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FORM AR21

Trade Union and Labour Relations (Consolidation) Act 1992

ANNUAL RETURN FOR A TRADE UNION

Name of Trade Union:

Broadcasting, Entertainment, Cinematograph & Theatre Union

Year ended:

31 DECEMBER 2014

List no:

718 T

Head or Main Office:

373 – 377 Clapham Road
London
SW9 9BT

Website address (if available)

www.bectu.org.uk

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

Yes	<input type="checkbox"/>
-----	--------------------------

No	<input checked="" type="checkbox"/>
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(Click the appropriate box)

General Secretary:

GERRY MORRISSEY

Telephone Number:

020 7346 0900

Contact name for queries regarding

Philip Clark

Telephone Number:

020 7509 9305

E-mail:

philip.clark@moorestephens.com

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)

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	16,884	275	35	0	17,194
FEMALE	6,834	152	13	0	7,559
TOTAL	24,278	427	48	0	24,753

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

226
24,753

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

OFFICERS IN POST

(see note 12)

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

RETURN OF CHANGE OF OFFICERS

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

Title of Office	Name of Officer ceasing to hold office	Name of Officer Appointed	Date
President	Christine Bond	Jane Perry	17 May 2014
Assistant General Secretary	Martin Spence	Spencer MacDonald	1 November 2014
NEC Members (job share)	Chris Tweddell Anastasia Ahern	Kevin Carson	17 May 2014
NEC member	Jane Perry	Andrea Gauld	17 May 2014
NEC member	Mark Rivers	Carmen Locke	17 May 2014
NEC member	Winston Phillips	Nicola Savage	14 September 2014
NEC member	Robert Scott	Keith Stokes	17 May 2014
NEC member	Peter Cox	Maxim Ford	14 September 2014
Trustee	Dennis Claridge	Mark Scrimshaw	14 September 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?

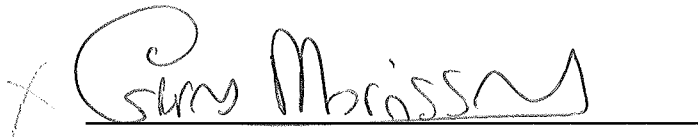
Yes

No

**ANNEXE
TO AR21 FOR THE YEAR ENDED 31 DECEMBER 2014**

OFFICERS IN POST

I certify that the following is a complete list of officers of this trade union in post as at 31 December 2014.



Gerry Morrissey
General Secretary
Broadcasting Entertainment Cinematograph & Theatre Union
718T

Gerry Morrissey	General Secretary	
Luke Crawley	Assistant General Secretary	
Martin Spence	Assistant General Secretary	Spencer MacDonald
Christine Bond	President	Jane Perry
Chris Tweddell Anastasia Ahern	NEC member } Job Share NEC member }	Kevin Carson
Steve Grey	NEC member	
Douglas McGill	NEC member	
Jane Perry	NEC member	Andrea Gauld
Mark Rivers	NEC member	Carmen Locke
Winston Phillips	NEC member	Nicola Savage
Robert Scott	NEC member	Keith Stokes
Nicole Young Karen Cohen	NEC member } Job share NEC member }	
Peter Cox	NEC member	Maxim Ford
Nick Ray	NEC member	
Mike Dick	NEC member	
John Handley	NEC member	
Ann Jones	NEC member	
Deryck Lewis	Trustee	
Dennis Claridge	Trustee	Mark Scrimshaw

If yes, state the number of affiliated unions:

and names:

GENERAL FUND

(see notes 13 to 18)

	£	£
INCOME		
From Members: Contributions and Subscriptions		4,466,401
From Members: Other income from members (specify)		
Total other income from members		4,466,401
Total of all income from members		
Investment income (as at page 13)		21,963
Other Income		
Income from Federations and other bodies (as at page 4)	-	
Income from any other sources (as at page 4)	26,775	
Total of other income (as at page 4)		48,738
		TOTAL INCOME
		4,515,139
EXPENDITURE		
Benefits to members (as at page 5)		69,549
Administrative expenses (as at page 10)		6,943,146
Federation and other bodies (specify)		
Trade Union Congress	62,494	
General Federation of Trade Unions	5,000	
Media Entertainment Unions	45,944	
Federation of Entertainment Unions	2,500	
Scottish Trades Union Congress	2,172	
Irish Congress of Trade Union	3,090	
Other	8,824	
Total expenditure Federation and other bodies		130,024
Taxation		(26,715)
		TOTAL EXPENDITURE
		7,116,004
		Surplus (deficit) for year
		(2,600,865)
		Amount of general fund at beginning of year
		(862,274)
		Amount of general fund at end of year
		(3,463,139)

ANALYSIS OF INCOME FROM FEDERATION AND OTHER BODIES AND OTHER INCOME

(see notes 19 and 20)

DESCRIPTION	£	£
Federation and other bodies		
TOTAL FEDERATION AND OTHER BODIES		-
Other income		
Compromise agreements	22,143	
Miscellaneous	4,632	
TOTAL OTHER INCOME		26,775
TOTAL OF ALL OTHER INCOME		26,775

ANALYSIS OF BENEFIT EXPENDITURE SHOWN AT GENERAL FUND

(see notes 21 to 23)

	£		£
Representation – Employment Related Issues		brought forward	69,549
	69,549	Education and Training services	
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	69,549	Total (should agree with figure in General Fund)	69,549

(See notes 24 and 25)

FUND 2		Fund Account	
Name:	Death Benefit Fund	£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Transfer from general funds	-	
	Total other income as specified		-
	Total Income		-
Expenditure			
	Benefits to members	5,850	
	Administrative expenses and other expenditure (as at page 10)	-	
	Total Expenditure		5,850
	Surplus (Deficit) for the year		(5,850)
	Amount of fund at beginning of year		28,700
	Amount of fund at the end of year (as Balance Sheet)		22,850
	Number of members contributing at end of year		N/A

FUND 3		Fund Account	
Name:	Investment Revaluation Reserve	£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Increase in investments	315	
	Total other income as specified		315
	Total Income		315
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		-
	Surplus (Deficit) for the year		315
	Amount of fund at beginning of year		262
	Amount of fund at the end of year (as Balance Sheet)		577
	Number of members contributing at end of year		N/A

(See notes 24 and 25)

FUND 4		Fund Account	
Name:	Property Revaluation Reserve	£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Increase in property valuation	460,004	
	Total other income as specified		460,004
	Total Income		460,004
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Surplus (Deficit) for the year		460,004
	Amount of fund at beginning of year		-
	Amount of fund at the end of year (as Balance Sheet)		460,004
	Number of members contributing at end of year		N/A

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 24 and 25)

FUND 6		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		

FUND 7		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		37,585
	Investment income (as at page 12)		
	Other income (specify) Donations	941	
	Total other income as specified		941
	Total income		38,526
Expenditure	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify) Affiliations	24,643	
	Parliamentary grants and donations	1,999	
	Administration expenses in connection with political objects (specify) Delegates' expenses	1,547	
	Political ballot	6,977	
	Non-political expenditure	824	
	Total expenditure		35,990
	Surplus (deficit) for year		2,536
	Amount of political fund at beginning of year		23,822
	Amount of political fund at the end of year (as Balance Sheet)		26,358
	Number of members at end of year contributing to the political fund		24,093
Number of members at end of the year not contributing to the political fund		660	
Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund		185	

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	2,824,714
Salaries and Wages included in above	£2,290,474
Auditors' fees	22,500
Legal and Professional fees	22,614
Occupancy costs	395,961
Stationery, printing, postage, telephone, etc.	191,084
Expenses of Executive Committee (Head Office)	15,892
Expenses of conferences	104,174
Other administrative expenses (specify)	
Organising	516,020
Training courses	30,406
Journal	87,702
Publicity	32,190
Ballot expenses	16,753
Other Outgoings	
Interest payable:	
Bank charges (including overdrafts)	21,755
Mortgages	
Other loans	
Depreciation	39,804
Taxation	
Outgoings on land and buildings (specify)	
Other outgoings (specify)	
Grants and donations	9,577
Transfer to Death Benefit Fund	-
Pension scheme actuarial loss	2,612,000
Total	6,943,146
Charged to:	
General Fund (Page 3)	6,943,146
Total	6,943,146

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 – G Morrissey	67,633	6,573	7,011			81,217
Asst. General Secretary – M Spence	49,351	4,465	5,104			58,920
Asst. General secretary – L Crawley	59,221	5,358	6,249			70,828

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)			
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			21,963
Other investment income (specify)			
Increase in valuation of quoted investments			315
Increase in property revaluation			460,004
		Total investment income	482,282
Credited to:			
		General Fund (Page 3)	21,963
		Investment Reval'n Reserve (Page 6)	315
		Property Reval'n Reserve (Page 7)	460,004
		Fund (Account)	
		Fund (Account)	
		Fund (Account)	
		Political Fund	
		Total Investment Income	482,282

BALANCE SHEET as at 31 December 2014

(see notes 47 to 50)

Previous Year		£	£
2,823,321	Fixed Assets (at page 14)		3,274,230
	Investments (as per analysis on page 15)		
1,262	Quoted (Market value £1,577)	1,577	
5,200	Unquoted	5,200	
6,462	Total Investments		6,777
	Other Assets		
	Loans to other trade unions		
330,041	Sundry debtors	281,014	
1,960,698	Cash at bank and in hand	1,846,196	
	Income tax to be recovered		
	Stocks of goods		
	Others (specify)		
2,290,739	Total of other assets		2,127,210
5,120,522	TOTAL ASSETS		5,408,217
(862,274)	Fund (Account)		(3,463,139)
28,700	Fund (Account)		22,850
	Fund (Account)		
	Superannuation Fund (Account)		
23,822	Political Fund (Account)		26,358
262	Revaluation Reserve		577
	Property Revaluation Reserve		460,004
	LIABILITIES		
	Amount held on behalf of central trade union political fund		
	Loans: From other trade unions		
7,282	Tax payable		-
79,288	Sundry creditors		62,703
203,442	Accrued expenses		234,864
	Provisions		
5,640,000	Other liabilities (pension liability)		8,064,000
5,120,522	TOTAL LIABILITIES		5,408,217
5,120,522	TOTAL ASSETS		5,408,217

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	2,789,996		195,452			2,985,448
Additions	-		30,709			30,709
Disposals	-		(98,345)			(98,345)
Revaluation/Transfers	460,004		-			
At end of year	3,250,000		195,452			3,377,816
Accumulated Depreciation						
At start of year	-		162,127			162,127
Charges for year	-		39,804			39,804
Disposals	-		(98,345)			(98,345)
Revaluation/Transfers	-		-			-
At end of year	-		103,586			103,586
Net book value at end of year	3,250,000		24,230			3,274,230
Net book value at end of previous year	2,789,996		33,325			2,823,321

ANALYSIS OF INVESTMENTS

(see notes 56 and 57)

QUOTED		All Funds Except Political Funds £	Political Fund £
	Equities (e.g. Shares)		
	Government Securities (Gilts)	1,577	
	Other quoted securities (to be specified)		
	TOTAL QUOTED (as Balance Sheet)	1,577	
	Market Value of Quoted Investment	1,577	
UNQUOTED	Equities	5,200	
	Government Securities (Gilts)		
	Mortgages		
	Bank and Building Societies		
	Other unquoted investments (to be specified)		
	TOTAL UNQUOTED (as Balance Sheet)	5,200	
	Market Value of Unquoted Investments	5,200	

ANALYSIS OF INVESTMENT INCOME (CONTROLLING INTERESTS)

(see notes 58 and 59)

Does the union, or any constituent part of the union, have a controlling interest in any limited company?		YES <input type="checkbox"/>	NO <input checked="" type="checkbox"/>
If YES name the relevant companies:			
COMPANY NAME	COMPANY REGISTRATION NUMBER (if not registered in England & Wales, state where registered)		
Are the shares which are controlled by the union registered in the names of the union's trustees?		YES <input type="checkbox"/>	NO <input type="checkbox"/>
If NO, state the names of the persons in whom the shares controlled by the union are registered.			
COMPANY NAME	NAMES OF SHAREHOLDERS		

SUMMARY SHEET

(see notes 60 to 71)

	All funds except Political Funds £	Political Funds £	Total Funds £
INCOME			
From Members	4,466,401	37,585	4,503,986
From Investments	21,963		21,963
Other Income (including increases by revaluation of assets)	487,356	941	488,297
Total Income	4,975,720	38,526	5,014,246
EXPENDITURE (including decreases by revaluation of assets)			
Total Expenditure	7,122,116	35,990	7,158,106
Funds at beginning of year (including reserves)	(833,312)	23,822	(809,490)
Funds at end of year (including reserves)	(2,979,708)	26,358	(2,953,350)
ASSETS			
Fixed Assets			3,274,230
Investment Assets			6,777
Other Assets			2,127,210
		Total Assets	5,408,217
LIABILITIES		Total Liabilities	(8,361,567)
NET ASSETS (Total Assets less Total Liabilities)			(2,953,350)

NOTES TO THE ACCOUNTS

(see notes 72 and 73)

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

Please see attached.

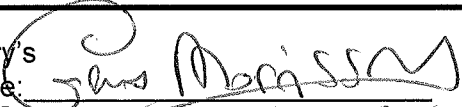
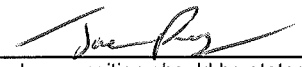
ACCOUNTING POLICIES

(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>GERRY MORRISSEY</u> Date: <u>20 May 2015</u>	Chairman's Signature: <u></u> (or other official whose position should be stated) Name: <u>JANE PERRY</u> Date: <u>20 May 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 type="checkbox"/>	NO	<input type="checkbox"/>
HAS THE RETURN OF CHANGE OF OFFICERS BEEN COMPLETED? (see Page 2 and Note 12)	YES	<input type="checkbox"/>	NO	<input type="checkbox"/>
HAS THE RETURN BEEN SIGNED? (see Pages 19 and 21 and Notes 76 and 77)	YES	<input type="checkbox"/>	NO	<input type="checkbox"/>
HAS THE AUDITOR'S REPORT BEEN COMPLETED? (see Pages 20 and 21 and Notes 2 and 77)	YES	<input type="checkbox"/>	NO	<input type="checkbox"/>
IS A RULE BOOK ENCLOSED? (see Notes 8 and 78)	YES	<input type="checkbox"/>	NO	<input type="checkbox"/>
A MEMBER'S STATEMENT IS: (see Note 80)	ENCLOSED	<input type="checkbox"/>	TO FOLLOW	<input type="checkbox"/>
HAS THE SUMMARY SHEET BEEN COMPLETED (see Page 17 and Notes 7 and 59)	YES	<input type="checkbox"/>	NO	<input type="checkbox"/>

BROADCASTING ENTERTAINMENT CINEMATOGRAPH AND THEATRE UNION

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2014

1 ACCOUNTING POLICIES

a Basis of Accounts

The accounts have been prepared under the historical cost basis of accounting as modified by the revaluation of quoted investments and freehold property, and in accordance with applicable Accounting Standards.

b Subscriptions

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

c Depreciation

No depreciation is provided on freehold property.

Depreciation is provided on a straight line basis on furniture and fittings at 20% per annum on cost and on computer equipment at 33% per annum on cost in order to write these assets off over their estimated useful life, with a full year's charge in the year of acquisition. Assets which were fully depreciated at 1 January 2014 have been eliminated from these accounts.

d Rental Payments

Rental payments in respect of operating leases are charged to the Income and Expenditure Account in the period in which they are incurred.

e Investments

Quoted investments are stated at market value and unquoted investments are stated at cost. Provision is made against investments where there is a permanent impairment in value.

f Members' legal expenses

Members' legal expenses are charged in these accounts net of reimbursements obtained in respect of certain cases, on an invoiced basis.

g Value Added Tax

VAT is only partially recoverable. All expenditure is shown exclusive of VAT where applicable.

h Pension Scheme

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

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

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

2 OTHER INCOME	2014	2013
	£	£
Investment income	21,963	42,012
Compromise agreements	22,143	27,665
Sundry income	4,632	7,973
	<u>48,738</u>	<u>77,650</u>

BROADCASTING ENTERTAINMENT CINEMATOGRAPH AND THEATRE UNION
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2014

3 PENSION COSTS

The union operates a final salary defined benefit pension scheme. Benefits are linked to members' final pensionable salaries and service at their retirement (or date of leaving if earlier).

The most recent formal actuarial valuation was carried out at 31 October 2013 and updated to 31 December 2014 by a qualified independent actuary.

The assumptions used by the actuary were:

<u>FINANCIAL ASSUMPTIONS</u>	2014	2013
Discount rate	3.79%	4.98%
Retail Price inflation	2.87%	3.27%
Consumer Price inflation	2.17%	2.57%
Salary increases	0%	0%
Rate of increase of pensions in payment	2.19%	2.56%
Rate of increase for deferred pensioners	2.37%	2.55%
Expected return on assets	4.10%	5.30%

The overall expected return on assets has been derived by calculating the weighted average of the expected rate of return for each asset class.

Cash, bank base rate	1.00%	1.00%
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<u>DEMOGRAPHIC ASSUMPTIONS</u>	2014	2013
Mortality (pre-retirement)	SAPS1 Tables	SAPS1 Tables
Mortality (post-retirement)	SAPS1 Tables	SAPS1 Tables

The assets of the scheme are invested in a diversified portfolio.

In the current year they are valued at bid market value. In previous years they have been quoted at mid market value.

<u>ASSET CLASS</u>	2014		2013		2012	
	£'000	% of total assets	£'000	% of total assets	£'000	% of total assets
Equities (including property)	11,361	69%	10,467	69%	8,359	63%
Bonds	4,901	30%	4,503	30%	4,909	37%
Cash	67	1%	125	1%	-	0%
	<u>16,329</u>		<u>15,097</u>		<u>13,268</u>	
Actual return	1,325		1,655		1,403	

BROADCASTING ENTERTAINMENT CINEMATOGRAPH AND THEATRE UNION

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2014

3 PENSION COSTS (continued)

BALANCE SHEET RECONCILIATION

	2014	2013
	£'000	£'000
Market value of assets	16,329	15,097
Present value of liabilities	24,393	20,737
Pension (liability) recognised in balance sheet	<u>(8,064)</u>	<u>(5,640)</u>

ANALYSIS OF CHANGES IN VALUE OF SCHEME LIABILITIES

Value at 1 January	20,737	20,867
Service cost	291	264
Interest cost	1,020	912
Members' contributions	-	-
Benefits paid	(794)	(637)
Actuarial losses/(gains)	3,139	(669)
Value at 31 December	<u>24,393</u>	<u>20,737</u>

ANALYSIS OF CHANGES IN THE VALUE OF SCHEME ASSETS

Value at 1 January	15,097	13,268
Expected return	798	628
Actuarial gains/(losses)	527	1,027
Employer's contributions	791	891
Members' contributions	3	-
Expenses paid	(93)	(80)
Benefits paid	(794)	(637)
Value at 31 December	<u>16,329</u>	<u>15,097</u>

CHARGE TO INCOME AND EXPENDITURE

Current service cost	291	264
Interest cost	1,020	912
Expected return	(798)	(628)
Expenses paid	93	80
	<u>606</u>	<u>628</u>

ACTUARIAL(LOSSES) / GAINS

Scheme liabilities	(3,139)	669
Scheme assets	527	1,027
	<u>(2,612)</u>	<u>1,696</u>

BROADCASTING ENTERTAINMENT CINEMATOGRAPH AND THEATRE UNION
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2014

3 PENSION COSTS (continued)

HISTORY OF ASSETS, LIABILITIES, EXPERIENCE GAINS AND LOSSES

	2014	2013	2012	2011	2010
	£'000	£'000	£'000	£'000	£'000
<u>At 31 December</u>					
Market value of scheme assets	16,329	15,097	13,268	11,768	11,568
Value of scheme liabilities	(24,393)	(20,737)	(20,867)	(19,590)	(16,959)
(Deficit) in the scheme	<u>(8,064)</u>	<u>(5,640)</u>	<u>(7,599)</u>	<u>(7,822)</u>	<u>(5,391)</u>

Actuarial gains (losses) arising

on scheme liabilities

Due to experience	(39)	124	(146)	(207)	1,226
% of liabilities	(0%)	1%	1%	1%	(7%)
Due to change in basis	(3,100)	545	849	(1,872)	(971)
	(13%)	(3%)	(4%)	10%	6%

on scheme assets

Due to experience	527	1,027	753	(512)	133
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The cumulative amount of actuarial gains and losses in the last five years is £(3,069,000).

BROADCASTING ENTERTAINMENT CINEMATOGRAPH AND THEATRE UNION
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2014

	2014	2013
	£	£
4 ORGANISING		
Head office and general organising	56,361	51,145
Divisional and other organising	368,470	415,371
Regional offices	81,099	75,067
NEC and committees	15,892	17,454
Miscellaneous committees	16,340	13,037
	<u>538,162</u>	<u>572,074</u>
5 AFFILIATION FEES		
Trades Union Congress	62,494	62,302
General Federation of Trade Unions	5,000	5,000
Media Entertainment International	45,944	47,510
Federation of Entertainment Unions	2,500	2,500
Scottish Trades Union Congress	2,172	2,207
Irish Congress of Trade Union	3,090	2,992
Various	8,824	10,248
	<u>130,024</u>	<u>132,759</u>
6 DEATH BENEFIT FUND		

In accordance with rules 5(s) and 22 the Death Benefit Fund is maintained at a sum equivalent to twice the highest total annual amount of death benefit claims paid in any of the five years immediately preceding by an allocation from or (to) the General Fund of the union.

BROADCASTING ENTERTAINMENT CINEMATOGRAPH AND THEATRE UNION

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2014

	2014	2013
	£	£
7 POLITICAL FUND AFFILIATION FEES		
Labour Party	21,199	21,119
Various	3,444	3,053
	<u>24,643</u>	<u>24,172</u>

8 ACCUMULATED FUNDS	Total	General Fund	Death Benefit	Political Fund
	£	£	£	£
Balance at 1 January 2014	(809,752)	(862,274)	28,700	23,822
Prior year adjustment	6,250	6,250	-	-
Surplus/(Deficit) for the year	(2,610,429)	(2,607,115)	(5,850)	2,536
Increase in revaluation reserves	460,581	460,581	-	-
Balance at 31 December 2014	<u>(2,953,350)</u>	<u>(3,002,558)</u>	22,850	26,358

	2014
	£
9 HARSHIP FUND	
Balance at 1 January 2014	7,770
Receipts	3,753
Grants paid	<u>(4,722)</u>
Balance at 31 December 2014	<u>6,801</u>

The income and expenditure of the above forms part of the general fund as detailed on pages 3 and 4.

BROADCASTING ENTERTAINMENT CINEMATOGRAPH AND THEATRE UNION
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2014

10 **FIXED ASSETS**

	Freehold Property 373/377 Clapham Road London SW9	Computer Equipment	Furniture and Fittings	Total
	£	£	£	£
Cost at 1 January	2,789,996	86,440	109,012	2,985,448
Additions	-	20,433	10,276	30,709
Revaluation	460,004	-	-	460,004
Disposals	-	(28,539)	(69,806)	(98,345)
Cost at 31 December	<u>3,250,000</u>	<u>78,334</u>	<u>49,482</u>	<u>3,377,816</u>
Depreciation at 1 January	-	63,726	98,401	162,127
Charged in year	-	27,390	12,414	39,804
Disposals	-	(28,539)	(69,806)	(98,345)
Depreciation at 31 December	<u>-</u>	<u>62,577</u>	<u>41,009</u>	<u>103,586</u>
Net Book Value at:				
31 December 2014	<u>3,250,000</u>	<u>15,757</u>	<u>8,473</u>	<u>3,274,230</u>
31 December 2013	<u>2,789,996</u>	<u>22,714</u>	<u>10,611</u>	<u>2,823,321</u>

The Union's freehold property was valued at £3,250,000 as at 7 March 2013 by Frederick Holt & Company, Chartered Surveyors, at market value in accordance with the Royal Institution of Chartered Surveyors' Valuation – Professional Standards.

BROADCASTING ENTERTAINMENT CINEMATOGRAPH AND THEATRE UNION
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2014

11 INVESTMENTS

	2014	2013
	£	£
Quoted		
British Government Stock at cost	1,000	1,000
British Government Stock at market value	1,578	1,262
Unquoted Equities at cost	5,200	5,200
	6,778	6,462
	6,778	6,462

12 DEBTORS

	2014	2013
	£	£
Contributions receivable	59,866	62,202
Prepayments & other debtors	134,701	176,046
Staff loans	12,908	18,254
Deposits with solicitors	73,539	73,539
	281,014	330,041
	281,014	330,041

BROADCASTING ENTERTAINMENT CINEMATOGRAPH AND THEATRE UNION

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2014

	2014	2013
	£	£
13 CREDITORS		
Trade creditors	62,703	79,288
Accruals & other creditors	234,864	203,441
Corporation Tax	-	7,282
	<u>297,567</u>	<u>290,011</u>

14 TAXATION

The union is not liable to taxation on income from its members. Taxation is payable to the extent that investment income and chargeable gains exceed allowable provident benefits. A provision of £nil (2013: £7,282) has been made in respect of the year ended 31 December 2014.

	2014	2013
	£	£
Provision for the year	-	7,282
Prior year over provision	7,282	(1)
Overpayment relief claims received for prior years tax	19,433	-
	<u>26,715</u>	<u>7,281</u>

15 COMMITMENT – NON-CANCELLABLE OPERATING LEASES

At 31 December 2014, the union has annual commitments on 3 year non-cancellable motor vehicle leases of £1,677 (2013: £1,629) per month. Also, the union has other operating lease commitments of £4,918 (2013: £3,013) per month on 5 year non-cancellable leases, £3,332 (2013: Nil) per month on ongoing rent leases and £648 (2013: £648) per month on a 10 year lease agreement.

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)

AUDITOR'S REPORT (continued)

Please see attached.

Signature(s) of auditor or auditors:	Moore Stephens LLP	
Name(s):	Moore Stephens LLP (formerly Chambrey Venables LLP)	
Profession(s) or Calling(s):	Chartered Accountants	
Address(es):	Russell Square House 10-12 Russell Square London WC1B 5LF	
Date:	26 May 2015	
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.

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE
BROADCASTING ENTERTAINMENT CINEMATOGRAPH AND THEATRE UNION**

We have audited the financial statements of the Broadcasting Entertainment Cinematograph And Theatre Union for the year ended 31st December 2014 which comprise the General Fund, Political Fund and Death Benefit Fund Income and Expenditure Accounts, 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 the Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the Union's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the union and the union's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of the National Executive Committee and auditor

As explained more fully in the Statement of the National Executive Committee's Responsibilities, the National Executive Committee 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 auditors and 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 (APB's) Ethical Standards for Auditor.

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 National Executive Committee; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Agenda for the 2014 Conference to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the union's affairs as at 31st December 2014 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:

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

Chantrey Vellacott DFC LLP
CHANTREY VELLACOTT DFC LLP
Chartered Accountants and Statutory Auditor
London, UK

Date: 3 April 2015