) General Fund	20,635	(69)	2,291	22,857
Other income	2,328	-	-	2,328
Non-recurring items	(8,719)	-	-	(8,719)
Taxation	300	-	-	300
Pension deficit reduction contributions	(12,980)	-	-	(12,980)
Surplus / (Deficit) for the year	1,564	(69)	2,291	3,786
As at 1 January 2014	169,773	1,342	29,717	200,832
At 31 December 2014	171,337	1,273	32,008	204,618

	£'000	£'000	£'000
As at 31 December 2014 as previously stated	141,343	1,273	32,008
FRS102 adjustments (note 19, p26)	29,994	-	-
As adjusted for FRS102	171,337	1,273	32,008

UNITE THE UNION

NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2015

14 Commitments under operating leases

At 31 December 2015 the Union's future minimum lease payments under non-cancellable operating leases are as follows:

	Land and buildings		Other assets	
	2015 £'000	2014 £'000	2015 £'000	2014 £'000
Expiry date:				
Within one year	141	136	2	13
Between two and five years	421	377	-	-
Over five years	145	213	-	-
	707	726	2	13
Charge for the year	132	182	2	32

The Union's commitments under land and buildings are subject to periodic rent review.

15 Capital commitments

At 31 December 2015, the Union had capital commitments totaling £1.1 million (2014: £4.9 million), relating to the ongoing refurbishment programme of the Union's properties.

16 Contingent liabilities

As at 31 December 2015, the Union had signed an undertaking providing certain property assets as security for future payments owed to the Unite Pension Scheme (UPS), for a maximum amount of £19.4 million. Since the year end, at 31 March 2016, this has been reduced to £17.5m.

17 Key management personnel

Key management personnel compensation of £4.8 million (2014: £5.2 million) was paid in the year, comprising salary, benefits in kind and employer pension contributions. See analysis of salaries for organisers, officers and senior officials for a further breakdown.

UNITE THE UNION

NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2015

18 Defined benefit pension schemes

The Union operates various defined benefit pension schemes providing service related benefits based on final pensionable salaries. In December 2013 the trustees of the Union's pension schemes agreed to merge the two UK schemes; Unite Amicus Section Pension Scheme ("UASPS") and Transport and General Workers Union Officials' and Staff Superannuation Fund ("OSSF"). The merger was effected on 19th May 2014 to form the new Unite Pension Scheme (UPS). Virtually identical agreements were reached with representatives and Trustees for the Union's scheme in the Republic of Ireland. As at 31 December 2015, the Schemes in operation were:

- Unite Pension Scheme ("UPS")
- Unite Irish Pension Scheme ("UIPS")

The actuaries to the various schemes have updated the latest full valuations (UPS - 30 September 2014) of the schemes to 31 December 2015 and adjusted the results so as to be in line with FRS102 requirements.

The liabilities have been assessed using the following assumptions.

	UK Schemes	Irish Schemes	<i>UK Schemes</i>	<i>Irish schemes</i>
Financial assumptions:	Year Ended	Year Ended	<i>Year Ended</i>	<i>Year Ended</i>
	31/12/2015	31/12/2015	<i>31/12/2014</i>	<i>31/12/2014</i>
Discount Rate	3.70% pa	3.70% pa	<i>3.50% pa</i>	<i>3.50% pa</i>
Price Inflation - RPI	3.00% pa	3.00% pa	<i>3.00% pa</i>	<i>3.00% pa</i>
- CPI	2.00% pa	2.00% pa	<i>2.00% pa</i>	<i>2.00% pa</i>
- Irish CPI	-	1.75% pa	-	<i>1.75% pa</i>
Salary Increases	3.40% pa	3.40% pa	<i>3.40% pa</i>	<i>3.20% pa</i>
Rate of increase for deferred pensioners	2.00% pa	1.75% pa	<i>2.00% pa</i>	<i>1.75% pa</i>
Rate of increases of pensions in payment				
• RPI capped at 2.5% pa	2.10% pa	-	<i>1.70% pa</i>	-

Demographic assumptions are the same as in most recent scheme (or pre-merger scheme) valuations except that:

- calculations have been carried out using mortality assumptions as set out in the table below.
- 80% of those actives who are age 50 or over and who have beneficial early retirement terms applying to their benefits are assumed to take advantage of those terms and retire at age 60. The rest of the non-pensioners are assumed to retire at Normal Retirement Age.

UNITE THE UNION

NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2015

18 Defined benefit pension schemes (continued)

Description	Year Ended 31/12/2015	Year Ended 31/12/2014
<u>UPS</u>		
Mortality (Pre retirement)	100% S2PA CMI_2015_M/F 1.25% (Year of birth) + 1 year age adjustment	100% S2PA CMI_2014_M/F 1.25% (Year of birth) + 1 year age adjustment
Mortality (Post retirement)	As above	As above
<u>UIPS</u>		
Mortality (Pre retirement)	108% of PNML00 with CSO improvements from 2006	108% of PNML00 with CSO improvements from 2006
Mortality (Post retirement)	As above	As above

Analysis of asset values:

As at 31 December	2015 £'000	2014 £'000
Equities	390,930	375,600
Gilts and Bonds	426,882	450,197
Property	-	28,300
Cash	8,300	(12,600)
Annuities and other assets	11,619	10,800
Total	837,731	852,297

UNITE THE UNION

NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2015

18 Defined benefit pension schemes (continued)

The assets recognised in the balance sheet are as follows:

As at 31 December	2015 £'000	2014 £'000
Market value of assets	837,731	852,297
Present value of liabilities	(912,940)	(939,810)
Deficit in the scheme	(75,209)	(87,513)
Present value of unfunded obligations	(4,342)	(4,701)
Pension liability	(79,551)	(92,214)

Analysis of changes in the value of the scheme liabilities:

	2015 £'000	2014 £'000
Value of liabilities at 1 January	(939,810)	(882,328)
Current service cost	(8,852)	(7,707)
Interest cost	(32,466)	(39,110)
Past service costs	-	-
Settlements	-	760
Member contributions	(4,562)	(2,854)
Benefits paid	37,421	37,184
Actuarial gains/(losses)	34,875	(46,118)
Foreign exchange movement	454	363
Value of liabilities at 31 December	(912,940)	(939,810)

Analysis of changes in the value of the scheme assets:

	2015 £'000	2014 £'000
Value of assets at 1 January	852,297	769,310
Actual return on assets excluding interest income	(28,426)	64,464
Employer contributions	19,228	21,624
Member contributions	4,562	2,854
Settlements	-	(760)
Benefits paid	(37,421)	(37,184)
Admin expenses	(1,600)	(2,000)
Interest income	29,566	34,285
Foreign exchange movement	(475)	(296)
Value of assets at 31 December	837,731	852,297

UNITE THE UNION

NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2015

18 Defined benefit pension schemes (continued)

Analysis of changes in the value of unfunded obligations:

	2015 £'000	2014 £'000
Value of liabilities at 1 January	(4,701)	(4,984)
Unpaid interest cost	(160)	(210)
Actuarial gains	89	493
Benefits paid	430	-
Value of liabilities at 31 December	(4,342)	(4,701)

The Union has provided for other unfunded pension costs payable to certain officials who agreed (in 1995) to take early retirement from the AEEU (now part of Unite). The Union consults actuaries in order to arrive at an estimate of the likely future pension costs payable. Similar provisions exists for GPMU and BIFU.

Amounts recognised in income and expenditure for the year ended 31 December:

	2015 £'000	2014 £'000
Current service cost	8,852	7,707
Past service cost	-	-
Employment cost contribution	(7,347)	(8,644)
Admin expenses	1,600	2,000
Net interest charge	3,060	5,035
Total charge to Income and Expenditure	6,165	6,098
Pension deficit reduction contribution	(12,311)	(12,980)
Foreign exchange difference	21	(67)
Total Pension adjustment	(6,125)	(6,949)

Amounts recognised in Statement of Other Comprehensive Income (SOCl) for the year ended 31 December:

	2015 £'000	2014 £'000
Actuarial gains/(losses)	34,964	(45,625)
Actual return on assets less interest	(28,426)	64,464
Total amount recognised in SOCl	6,538	18,839

UNITE THE UNION

NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2015

18 Defined benefit pension schemes (continued)

Assets, liabilities, experience gains and losses

As at 31 December	2015 £'000	2014 £'000	2013 £'000	2012 £'000
Market value of scheme assets	837,731	852,297	769,310	729,315
Value of scheme liabilities	(912,940)	(939,810)	(882,328)	(867,881)
Deficit in the scheme	(75,209)	(87,513)	(113,018)	(138,566)
Experience adjustments arising on scheme liabilities	(925)	24,894	(919)	3,401

Future Funding Obligations

The Union's deficit contributions to the schemes for the year beginning 1 January 2016 will total £12.5m.

UNITE THE UNION

NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2015

19 Transition to FRS 102

This is the first year that the Union has presented its accounts under Financial Reporting Standard 102 (FRS 102) issued by the Financial Reporting Council. The following disclosures are required in the year of transition. The last financial statements under previous UK GAAP were for the year ended 31 December 2014 and the date of transition to FRS 102 was therefore 1 January 2014. As a consequence of adopting FRS 102, a number of accounting policies have changed to comply with that standard.

The impact of the transition to FRS 102 is as follows:

	Total funds as at 1 January 2014 £'000	Results for the year ended 31 December 2014 £'000	Other comprehensive income for the year ended 31 December 2014 £'000	Total funds as at 31 December 2014 £'000
Total funds under previous UK GAAP	80,416	33,611	8,447	122,474
Transitional adjustments				
Property restated at fair value	26,024	(37)	-	25,987
Investments restated at fair value	12,993	(7,586)	-	5,407
Pension	-	(10,392)	10,392	-
Deferred tax arising on:				
Property revaluation	(2,700)	1,300	-	(1,400)
Restatement of investments to fair value	-	-	-	-
	36,317	(16,715)	10,392	29,994
Total funds as stated under FRS 102	116,733	16,896	18,839	152,468

All of the above transitional adjustments effect Central Office, the General fund.

Property restated at fair value

The Union has opted to restate certain items of property at deemed cost on transition. Therefore, these properties have been included at their 1 January 2014 valuation with subsequent adjustments to depreciation. The valuations were made on a value in use basis based on professional and formal advice from CBRE, independent chartered surveyors, in accordance with RICS Valuation Standard prepared by the Royal Institution of Chartered Surveyors.

Investments restated at fair value

Quoted investments are now included at market value.

Pension

An adjustment has been made to the prior year pension disclosures in relation to the reallocation of items between comprehensive income and other comprehensive income.

Deferred tax

A provision has been included based on the potential tax payable based on the revalued investments and fixed asset values, as provided by the Union's tax advisors.

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

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

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

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)

See below:

AUDITOR'S REPORT (continued)

REPORT OF THE INDEPENDENT AUDITOR TO THE MEMBERS OF UNITE THE UNION

We have audited the accounts of Unite the Union for the year ended 31 December 2015 which comprise the Statement of Comprehensive Income, Balance Sheet, Statement of Changes in Equity, Statement of Cash Flows, Accounting Policies and the related notes set out on pages 11 to 26. 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 members of the Union 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 members of the Union those matters we are required to state to them in an independent 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 members of the Union as a body, for our work, for this report, or for the opinion we have formed.

Respective responsibilities of the Union's Executive Council and auditor

As explained more fully in the Statement of Responsibilities, the Executive Council is responsible for the preparation of the accounts, which have been prepared in accordance with applicable law and accounting standards.

We have been appointed as auditor and our responsibility is to audit and express an opinion on the accounts 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 (APB's) Ethical Standards for Auditors.

Scope of the audit of the accounts

An audit involves obtaining evidence about the amounts and disclosures in the accounts sufficient to give reasonable assurance that the accounts 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 Council; and the overall presentation of the accounts. In addition, we read all the financial and non-financial information in the Report of the General Secretary to identify material inconsistencies with the audited accounts 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

In our opinion the accounts:

- give a true and fair view of the state of the Union's affairs as at 31 December 2015, and of its surplus 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:

- the Union has not kept proper accounting records or returns adequate for our audit have not been received from branches not visited by us; or
- A satisfactory system of control over transactions has not been maintained;
- The accounts are not in agreement with accounting records;
- We have not received all the information and explanations we require for our audit.

Signature(s) of auditor or auditors:	Moore Stephens LLP
Name(s):	Moore Stephens LLP
Profession(s) or Calling(s):	Chartered Accountants
Address(es):	150 Aldersgate Street London EC1A 4AB
Date:	22 June 2016
Contact name and telephone number:	Gareth Jones 0207 509 9000