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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 2015
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"/> (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)

**ANNEXE
TO AR21 FOR THE YEAR ENDED 31 DECEMBER 2015**

OFFICERS IN POST

I certify that the following is a complete list of officers of this trade union in post as at 31 December 2015.

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

Name	Position	Member stood down
Gerry Morrissey	General Secretary	
Luke Crawley	Assistant General Secretary	
Spencer MacDonald	Assistant General Secretary	
Jane Perry	President	
Kevin Carson	NEC member	
Steve Grey	NEC member	
Douglas McGill	NEC member	
Andrea Gauld	NEC member	
Carmen Locke	NEC member	
Nicola Savage	NEC member	
Keith Stokes	NEC member	
Nicole Young Karen Cohen	NEC member } Job share NEC member }	
Peter McInerney	NEC member	Maxim Ford
Nick Ray	NEC member	
Mike Dick	NEC member	
John Handley	NEC member	
Ann Jones	NEC member	
Mark Rivers	Trustee	Deryck Lewis
Mark Scrimshaw	Trustee	

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	17,830	262	30	10	18,132
FEMALE	7,992	139	12	1	8,144
TOTAL	25,822	401	42	11	A 26,276

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

239
26,276

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
NEC Member	Maxim Ford	Peter McInerney	27 November 2015
Trustee	Deryck Lewis	Mark Rivers	29 November 2015

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		4,761,017
From Members: Other income from members (specify)		
Total other income from members		
Total of all income from members		4,761,017
Investment income (as at page 12)		26,712
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	20,310	
Total of other income (as at page 4)		47,022
		TOTAL INCOME
		4,808,039
EXPENDITURE		
Benefits to members (as at page 5)		-
Administrative expenses (as at page 10)		3,251,391
Federation and other bodies (specify)		
Trade Union Congress	67,388	
General Federation of Trade Unions	5,500	
Media Entertainment International	50,691	
Federation of Entertainment Unions	2,500	
Scottish Trades Union Congress	2,226	
Irish Congress of Trade Union	2,855	
Various	8,757	
Total expenditure Federation and other bodies		139,917
Taxation		-
		TOTAL EXPENDITURE
		3,391,308
Surplus (deficit) for year		1,416,731
Amount of general fund at beginning of year		(3,463,139)
Amount of general fund at end of year		(2,041,280)

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	20,010	
Sundry income	300	
TOTAL OTHER INCOME		20,310
TOTAL OF ALL OTHER INCOME		20,310

ANALYSIS OF BENEFIT EXPENDITURE SHOWN AT GENERAL FUND

(see notes 21 to 23)

	£		£
Representation – Employment Related Issues		brought forward	
		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		Total (should agree with figure in General Fund)	

(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)		
	Total other income as specified		
	Total Income		
Expenditure			
	Benefits to members	4,900	
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		4,900
	Surplus (Deficit) for the year		(4,900)
	Amount of fund at beginning of year		22,850
	Amount of fund at the end of year (as Balance Sheet)		17,950
	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)		
	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		5,128
	Amount of fund at the end of year (as Balance Sheet)		5,128
	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)		
	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		460,004
	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		40,008
	Investment income (as at page 12)		
	Other income (specify) Donations	929	
	Total other income as specified		929
	Total income		40,937
Expenditure	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify) Affiliations	24,375	
	Parliamentary grants and donations	1,000	
	Administration expenses in connection with political objects (specify) Delegates' expenses	2,349	
	Non-political expenditure	1,960	
	Total expenditure		29,684
	Surplus (deficit) for year		11,253
	Amount of political fund at beginning of year		26,358
	Amount of political fund at the end of year (as Balance Sheet)		37,611
	Number of members at end of year contributing to the political fund		25,635
	Number of members at end of the year not contributing to the political fund		641
Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund		187	

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	3,082,502
Salaries and Wages included in above	£2,362,648
Auditors' fees	27,745
Legal and Professional fees	104,174
Occupancy costs	379,246
Stationery, printing, postage, telephone, etc.	167,341
Expenses of Executive Committee (Head Office)	
Expenses of conferences	102,910
Other administrative expenses (specify)	
Organising	491,117
Training courses	30,563
Journal	109,300
Publicity	36,281
Other Outgoings	
Interest payable:	
Bank charges (including overdrafts)	22,001
Mortgages	
Other loans	
Depreciation	64,139
Taxation	
Outgoings on land and buildings (specify)	
Property repairs	28,501
Other outgoings (specify)	
Grants and donations	9,034
Items relating to FRS 102 defined benefit pension	(101,000)
Pension scheme actuarial gain	(1,303,000)
Total	3,251,391
Charged to:	
General Fund (Page 3)	3,251,391
Fund (Account)	
Fund (Account)	
Total	3,251,391

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		Value £	
				Description			
General Secretary – G Morrissey	68,986	6,727	7,871			83,584	
Asst. General Secretary – Luke Crawley	60,406	5,484	6,893			72,783	
Asst. General Secretary – Spencer MacDonald	60,406	5,496	6,893			72,795	

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		26,712
Other investment income (specify)		
Total investment income		26,712
Credited to:		
	General Fund (Page 3)	26,712
	Fund (Account)	
	Fund (Account)	
	Fund (Account)	
	Fund (Account)	
	Fund (Account)	
	Political Fund	
Total Investment Income		26,712

BALANCE SHEET as at 31 December 2015

(see notes 47 to 50)

Restated Previous Year		£	£
3,274,230	Fixed Assets (at page 14)		3,280,442
	Investments (as per analysis on page 15)		
1,578	Quoted (Market value £ 1,578)	1,578	
9,750	Unquoted	29,750	
11,328	Total Investments		31,328
	Other Assets		
	Loans to other trade unions		
281,014	Sundry debtors	339,322	
1,846,196	Cash at bank and in hand	1,841,871	
	Income tax to be recovered		
	Stocks of goods		
	Others (specify)		
2,127,210	Total of other assets		2,181,193
5,412,768	TOTAL ASSETS		5,492,963
(3,463,139)	Fund (Account)		(2,041,280)
22,850	Fund (Account)		17,950
	Fund (Account)		
	Superannuation Fund (Account)		
26,358	Political Fund (Account)		37,611
5,128	Revaluation Reserve		5,128
460,004	Property Revaluation Reserve		460,004
	LIABILITIES		
	Amount held on behalf of central trade union political fund		
	Loans: From other trade unions		
	Tax payable		
62,703	Sundry creditors		88,151
234,864	Accrued expenses		265,399
	Provisions		
8,064,000	Other liabilities (pension liability)		6,660,000
8,361,567	TOTAL LIABILITIES		7,013,550
5,412,768	TOTAL ASSETS		5,492,963

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	3,250,00		127,816			3,377,816
Additions			70,051			70,051
Disposals			(73,733)			(73,773)
Revaluation/Transfer s						
At end of year	3,250,000		124,134			3,374,134
Accumulated Depreciation						
At start of year	-		103,586			103,586
Charges for year	26,000		38,139			64,139
Disposals			(73,733)			(73,733)
Revaluation/Transfer s						
At end of year	26,000		67,992			93,992
Net book value at end of year	3,224,000		56,142			3,280,142
Net book value at end of previous year	3,250,000		24,230			3,274,230

ANALYSIS OF INVESTMENTS

(see notes 56 and 57)

QUOTED		All Funds Except Political Funds £	Political Fund £
	Equities (e.g. Shares)		
	Government Securities (Gilts)	1,578	
	Other quoted securities (to be specified)		
	TOTAL QUOTED (as Balance Sheet)	1,578	
	Market Value of Quoted Investment	1,578	
UNQUOTED	Equities	29,750	
	Government Securities (Gilts)		
	Mortgages		
	Bank and Building Societies		
	Other unquoted investments (to be specified)		
	TOTAL UNQUOTED (as Balance Sheet)	29,750	
	Market Value of Unquoted Investments	29,750	

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	4,761,017	40,008	4,801,025
From Investments	26,712		26,712
Other Income (including increases by revaluation of assets)	20,310	929	21,239
Total Income	4,808,039	40,937	4,848,976
EXPENDITURE (including decreases by revaluation of			
Total Expenditure	3,391,080	29,684	3,420,764
Funds at beginning of year (including reserves)	(2,975,157)	26,358	(2,948,799)
Funds at end of year (including reserves)	(1,558,198)	37,611	(1,520,587)
ASSETS			
Fixed Assets			3,280,142
Investment Assets			31,328
Other Assets			2,181,193
		Total Assets	5,492,963
LIABILITIES		Total Liabilities	7,013,550
NET ASSETS (Total Assets less Total Liabilities)			(1,520,587)

SUMMARY SHEET

(see notes 60 to 71)

	All funds except Political Funds £	Political Funds £	Total Funds £
INCOME			
From Members	4,761,017	40,008	4,801,025
From Investments	26,712		26,712
Other Income (including increases by revaluation of assets)	20,310	929	21,239
Total Income	4,808,039	40,937	4,848,976
EXPENDITURE (including decreases by revaluation of			
Total Expenditure	3,391,080	29,684	3,420,764
Funds at beginning of year (including reserves)	(2,975,157)	26,358	(2,948,799)
Funds at end of year (including reserves)	(1,558,198)	37,611	(1,520,587)
ASSETS			
Fixed Assets			3,280,142
Investment Assets			31,328
Other Assets			2,181,193
		Total Assets	5,492,963
LIABILITIES		Total Liabilities	7,013,550
NET ASSETS (Total Assets less Total Liabilities)			(1,520,587)

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

BROADCASTING ENTERTAINMENT CINEMATOGRAPH AND THEATRE UNION

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2015

2	OTHER INCOME	2015	2014
		£	£
	Investment income	26,712	21,963
	Compromise agreements	20,010	22,143
	Sundry income	300	4,632
		<u>47,022</u>	<u>48,738</u>
3	STAFF COSTS	2015	2014
		£	£
	Salaries	1,638,118	1,585,301
	National insurance contributions	724,531	705,173
		<u>2,362,648</u>	<u>2,290,474</u>
	Staff retirement scheme	670,310	683,006
	Stakeholder pension	24,810	11,520
	Auto-enrolment pension	873	403
	Death in service	23,861	27,310
		<u>719,854</u>	<u>722,240</u>

Key management personnel include the Officers of the Union who have the authority and responsibility for planning, directing and controlling the activities of the Union. The total employee benefits paid to key management for services provided to the Union was £229,161 (2014: £222,872).

BROADCASTING ENTERTAINMENT CINEMATOGRAPH AND THEATRE UNION

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2015

4 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 2014 and updated to 31 December 2015 by a qualified independent actuary.

The assumptions used by the actuary were:

<u>FINANCIAL ASSUMPTIONS</u>	2015	2014
Discount rate	3.93%	3.79%
Retail Price inflation	2.98%	2.87%
Consumer Price inflation	2.08%	2.17%
Salary increases	0%	0%
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%

<u>DEMOGRAPHIC ASSUMPTIONS</u>	2015	2014
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>	2015		2014		2013	
	£'000	% of total assets	£'000	% of total assets	£'000	% of total assets
Equities (including property)	11,920	71%	11,361	69%	10,467	69%
Bonds	4,700	28%	4,901	30%	4,503	30%
Cash	168	1%	67	1%	125	1%
	<u>16,788</u>		<u>16,329</u>		<u>15,097</u>	
Actual return	611		1,325		1,655	

BROADCASTING ENTERTAINMENT CINEMATOGRAPH AND THEATRE UNION

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2015

4 **PENSION COSTS** (continued)

BALANCE SHEET RECONCILIATION

	2015	2014
	£'000	£'000
Market value of assets	16,788	16,329
Present value of liabilities	23,448	24,393
Pension (liability) recognised in balance sheet	<u>(6,660)</u>	<u>(8,064)</u>

ANALYSIS OF CHANGES IN VALUE OF SCHEME LIABILITIES

Value at 1 January	24,393	20,737
Service cost	292	291
Interest cost	914	1,020
Members' contributions	-	-
Benefits paid	(843)	(794)
Actuarial (gains) / losses	(1,308)	3,139
Value at 31 December	<u>23,448</u>	<u>24,393</u>

ANALYSIS OF CHANGES IN THE VALUE OF SCHEME ASSETS

Value at 1 January	16,329	15,097
Expected return	616	750
Actuarial (losses) / gains	(5)	575
Employer's contributions	776	791
Members' contributions	-	3
Expenses paid	(85)	(93)
Benefits paid	(843)	(794)
Value at 31 December	<u>16,788</u>	<u>16,329</u>

CHARGE TO INCOME AND EXPENDITURE

Current service cost	292	291
Net interest cost	298	271
	<u>590</u>	<u>562</u>

CHARGE TO OTHER COMPREHENSIVE INCOME

Actual return on Scheme assets	611	1,325
Less: amount already recognised as expected return	(616)	(750)
Other actuarial gains / (losses)	1,308	(3,139)
	<u>1,303</u>	<u>(2,563)</u>

BROADCASTING ENTERTAINMENT CINEMATOGRAPH AND THEATRE UNION

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2015

4 PENSION COSTS (continued)

HISTORY OF ASSETS, LIABILITIES, EXPERIENCE GAINS AND LOSSES

	2015	2014	2013	2012	2011
	£'000	£'000	£'000	£'000	£'000
<u>At 31 December</u>					
Market value of scheme assets	16,788	16,329	15,097	13,268	11,768
Value of scheme liabilities	(23,448)	(24,393)	(20,737)	(20,867)	(19,590)
(Deficit) in the scheme	<u>(6,660)</u>	<u>(8,064)</u>	<u>(5,640)</u>	<u>(7,599)</u>	<u>(7,822)</u>

BROADCASTING ENTERTAINMENT CINEMATOGRAPH AND THEATRE UNION

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2015

	2015	2014
	£	£
5 ORGANISING		
Head office and general organising	62,017	56,361
Divisional and other organising	318,626	368,470
Regional offices	77,927	81,099
NEC and committees	17,023	15,892
Miscellaneous committees	15,523	16,340
	<u>491,116</u>	<u>538,162</u>
6 AFFILIATION FEES		
Trades Union Congress	67,388	62,494
General Federation of Trade Unions	5,500	5,000
Media Entertainment International	50,691	45,944
Federation of Entertainment Unions	2,500	2,500
Scottish Trades Union Congress	2,226	2,172
Irish Congress of Trade Union	2,855	3,090
Various	8,757	8,824
	<u>139,917</u>	<u>130,024</u>
7 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 2015

	2015	2014
	£	£
8 POLITICAL FUND AFFILIATION FEES		
Labour Party	21,199	21,199
Various	3,176	3,444
	<u>24,375</u>	<u>24,643</u>

9 ACCUMULATED FUNDS	Total	General Fund	Death Benefit	Political Fund
	£	£	£	£
Balance at 1 January 2015 (Restated)	(2,948,799)	(2,998,007)	22,850	26,358
Surplus/(Deficit) for the year	1,423,084	1,416,731	(4,900)	11,253
Balance at 31 December 2015	<u>(1,520,587)</u>	<u>(1,581,276)</u>	17,950	37,611

	2015
	£
10 HARDSHIP FUND	
Balance at 1 January 2015	6,801
Receipts	4,800
Grants paid	(4,800)
Balance at 31 December 2015	<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 2015

11 TANGIBLE FIXED ASSETS

	Freehold Property 373/377 Clapham Road London SW9	Computer Equipment	Furniture and Fittings	Total
	£	£	£	£
Cost at 1 January	3,250,000	78,334	49,482	3,377,816
Additions	-	50,067	19,984	70,051
Disposals	-	(34,528)	(39,205)	(73,733)
Cost at 31 December	3,250,000	93,873	30,261	3,374,134
Depreciation at 1 January	-	62,577	41,009	103,586
Charged in year	26,000	32,087	6,052	64,139
Disposals	-	(34,528)	(39,205)	(73,733)
Depreciation at 31 December	26,000	60,136	7,856	93,992
Net Book Value at:				
31 December 2015	3,224,000	33,737	22,405	3,280,442
31 December 2014	3,250,000	15,757	8,473	3,274,230

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. Under the transitional exemption under Section 35 of FRS 102, this has been treated as the property's deemed cost for the purposes of these accounts.

Included within the net book value of £3,306,442 is £26,089 (2014: £Nil) relating to assets held under hire purchase agreements. The depreciation charged to the accounts in respect of such assets was £13,045.

BROADCASTING ENTERTAINMENT CINEMATOGRAPH AND THEATRE UNION
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2015

		2015	2014 (Restated)
12	INVESTMENTS	£	£
	Market value at 1 January 2015	11,328	6,777
	Acquisitions at cost	20,000	-
	Unrealised gains on revaluation	-	4,551
	Market value at 31 December 2015	<u>31,328</u>	<u>11,328</u>
	Historical cost of investments	<u>26,200</u>	<u>6,200</u>
Investments held by the Union comprise:			
	Quoted: British Government Stock at market value	1,578	1,578
	Unquoted: Equities at market value	29,750	9,750
		<u>31,328</u>	<u>11,328</u>
		2015	2014
13	DEBTORS	£	£
	Contributions receivable	52,834	59,866
	Prepayments & other debtors	191,943	134,701
	Staff loans	21,005	12,908
	Deposits with solicitors	73,539	73,539
		<u>339,322</u>	<u>281,014</u>

BROADCASTING ENTERTAINMENT CINEMATOGRAPH AND THEATRE UNION

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2015

	2015	2014
14 CREDITORS:	£	£
Amounts falling due within one year		
Trade creditors	71,128	62,703
Accruals & other creditors	257,792	224,669
Deferred income	7,607	10,195
	<hr/>	<hr/>
	336,527	297,567
	<hr/>	<hr/>
Amounts falling due after more than one year		
<i>Between two and five years:</i>		
Obligations under hire purchase contracts	17,023	-
	<hr/>	<hr/>

16 **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 (2014: £Nil) has been made in respect of the year ended 31 December 2015.

Provision for the year	-	-
Prior year over provision	-	7,282
Overpayment relief claims received for prior years tax	-	19,433
	<hr/>	<hr/>
	-	26,715
	<hr/>	<hr/>

17 **COMMITMENT – NON-CANCELLABLE OPERATING LEASES**

At 31 December 2015, the Union had the following total commitments under operating leases:

<i>Amounts due:</i>	Land and buildings	Other
	£	£
Within one year	17,772	67,914
Within 2 – 5 years	15,552	72,621
	<hr/>	<hr/>
	33,324	140,535
	<hr/>	<hr/>

BROADCASTING ENTERTAINMENT CINEMATOGRAPH AND THEATRE UNION

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2015

18 TRANSITION TO FRS 102

These accounts for the year ended 31 December 2015 are the Union's first accounts that comply with the Financial Reporting Standard 102 (FRS 102) 'the Financial Reporting Standard in the UK and Republic of Ireland'. The Union's date of transition to FRS 102 is 1 January 2014. The Union's last accounts prepared in accordance with previous UK GAAP were for the year ended 31 December 2014.

The transition to FRS 102 has resulted in a number of changes in the union's accounting policies compared to those used when applying previous UK GAAP.

The following explanatory notes to the accounts describe the differences between the funds and income and expenditure presented under the previous UK GAAP and the newly presented amounts under FRS 102 for the reporting period ended at 31 December 2014 (ie comparative information), as well as the funds presented in the opening statement of balance sheet (ie at 1 January 2014). It also describes the changes in accounting policies made on first-time adoption of FRS 102.

In the table below, funds determined in accordance with the FRS 102 is reconciled to funds determined in accordance with previous UK GAAP at both 1 January 2014 (the date of transition to FRS 102) and 31 December 2015.

	Note	Funds as at 1 January 2014	Deficit for the Year ended 31 December 2014	Funds as at 31 December 2014
		£	£	£
As previously stated under former UK GAAP		(809,752)	(2,610,429)	(2,953,350)
Revaluation to fair value of fixed asset investment	a	-	4,551	4,551
As stated in accordance with FRS 102		(809,752)	(2,605,878)	(2,948,799)

Explanation of changes to previous reported profit and funds

- a) FRS 102 requires that investments in non-puttable ordinary shares be measured at fair value with changes in fair value recognised in profit and loss. Under previous UK GAAP, the Union's accounting policy for fixed asset investments in such shares was to measure them at cost less impairments. The effect of the change has been to increase funds for measurement gains since acquisition and to increase the surplus for the year ended 31 December 2014 for gains that arose in the period.
- b) FRS 102 requires the recognition in income and expenditure of a net interest cost (or income) on defined benefit pension schemes. The effect of this, when compared to previous UK GAAP, has been to reduce the reported surplus on the general fund for the year ended 31 December 2014 because previous UK GAAP led to the recognition of finance income calculated by reference to the expected returns on the pension plan's specific assets be they equities, properties or bonds. The change has had no effect on the reported funds as the measurement of the defined benefit pension scheme liability has not changed. Instead, the decrease in the reported surplus is mirrored by a decrease in the actuarial loss which is presented within other comprehensive income.

ACCOUNTING POLICIES



(see notes 74 and 75)

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></u> Name: <u>GERRY MORRISSEY</u> Date: <u>26/8/16</u>	Chairman's Signature: <u></u> (or other official whose position should be stated) Name: <u>JANE PERRY</u> Date: <u>26/8/16</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)	ENCLOSE D	<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 2015

1 ACCOUNTING POLICIES

a Basis of Accounts

The accounts have been prepared in accordance with Financial Reporting Standard 102 (FRS 102), the Financial Reporting Standard applicable in the United Kingdom and the Republic of Ireland.

b Financial reporting standard 102 – reduced disclosure exemptions

The Union has taken advantage of the disclosure exemption in respect of the requirements of Section 7 "Statement of Cash Flows", in preparing these accounts, as permitted by FRS 102.

c Subscriptions

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

d Tangible Fixed Assets

Tangible fixed assets are stated at historical cost less accumulated depreciation. Historical cost includes expenditure that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

In accordance with the transitional exemption available in FRS 102, the Union has chosen to adopt its previous valuation of freehold property as its deemed cost at the transition date of 1 January 2014. Depreciation is provided at 2% straight line on the value of the building whilst land is not depreciated.

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 2015 have been eliminated from these accounts.

e Finance and operating leases

Rental payments in respect of operating leases where substantially all the benefits and risks of ownership remain with the lessor are charged to the Statement of Comprehensive Income on a straight line basis over the lease term.

Assets obtained under finance leases, hire purchase contracts and similar loan agreements are capitalised as tangible fixed assets as substantially all of the benefits and risks of ownership are assumed by the Union. Assets acquired under hire purchase contracts and similar loan agreements are depreciated over their useful lives.

f Investments

Quoted investments are stated at market value. Investments in unlisted company shares, which have been classed as fixed asset investments as the Union intends to hold them on a continuing basis, are remeasured to market value at each Balance Sheet date. Gains and losses on remeasurement are recognised in the Statement of Comprehensive Income for the period.

g Members' legal expenses

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

h Value Added Tax

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

BROADCASTING ENTERTAINMENT CINEMATOGRAPH AND THEATRE UNION

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2015

1 ACCOUNTING POLICIES (continued)

i Pension Scheme

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

The amounts charged to the Statement of Comprehensive Income are the current service costs. Actuarial gains and losses are recognised immediately in the Statement of Comprehensive Income.

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.

j Critical Accounting Assumptions and Judgements

The preparation of financial statements requires management to make judgements, estimates and assumptions in the application of accounting policies that affect the reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates. Estimates and judgements are continuously evaluated and are based on historical experience and other factors including expectations of future events that are believed to be reasonable. Revision to accounting estimates are recognised in the period in which the estimates are revised and any future period affected.

In preparing these financial statements, the Union has made the following judgements:

Determine whether there are any indicators of impairment of the union's tangible fixed assets. Factors taken into consideration in reaching such a decision include the economic viability and expected future financial performance of the asset and where it is a component of a larger cash-generating unit, the viability and expected future performance of that unit.

Other key sources of estimation uncertainty

- Tangible fixed assets (see note 11) and depreciation as stated above
- Pension scheme (see note above)

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)

See attached

Signature(s) of auditor or auditors:

Moore Stephens LLP

Name(s):

Philip Clark
MOORE STEPHENS LLP

Profession(s) or Calling(s):

FCA
CHARTERED ACCOUNTANTS

Address(es):

Moore Stephens LLP
150 Aldersgate Street
London
EC1A 4AB

Date:

26 May 2016

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 2015 which comprise the Statement of Comprehensive Income of the General Fund, the Income and Expenditure Accounts for the Political Fund and Death Benefit Funds, the Balance Sheet and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'the Financial Reporting Standard in the UK and Republic of Ireland'.

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 2015 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 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:

- 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.

Moore Stephens LLP

MOORE STEPHENS LLP

Chartered Accountants and Statutory Auditor
London, UK

Date: *26 May 2016*