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FORM AR21

Trade Union and Labour Relations (Consolidation) Act 1992

ANNUAL RETURN FOR A TRADE UNION

Name of Trade Union:	FDA
Year ended:	31 st December 2014
List no:	312T
Head or Main Office:	8 Leake Street London SE1 7NN
Website address (if available)	www.fda.org.uk
Has the address changed during the year to which the return relates?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> (Click the appropriate box)
General Secretary:	Dave Penman
Telephone Number:	0207 401 5555
Contact name for queries regarding	Emma Brooks
Telephone Number:	0207 401 5555
E-mail:	emma@fda.org.uk

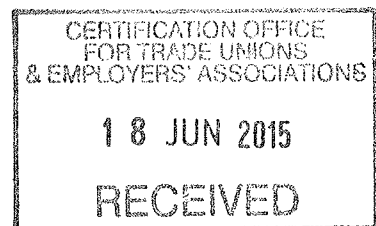
PLEASE FOLLOW THE GUIDANCE NOTES IN THE COMPLETION OF THIS RETURN.

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



(Revised February 2011)

EXECUTIVE COMMITTEE MEMBERS

Sue Gethin	PRESIDENT
John McCullagh	TREASURER
Fiona Eadie	VICE PRESIDENT
Gareth Hills	VICE PRESIDENT

Lorimer Mackenzie
Chris Roberts
Colin Myerscough
Peter Stephens
Mike Buckley
David Howdon
Simon Fletcher
Laura McPolin
Louise de Sousa
Phil Denning
Stephen Head
Guy Davies
Andrew Morgan
David Chrimes
David Cain
Sam Crane**
Vicky Price**
Mandy Thompson
Paula Houghton
Tony Wallace
John Parkhouse
Eugene Mitchell
Ian Hartwright
Jill Cook**
Lesley Malpas
Penny Cotton

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	7627	163		122	7,912
FEMALE	8240	148		251	8,639
TOTAL	15867	311		373	A 16551

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

172

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

10935

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
Honorary Treasurer	David Howdon	John McCullagh	12 th June 2014
Vice President	Peter Stephens	Fiona Eadie	12 th June 2014

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:

GENERAL FUND

(see notes 13 to 18)

	£	£
INCOME		
From Members: Contributions and Subscriptions		3,096,941
From Members: Other income from members (specify)		
Total other income from members		
Total of all income from members		3,096,941
Investment income (as at page 12)		33,569
Other Income		
Income from Federations and other bodies (as at page 4)	108,128	
Income from any other sources (as at page 4)	5,766	
Total of other income (as at page 4)		113,894
	TOTAL INCOME	3,244,404
EXPENDITURE		
Benefits to members (as at page 5)		64,903
Administrative expenses (as at page 10)		2,929,351
Federation and other bodies (specify)		
Refer attached accounts	46,797	
Total expenditure Federation and other bodies		46,797
Taxation		0
	TOTAL EXPENDITURE	3,041,051
Surplus (deficit) for year		203,353
Amount of general fund at beginning of year		1,409,380
Amount of general fund at end of year		1,612,733

ANALYSIS OF BENEFIT EXPENDITURE SHOWN AT GENERAL FUND

(see notes 21 to 23)

	£		£
Representation – Employment Related Issues Legal Fees	64,903	brought forward Education and Training services	64,903
Representation – Non Employment Related Issues		Negotiated Discount Services	
Communications		Salary Costs	
Advisory Services		Other Benefits and Grants (specify)	
Dispute Benefits			
Other Cash Payments			
carried forward	64,903	Total (should agree with figure in General Fund)	64,903

(See notes 24 and 25)

FUND 2		Fund Account	
Name:	SECTION AND BRANCH FUNDS	£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Net increase in year	107,764	
	Total other income as specified		107,764
	Total Income		
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Surplus (Deficit) for the year		107,764
	Amount of fund at beginning of year		706,721
	Amount of fund at the end of year (as Balance Sheet)		814,485
	Number of members contributing at end of year		

FUND 3		Fund Account	
Name:	JOINT VENTURE FUND	£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Share of Joint Venture surplus	282,289	
	Total other income as specified		282,289
	Total Income		282,289
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Surplus (Deficit) for the year		282,289
	Amount of fund at beginning of year		1,891,300
	Amount of fund at the end of year (as Balance Sheet)		2,173,589
	Number of members contributing at end of year		5616

(See notes 24 and 25)

FUND 4		Fund Account	
Name:	PENSION DEFICIT	£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Deficit in year	(1,320,000)	
	Total other income as specified		(1,320,000)
	Total Income		(1,320,000)
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Surplus (Deficit) for the year		(1,320,000)
	Amount of fund at beginning of year		(808,000)
	Amount of fund at the end of year (as Balance Sheet)		(2,128,000)
	Number of members contributing at end of year		21

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

(see notes 26 to 31)

POLITICAL FUND ACCOUNT 1		To be completed by trade unions which maintain their own fund	
		£	£
Income	Members contributions and levies		
	Investment income (as at page 12)		
	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 of political fund at beginning of year		
	Amount of political fund at the end of year (as Balance Sheet)		
	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		

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		1,425,064
Salaries and Wages included in above	1,144,801	
Auditors' fees		4,800
Legal and Professional fees		97,697
Occupancy costs		407,057
Stationery, printing, postage, telephone, etc.		238,383
Expenses of Executive Committee (Head Office) & Branches		114,957
Expenses of conferences		25,415
Other administrative expenses (specify)		
PSM production costs		74,781
Annual membership cards		8,262
Member products		9,592
Bank charges and subscription collection costs		8,549
Other Outgoings		
Interest payable:		
Bank loans (including overdrafts)		
Mortgages		
Other loans		
Depreciation		54,156
Taxation		
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
Section Rebates		460,638
	Total	2,929,351
Charged to:	General Fund (Page 3)	2,929,351
	Fund (Account)	
	Fund (Account)	
	Fund (Account)	
	Total	2,929,351

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 £	
General Secretary	96,566	11,069	28,291		135,926	

ANALYSIS OF INVESTMENT INCOME

(see notes 45 and 46)

	Political Fund £		Other Fund(s) £
Rent from land and buildings			
Dividends (gross) from:			
Equities (e.g. shares)			33,423
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			146
Other investment income (specify)			
		Total investment income	33,569
		Credited to:	
		General Fund (Page 3)	33,569
		Fund (Account)	
		Fund (Account)	
		Fund (Account)	
		Fund (Account)	
		Fund (Account)	
		Political Fund	
		Total Investment Income	33,569

BALANCE SHEET as at 31st December 2014

Previous Year		£	£
£134,591	Fixed Assets (at page 14)		83,292
	Investments (as per analysis on page 15)		
£1,137,949	Quoted (Market value £ 3,341,417)		2,685,034
£500	Unquoted		500
1,273,040	Total Investments		2,768,826
	Other Assets		
	Loans to other trade unions		
£520,445	Sundry debtors		546,444
£2,523,158	Cash at bank and in hand		1,604,946
	Income tax to be recovered		
	Stocks of goods		
£706,721	Others (specify) Section Funds		814,485
3,750,324	Total of other assets		2,965,875
5,023,364	TOTAL ASSETS		5,734,701
£1,409,380	General Fund (Account 1)		1,612,733
£706,721	Section & Branch Fund (Account 2)		£814,485
£1,891,300	Joint Venture Fund (Account 3)		2,173,589
(£808,000)	Pension Deficit (Account 4)		(2,128,000)
	Superannuation Fund (Account)		
	Political Fund (Account)		
	Revaluation Reserve		
	LIABILITIES		
	Amount held on behalf of central trade union political fund		
	Loans: From other trade unions		
	Loans: Other		
	Bank overdraft		
£383	Tax payable		32,124
£30,531	Trade creditors		122,196
£522,960	Accrued expenses		593,201
£808,000	Provisions – Pension Liability		2,128,000
£462,089	Other liabilities – Due to MiP		386,373
5,023,364	TOTAL LIABILITIES		5,734,701
5,023,364	TOTAL ASSETS		5,734,701

FIXED ASSETS ACCOUNT

(see notes 51 to 55)

	Land and Buildings		Furniture and Equipment £	Motor Vehicles £	Not used for union business £	Total £
	Freehold Leasehold £	£				
Cost or Valuation						
At start of year		105,462	857,182			962,644
Additions		-	2,857			2,857
Disposals						
Revaluation/Transfer s						
At end of year		105,462	860,039			965,501
Accumulated Depreciation						
At start of year		74,643	753,410			828,053
Charges for year		10,273	43,883			54,156
Disposals						
Revaluation/Transfer s						
At end of year		84,916	797,293			882,209
Net book value at end of year						
		20,546	62,746			83,292
Net book value at end of previous year		30,819	103,772			134,591

ANALYSIS OF INVESTMENTS

(see notes 56 and 57)

QUOTED	All Funds Except Political Funds £	Political Fund £
Equities (e.g. Shares) As per attached accounts	2,685,034	
Government Securities (Gilts)		
Other quoted securities (to be specified)		
TOTAL QUOTED (as Balance Sheet)	2,685,034	
Market Value of Quoted Investment	3,384,744	
UNQUOTED Equities		
Unity Trust Plc	500	
Government Securities (Gilts)		
Mortgages		
Bank and Building Societies		
Other unquoted investments (to be specified)		
TOTAL UNQUOTED (as Balance Sheet)	500	
Market Value of Unquoted Investments	500	

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"/>
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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 type="checkbox"/>
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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	3,096,941		3,096,941
From Investments	33,569		33,569
Other Income (including increases by revaluation of assets)	503,947		503,947
Total Income	3,634,457		3,634,457
EXPENDITURE (including decreases by revaluation of assets)	4,361,051		4,361,051
Total Expenditure	4,361,051		4,361,051
Funds at beginning of year (including reserves)	3,199,401		3,199,401
Funds at end of year (including reserves)	2,472,807		2,472,807
ASSETS			
Fixed Assets			83,292
Investment Assets			2,685,534
Other Assets			2,965,875
		Total Assets	5,734,701
LIABILITIES		Total Liabilities	3,261,894
NET ASSETS (Total Assets less Total Liabilities)			2,472,807

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.

Refer to attached accounts

ACCOUNTING POLICIES


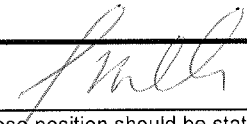
(see notes 74 and 75)

Refer to attached accounts

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>DAVID PENMAN</u> Date: <u>03/06/2015</u>	Chairman's Signature: <u></u> (or other official whose position should be stated) Name: <u>GARETH HILLS</u> Date: <u>03/06/2015</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"/>

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)

REFER TO ATTACHED ACCOUNTS

REPORT OF THE AUDITORS TO THE MEMBERS OF THE FDA

We have audited the financial statements on pages 1 to 9 which have been prepared under the historical cost convention and the accounting policies set out on page 4.

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

RESPECTIVE RESPONSIBILITIES OF THE FDA AND THE AUDITORS

As described on page 3 the FDA is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. We have been appointed as auditor under Section 33 of the Trade Union and Labour Relations Act 1992 and report in accordance with Section 36 of that Act. 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 error or fraud. This includes an assessment of whether the accounting policies are appropriate to the FDA's circumstances and have been consistently applied and adequately disclosed, the reasonableness of significant accounting estimates made by the officers and the overall presentation of the financial statements.

OPINION ON THE 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 2014 and of its transactions for the year ended on that date.
- 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 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 (Amended) to report to you if, in our opinion:

- proper accounting records have not been kept;
- a satisfactory system of control over its accounting records, cash holdings and receipts and remittances has not been maintained; or
- the financial statements are not in agreement with the accounting records and returns.

CIVVALS LIMITED
Statutory Auditors
& Chartered Accountants

50 Seymour Street
London
W1H 7JG

8 April 2015

AUDITOR'S REPORT (continued)

Signature(s) of auditor or auditors:	<i>Civvals Ltd</i>	
Name(s):	CIVVALS LIMITED	
Profession(s) or Calling(s):	CHARTERED ACCOUNTANTS & REGISTERED AUDITORS	
Address(es):	50 SEYMOUR STREET LONDON W1H 7JG	
Date:	<i>03/06/2015</i>	
Contact name and telephone number:	M. TULLETT 0207 258 3461	

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

FDA

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2014

FDA
INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 2014

<u>INCOME</u>	<i>Notes</i>	2014	2013
		£	£
Members' Subscriptions		3,096,941	3,207,458
Affiliated Associations Subscriptions		108,128	116,758
Bank Interest received		146	1,850
Dividends and Other Interest Received		33,423	18,943
		33,569	20,793
<u>Less:</u> Corporation Tax thereon		-	383
		33,569	20,410
Miscellaneous Receipts - PSM		1,365	692
- Income from Diaries		4,401	6,930
		3,244,404	3,352,248
<u>EXPENSES</u>			
Branch Expenses		9,860	9,602
Section Rebates and Additional Support		460,638	491,256
Employment expenses		1,153,967	1,114,794
Pension Contributions		271,097	270,994
Printing & Stationery		6,408	5,487
Advertising, Information & Publications		7,046	19,052
Postage & Delivery		9,953	8,617
Communications, including Website costs		40,203	38,513
Meetings & Hospitality inc. associated Travel & Subsistence		105,097	87,898
Recruitment Initiatives incl. Fast Stream Annual Event		59,260	34,428
Affiliation & Membership Fees		46,797	50,484
Audit Fee		4,800	4,500
Legal & Professional Fees		162,600	194,305
Honoraria, Gifts & Donations		954	845
Campaign and Ballot Fund		86,886	53,032
Delegate Conference		25,415	23,968
Depreciation		54,156	57,952
Office Rent, Rates & Services		407,057	421,019
PSM Production Costs		74,781	78,998
Member Products		9,592	19,662
Equipment Hire, Leasing & Maintenance		8,111	7,909
Computer Costs		19,081	17,873
Bank Charges & Subscription Collection Costs		8,549	5,037
Annual Membership Cards		8,262	10,476
Sundry expenses		481	-
		3,041,051	3,026,701
<u>SURPLUS OF INCOME OVER EXPENDITURE</u>		203,353	325,547
<u>Add:</u> (Loss) on sale of Investments (net)		-	(7)
<u>NET INCOME FROM OPERATIONS</u>		203,353	325,540
Sections and branches fund surplus	3	107,764	73,731
<u>NET INCOME FOR THE YEAR</u>		311,117	399,271
Actural (loss) / gain on pension scheme	5	(1,320,000)	273,000
<u>(DEFICIT) / SURPLUS FOR THE YEAR</u>		(1,008,883)	672,271
<u>RESERVES BROUGHT FORWARD</u>		1,308,101	635,830
<u>RESERVES CARRIED FORWARD</u>	2	299,218	1,308,101

FDA

BALANCE SHEET AS AT 31 DECEMBER 2014

		2014		2013	
	<i>Notes</i>	£	£	£	£
ACCUMULATED FUND	2		299,218		1,308,101
JOINT VENTURE	4		2,173,589		1,891,300
TOTAL FUND			2,472,807		3,199,401
<u>REPRESENTED BY:</u>					
INVESTMENTS	6		2,685,534		1,138,449
FIXED ASSETS	7		83,292		134,591
CURRENT ASSETS			2,768,826		1,273,040
Section and Branch Funds	3	814,485		706,721	
Debtors & Prepayments	8	546,444		520,445	
Cash on Deposit, at Bank and in Hand		1,604,946		2,523,158	
			2,965,875		3,750,324
LESS: CURRENT LIABILITIES					
Sundry Creditors	9	1,133,894		1,015,963	
NET CURRENT ASSETS			1,831,981		2,734,361
NET ASSETS EXCLUDING PENSION LIABILITY			4,600,807		4,007,401
PENSION LIABILITY			(2,128,000)		(808,000)
NET ASSETS INCLUDING PENSION LIABILITY			2,472,807		3,199,401

Approved by:

..... *President, Executive Committee*

..... *General Secretary*

..... *Hon. Treasurer*

8 April 2015

FDA

RESPONSIBILITY FOR FINANCIAL STATEMENTS

The Trade Union and Labour Relations (Consolidation) Act 1992 as amended by the Employment Relations Act 1999 requires the FDA to prepare financial statements for each financial year which give a true and fair view. In preparing these financial statements the FDA is required to:

- keep proper accounting records in respect of the transactions and the assets and liabilities of the Union;
- establish and maintain a satisfactory system of control of the Union's accounting records, cash holding and all receipts and remittances;
- ensure that such records are maintained so as to give a true and fair view of the state of affairs of the Union and to explain its transactions;
- prepare an annual return for the Certification Officer giving a true and fair view of the Revenue Account and Balance Sheet; and
- provide members with a statement of income and expenditure for the year.

The maintenance and integrity of the FDA website is the responsibility of the FDA's officers. The work carried out by the auditors does not involve the consideration of these matters and, accordingly, the auditors accept no responsibility for any changes that may have occurred in the accounts since they were initially presented on the website.

FDA

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2014

1. ACCOUNTING POLICIES

- (a) The financial statements of the Union have been prepared under the historical cost convention.
- (b) Funds held by sections and branches have been incorporated in the financial statements based upon the latest reported information.
- (c) Depreciation is provided at rates estimated to reduce book value to realisable value on disposal. The rates used are as follows:
- | | |
|------------------------------|---------------------------|
| Office furniture & equipment | 33 1/3% |
| Website development costs | 33 1/3% |
| Computer hardware & software | 33 1/3% |
| Leasehold improvements | remaining period of lease |
- (d) Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against income on a straight line over the period of the lease.
- (e) Grants received towards the cost of tangible fixed assets are applied to reduce the cost of the asset and depreciation is calculated on the cost so reduced. Revenue grants are credited to the income and expenditure account so as to match them with the expenditure to which they relate.
- (f) The FDA accounts for its share of the net income arising from its sections in the income and expenditure account.
- (g) Funds attributable to a joint venture have been accounted for separately in the balance sheet.
- (h) FDA operates a defined benefit pension scheme. The disclosures required to be made under the provisions of FRS 17 are made in note 5. The net actuarial gains or losses are shown separately below net income / expenditure for the year. Pension scheme assets are measured on an actuarial basis using the projected unit method discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent currency and term to the scheme liabilities. Full actuarial valuations are obtained every three years and are updated at each balance sheet date. The resulting benefit scheme liability is shown separately on the face of the balance sheet.

2. ACCUMULATED FUND

	FDA Operational Fund Reserve £	Section & Branch Fund Reserve £	Pension Deficit £	Total £
Balance at beginning of the year	1,409,380	706,721	(808,000)	1,308,101
Surplus / (Deficit) for the year	203,353	107,764	(1,320,000)	(1,008,883)
Balance at end of year	<u>1,612,733</u>	<u>814,485</u>	<u>(2,128,000)</u>	<u>299,218</u>

FDA

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2014

3. SECTION AND BRANCH FUNDS

	At start of year £	Surplus/ (Deficit) £	At end of year £
Crown Prosecution Service	36,949	62,740	99,689
Northern Ireland Senior Officers	16,725	(317)	16,408
OFSTED	158,285	6,457	164,742
HMI Wales	29,866	4,333	34,199
HMI Scotland	51,811	876	52,687
Procurators Fiscal Society	69,778	(8,292)	61,486
DSA	341,404	41,860	383,264
Land Registry	1,903	107	2,010
	<u>706,721</u>	<u>107,764</u>	<u>814,485</u>

Included in funds held by DSA is an amount of £163,501 held by FDA on their behalf. Included in the funds held by Crown Prosecution Service is £57,767 held by FDA on their behalf which was subsequently paid in 2015.

4. JOINT VENTURE

In 2005 the FDA entered into a joint venture with UNISON, known as Managers in Partnership. The partnership provides support for senior managers within the health service.

	2014 £	2013 £
Partner receipts at beginning of year	1,891,300	1,622,949
Movement in the year	282,289	268,351
Partner receipts at end of year	<u>2,173,589</u>	<u>1,891,300</u>

5. PENSION LIABILITY

As at 31 December 2014 the FDA operated a pension scheme known as The FDA Retirement Benefits Scheme. The Scheme is a defined benefit scheme and is open to new entrants. A full actuarial valuation was carried out by a qualified independent actuary as at 1 April 2012. That valuation has been projected forward by the actuary to the accounting date on a basis compliant with FRS 17.

The major financial assumptions used by the actuary were:

	2014	2013
Discount rate	3.80%	4.70%
Rate of increase in salaries	3.85%	3.95%*
Rate of revaluation in deferment	2.15%	2.25%
Rate of increase in pensions in payment - pre 1.1.97 service	3.35%	3.45%
Rate of increase in pensions in payment - post 1.1.97 service	2.15%	2.25%
RPI Inflation assumption	3.35%	3.45%
CPI Inflation assumption	2.15%	2.25%
Return on scheme assets	5.10%	6.10%

* Long term salary increase assumption applying after 1 year (2013 - 1 year).

FDA

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2014

Mortality assumptions:

The mortality assumptions are based on standard mortality tables which allow for future mortality improvements. The assumptions are that a current pensioner now aged 60 will live on average 27.7 years if male and 30.6 years if female and that a future pensioner now aged 40 will live on average 29.4 years if male and 32.2 years if female.

The assets in the scheme and the expected rate of return as at 31 December 2014 were:

	2014		2013	
	Long term rate of return expected	Value £	Long term rate of return expected	Value £
Equities	6.70%	5,847,000	7.70%	5,350,000
Fixed Interest Gilts	2.20%	284,000	3.45%	276,000
Index Linked Gilts	2.20%	1,687,000	3.20%	1,473,000
Corporate Bonds	3.20%	1,165,000	4.25%	1,077,000
Cash	1.85%	493,000	3.00%	439,000
Total market value of assets		9,476,000		8,615,000
Present value of scheme liabilities		11,604,000		9,423,000
Deficit in scheme		(2,128,000)		(808,000)

The movement in the deficit during the year was as follows:

	£	£
Deficit in scheme at beginning of year		(808,000)
Movement in year:		
Current service cost	(226,000)	
Past service cost	-	
Contributions	285,000	
		59,000
Net return:		
Expected return on pension scheme assets	529,000	
Interest on pension scheme liabilities	(450,000)	
		79,000
Actuarial gain:		
Actual less expected return on scheme assets	204,000	
Experience gains/losses arising on scheme liabilities	(49,000)	
Changes in assumptions underlying the present value of the scheme liabilities	(1,613,000)	
		(1,458,000)
Deficit in scheme at end of year		(2,128,000)

Summary of Pension Fund Deficit

	2014 £	2013 £
Balance at beginning of the year	(808,000)	(1,081,000)
Surplus / (Deficit) for the year	(1,320,000)	273,000
Balance at end of year	(2,128,000)	(808,000)

FDA

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2014

5. PENSION LIABILITY (continued)

History of experience gains and losses (£'000's)

	Year ended 31 December				
	2014	2013	2012	2011	2010
Present value of scheme liabilities	11,604	9,423	8,564	7,526	7,150
Fair value of scheme assets	(9,476)	(8,615)	(7,483)	(6,115)	(5,852)
Deficit in the scheme	2,128	808	1,081	1,411	1,298
Experience gains and (losses) arising on scheme liabilities:					
Amount	(49)	(180)	(125)	(52)	(27)
Percentage of scheme liabilities	(0.4%)	(1.9%)	(1.5%)	(0.7%)	(0.4%)
Experience gains and (losses) arising on scheme assets:					
Amount	204	387	827	(340)	327
Percentage of scheme assets	2.2%	4.5%	11.1%	(5.6%)	5.6%

6. INVESTMENTS

Holding Description	Cost £	Market Value £
8,000 Alliance Trust plc	10,624	38,312
4,825 BNY MFM Newton Asian Inc Fund	6,389	9,064
6,500 BNY MFM Newton Real Return Inc.	13,332	18,732
13,000 Edinburgh Dragon Trust Plc	4,525	35,506
9,300 Edinburgh Investment Trust Plc	19,509	60,566
400 Findlay Park Plc American Smaller Companies	8,014	20,368
19,810 Henderson Investment European Growth	15,513	67,354
53,536 Invesco Perpetual UK Smaller Companies	16,888	122,223
6,000 Polar Capital Technology Trust Plc Ordinary shares	5,411	34,980
1,379 Royal Dutch Shell Plc	6,292	30,793
9,500 Scottish Mortgage Investment Trust Plc	19,368	117,800
82,000 Standard Life Wealth Bridge Fund Inc.	143,077	190,814
25,000 Standard Life Wealth Falcon Fund Inc.	48,962	68,150
1,865,251 Aberdeen Multi-Manager Diversity Fund CL A	2,254,569	2,311,046
4,300 TR European Growth Trust	3,497	22,124
12,490 TU Fund Managers British Trust	49,680	69,257
500 Unity Trust Plc	500	500
16,500 Witan Investment Trust Plc	16,057	124,328
	<u>2,642,207</u>	<u>3,341,917</u>
Uninvested cash	43,327	43,327
	<u>2,685,534</u>	<u>3,385,244</u>

FDA

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2014

7. FIXED ASSETS

	Office Furniture & Equipment £	Computer Hardware & Software £	Leasehold Improve-ents £	Website £	TOTAL £
COST					
At beginning of the year	302,336	426,034	105,462	128,812	962,644
Additions	1,411	1,446	-	-	2,857
Disposals	-	-	-	-	-
At end of the year	<u>303,747</u>	<u>427,480</u>	<u>105,462</u>	<u>128,812</u>	<u>965,501</u>
DEPRECIATION					
At beginning of the year	238,501	387,593	74,643	127,316	828,053
Charge for the year	21,416	20,971	10,273	1,496	54,156
Eliminated on disposal	-	-	-	-	-
At end of the year	<u>259,917</u>	<u>408,564</u>	<u>84,916</u>	<u>128,812</u>	<u>882,209</u>
NET BOOK VALUES					
At end of the year	<u>43,830</u>	<u>18,916</u>	<u>20,546</u>	<u>-</u>	<u>83,292</u>
At beginning of the year	<u>63,835</u>	<u>38,441</u>	<u>30,819</u>	<u>1,496</u>	<u>134,591</u>

8. DEBTORS & PREPAYMENTS

	2014 £	2013 £
Subscriptions Receivable	338,070	351,760
Other debtors	168,999	156,418
Prepayments	39,375	12,267
	<u>546,444</u>	<u>520,445</u>

9 CREDITORS

	2014 £	2013 £
Amounts due on joint venture	386,373	462,089
Taxes and Social Security	32,124	383
Other creditors	122,196	30,531
Accruals	593,201	522,960
	<u>1,133,894</u>	<u>1,015,963</u>

10 LEASING COMMITMENTS

The Union leases its Headquarters at a current annual rental of £215,660 plus VAT. The lease expires in 2016.

FDA

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2014

11 CONTINGENT LIABILITIES

The Union is involved in ongoing legal cases in behalf of its members, the outcomes of which are inevitably uncertain. Provision has been made for the estimated unbilled costs where the Union considers that they may not be totally recovered.

REPORT OF THE AUDITORS TO THE MEMBERS OF THE FDA

We have audited the financial statements on pages 1 to 9 which have been prepared under the historical cost convention and the accounting policies set out on page 4.

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

RESPECTIVE RESPONSIBILITIES OF THE FDA AND THE AUDITORS

As described on page 3 the FDA is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. We have been appointed as auditor under Section 33 of the Trade Union and Labour Relations Act 1992 and report in accordance with Section 36 of that Act. 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 error or fraud. This includes an assessment of whether the accounting policies are appropriate to the FDA's circumstances and have been consistently applied and adequately disclosed, the reasonableness of significant accounting estimates made by the officers and the overall presentation of the financial statements.

OPINION ON THE 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 2014 and of its transactions for the year ended on that date.
- 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 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 (Amended) to report to you if, in our opinion:

- proper accounting records have not been kept;
- a satisfactory system of control over its accounting records, cash holdings and receipts and remittances has not been maintained; or
- the financial statements are not in agreement with the accounting records and returns.

CIVVALS LIMITED
Statutory Auditors
& Chartered Accountants

50 Seymour Street
London
W1H 7JG

8 April 2015

FDA

SCHEDULE OF AFFILIATIONS AND MEMBERSHIPS

FOR THE YEAR ENDED 31 DECEMBER 2014

Trades Union Congress

Scottish Trades Union Congress

Wales Trades Union Congress

Irish Congress of Trade Unions

Public Services International

European Federation of Public Service Unions

Liberty

Day Care Trust

Civil Service Pensioners Alliance

National Pensioners Convention

Campaign for Freedom of Information

HOPE not Hate

The Fawcett Society