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# FORM AR21

Trade Union and Labour Relations (Consolidation) Act 1992

## ANNUAL RETURN FOR A TRADE UNION

Name of Trade Union:	GMB						
Year ended:	31 <sup>st</sup> December 2013						
List no:	707T						
Head or Main Office:	22 Stephenson Way London NW1 2HD						
Website address (if available)	www.gmb.org.uk						
Has the address changed during the year to which the return relates?	<table><tr><td>Yes</td><td><input type="checkbox"/></td><td>No</td><td><input checked="" type="checkbox"/></td><td>(Click the appropriate box)</td></tr></table>		Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>	(Click the appropriate box)
Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>	(Click the appropriate box)			
General Secretary:	Mr Paul Kenny						
Telephone Number:	020 7391 6700						
Contact name for queries regarding	Mr Allan Wylie						
Telephone Number:	020 7391 6700						
E-mail:	allan.wylie@gmb.org.uk						

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

Any difficulties or problems in the completion of this return should be directed to the Certification Officer as below or by telephone to: 020 7210 3734

The address to which returns and other documents should be sent are:

For Unions based in England and Wales:  
Certification Office for Trade Unions and Employers' Associations  
22<sup>nd</sup> Floor, Euston Tower, 286 Euston Road, London NW1 3JJ

For Unions based in Scotland:  
Certification Office for Trade Unions and Employers' Associations  
Melrose House, 69a George Street, Edinburgh EH2 2JG

(Revised February 2011)

# RETURN OF MEMBERS

(see notes 10 and 11)

	NUMBER OF MEMBERS AT THE END OF THE YEAR				
	Great Britain	Northern Ireland	Irish Republic	Elsewhere Abroad (including Channel Islands)	TOTALS
MALE	307,413	6,328	97	291	314,129
FEMALE	297,061	5,706	46	122	302,935
TOTAL	604,474	12,034	143	413	A 617,064

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

3,191

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

617,064

## 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
NO CHANGES IN 2013			

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:

## AR21 - P2 Attachment

## Officers in Post at 31 December 2013

Position	Name
General Secretary	Paul Kenny
President	Mary Turner MBE
Vice President	Malcolm Sage
Executive	Brian Adams
Executive	Sheila Bearcroft MBE
Executive	Sandra Berwick
Executive	Elizabeth Blackman
Executive	Dana Bruno
Executive	Kevin Buchanan
Executive	Richard Clarke
Executive	Dave Clements
Executive	Ken Daniels
Executive	John Dolan
Executive	Roy Dunnett
Executive	George Emmerson
Executive	Gwyn Evans
Executive	Brian Farr
Executive	Gerry Ferguson
Executive	Jean Foster
Executive	Brenda Fraser
Executive	George Fraser
Executive	Gordon Gibbs
Executive	Margaret Gregg
Executive	John Hall
Executive	Sharon Harding
Executive	Audrey Harry MBE
Executive	David Hope
Executive	Bryan Hulley
Executive	Mary Hutchinson
Executive	Martin Jackson
Executive	James Jones
Executive	Warinder Juss
Executive	Peter Kane
Executive	Ann Leader
Executive	Michael Lock
Executive	Edward Marnell
Executive	Evelyn Martin
Executive	John McDonnell
Executive	Andy McGivern
Executive	Ann McLaren
Executive	June Minnery
Executive	Bill Modlock
Executive	Catherine Murphy
Executive	David Noble
Executive	Lorraine Parker
Executive	Gordon Richardson
Executive	Lena Sharp
Executive	Nicola Sharpe
Executive	Kath Slater
Executive	Vivien Smart
Executive	James Stribley
Executive	Ron Waugh
Executive	Paul Wheatley

# GENERAL FUND

(see notes 13 to 18)

	£'000	£'000
<b>INCOME</b>		
From Members: Contributions and Subscriptions		58,335
From Members: Other income from members (specify)		
<b>Total other income from members</b>		
<b>Total of all income from members</b>		58,335
<b>Investment income (as at page 12)</b>		1,715
<b>Other Income</b>		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	1,738	
<b>Total of other income (as at page 4)</b>		1,738
	<b>TOTAL INCOME</b>	61,788
<b>EXPENDITURE</b>		
Benefits to members (as at page 5)		(2,364)
Administrative expenses (as at page 10)		(43,071)
Federation and other bodies (specify)		
Affiliation Fees	(1,932)	
Allocated to Other Funds from General Fund	(5,908)	
<b>Total expenditure Federation and other bodies</b>		(7,840)
<b>Taxation</b>		
	<b>TOTAL EXPENDITURE</b>	(53,275)
Surplus (deficit) for year		8,513
Pension Scheme Actuarial Gain		141
Amount of general fund at beginning of year		25,418
Amount of general fund at end of year		34,072

(see notes 19 and 20)

DESCRIPTION	£'000	£'000
Federation and other bodies		
TOTAL FEDERATION AND OTHER BODIES		NIL
Other income		
Commission on Financial Services	219	
Other Commission and Income	906	
Gain on Sale of Fixed Assets	613	
TOTAL OTHER INCOME		1,738
TOTAL OF ALL OTHER INCOME		1,738

# ANALYSIS OF BENEFIT EXPENDITURE SHOWN AT GENERAL FUND

(see notes 21 to 23)

	£'000		£'000
Representation – Employment Related Issues	146	<b>brought forward</b>	(820)
		Education and Training services	(469)
Representation – Non Employment Related Issues			
		Negotiated Discount Services	
Communications			
Diaries	(77)		
Publications	(855)		
		Salary Costs	(683)
Advisory Services			
		Other Benefits and Grants (specify)	
		Funeral Benefit	(375)
Dispute Benefits		Fatal Accident Benefit	(17)
Other Cash Payments			
Weekly Accident Benefit	(9)		
Convalescent Homes	(25)		
<b>carried forward</b>	(820)	<b>Total (should agree with figure in General Fund)</b>	(2,364)

(See notes 24 and 25)

FUND 2		Fund Account	
Name:	Dispute Fund	£'000	£'000
<b>Income</b>			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Allocated from General Fund	33	
	<b>Total other income as specified</b>		33
	<b>Total Income</b>		33
<b>Expenditure</b>			
	Benefits to members		(33)
	Administrative expenses and other expenditure (as at page 10)		
	<b>Total Expenditure</b>		(33)
	<b>Surplus (Deficit) for the year</b>		NIL
	<b>Amount of fund at beginning of year</b>		115
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		115
	<b>Number of members contributing at end of year</b>		N/A

FUND 3		Fund Account	
Name:	Branch Commission Funds	£'000	£'000
<b>Income</b>			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Allocated from General Fund	5,634	
	Miscellaneous Income	86	
	<b>Total other income as specified</b>		5,720
	<b>Total Income</b>		5,720
<b>Expenditure</b>			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		(5,408)
	<b>Total Expenditure</b>		(5,408)
	<b>Surplus (Deficit) for the year</b>		312
	<b>Amount of fund at beginning of year</b>		4,379
	<b>Branch creditor adjustment</b>		1,379
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		6,070
	<b>Number of members contributing at end of year</b>		N/A

(See notes 24 and 25)

<b>FUND 4</b>		<b>Fund Account</b>	
<b>Name:</b>	MPO Reserve Fund	<b>£'000</b>	<b>£'000</b>
<b>Income</b>			
	From members		76
	Investment income (as at page 12)		
	Other income (specify)		
		<b>Total other income as specified</b>	
		<b>Total Income</b>	76
<b>Expenditure</b>			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)	(27)	
		<b>Total Expenditure</b>	(27)
		<b>Surplus (Deficit) for the year</b>	49
		<b>Amount of fund at beginning of year</b>	1,254
		<b>Amount of fund at the end of year (as Balance Sheet)</b>	1,303
		<b>Number of members contributing at end of year</b>	1,405

FUND 5		Fund Account	
Name:	ASU Reserve Fund	£'000	£'000
<b>Income</b>			
	From members		2
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		2
<b>Expenditure</b>			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		NIL
	Surplus (Deficit) for the year		2
	Amount of fund at beginning of year		28
	Amount of fund at the end of year (as Balance Sheet)		30
	Number of members contributing at end of year		129



(See notes 24 and 25)

FUND 6		Fund Account	
Name:	Members' Superannuation Fund	£'000	£'000
Income	From members		
	Investment income (as at page 12)		3
	Other income (specify)		
	Allocated from General Fund	241	
	Total other income as specified		241
	Total Income		244
Expenditure	Benefits to members	(239)	
	Administrative expenses and other expenditure (as at page 10)	(5)	
	Total Expenditure		(244)
	Surplus (Deficit) for the year		NIL
	Amount of fund at beginning of year		572
	Amount of fund at the end of year (as Balance Sheet)		572
	Number of members contributing at end of year		N/A

FUND 7		Fund Account	
Name:	Regional Benefit Funds	£'000	£'000
Income	From members		121
	Investment income (as at page 12)		28
	Other income (specify)		
	Total other income as specified		
	Total Income		149
Expenditure	Benefits to members	(28)	
	Administrative expenses and other expenditure (as at page 10)	(62)	
	Total Expenditure		(90)
	Surplus (Deficit) for the year		59
	Amount of fund at beginning of year		2,373
	Amount of fund at the end of year (as Balance Sheet)		2,432
	Number of members contributing at end of year		21,204

(see notes 26 to 31)

POLITICAL FUND ACCOUNT 1		To be completed by trade unions which maintain their own fund	
		£'000	£'000
<b>Income</b>	Members contributions and levies		3,200
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total income		3,200
<b>Expenditure</b>	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)		
	Labour Party Expenditure	(2,484)	
	GMB Campaigns	(287)	
	Administration expenses in connection with political objects (specify)		
	Regional Political Officers	(71)	
	Non-political expenditure		
	Total expenditure		(2,842)
	Surplus (deficit) for year		358
	Amount of political fund at beginning of year		1,506
	Amount of political fund at the end of year (as Balance Sheet)		1,864
	Number of members at end of year contributing to the political fund		593,276
	Number of members at end of the year not contributing to the political fund		23,788
	Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund		23,788

POLITICAL FUND ACCOUNT 2		To be completed by trade unions which act as components of a central trade union	
		£	£
<b>Income</b>	Contributions and levies collected from members on behalf of central political fund		
	Funds received back from central political fund		
	Other income (specify)		
	Total other income as specified		
	Total income		
<b>Expenditure</b>	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)

		£'000
<b>Administrative Expenses</b>		
Remuneration and expenses of staff		(26,968)
Salaries and Wages included in above	£22,001,000	
Auditors' fees	}	
Legal and Professional fees		(251)
Occupancy costs		(4,446)
Stationery, printing, postage, telephone, etc.		(3,146)
Expenses of Executive Committee (Head Office)		(118)
Expenses of conferences		(1,310)
Other administrative expenses (specify)		
Branch Costs		(6,120)
Car Expenses		(1,684)
IT Expenses		(702)
Services		(1,206)
<b>Other Outgoings</b>		
Interest payable:		
Bank loans (including overdrafts)		(3)
Mortgages		
Other loans		
Depreciation		(992)
Taxation		
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
Campaigns & Recruitment		(1,627)
<b>Total</b>		<b>(48,573)</b>
Charged to:	General Fund (Page 3)	(43,071)
	Branch Commission Fund (Account 3)	(5,408)
	MPO Reserve Fund (Account 4)	(27)
	Members' Superannuation Fund (Account 6)	(5)
	Regional Benefit Fund (Account 7)	(62)
<b>Total</b>		<b>(48,573)</b>

(see notes 34 to 44 below)

Please see attached schedule

<u>AR21 - P11 Attachment</u>		<u>Gross</u>	<u>Super-</u>	<u>Benefits</u>			<u>Employers</u>
<u>Name</u>	<u>Office Held</u>	<u>Salary</u>	<u>Annuation</u>	<u>Car</u>	<u>Mortgage</u>	<u>Total</u>	<u>NI</u>
		£'000	£'000	£'000	£'000	£'000	£'000
Paul Kenny	General Secretary	96	23	4	N/A	123	11
Mary Turner MBE	President	45	N/A	2	N/A	47	3
Malcolm Sage	Vice President	6	N/A	N/A	N/A	6	N/A
Brian Adams	Executive	N/A	N/A	N/A	N/A	0	N/A
Sheila Bearcroft MBE	Executive	5	N/A	N/A	N/A	5	N/A
Sandra Berwick	Executive	N/A	N/A	N/A	N/A	0	N/A
Elizabeth Blackman	Executive	N/A	N/A	N/A	N/A	0	N/A
Dana Bruno	Executive	N/A	N/A	N/A	N/A	0	N/A
Kevin Buchanan	Executive	N/A	N/A	N/A	N/A	0	N/A
Richard Clarke	Executive	1	N/A	N/A	N/A	1	N/A
David Clements	Executive	N/A	N/A	N/A	N/A	0	N/A
Ken Daniels	Executive	16	1	N/A	N/A	17	1
John Dolan	Executive	1	N/A	N/A	N/A	1	N/A
Roy Dunnett	Executive	16	N/A	N/A	N/A	16	1
George Emmerson	Executive	14	N/A	N/A	N/A	14	1
Gwyn Evans	Executive	19	N/A	N/A	N/A	19	1
Brian Farr	Executive	N/A	N/A	N/A	N/A	0	N/A
Gerry Ferguson	Executive	N/A	N/A	N/A	N/A	0	N/A
Jean Foster	Executive	N/A	N/A	N/A	N/A	0	N/A
Brenda Fraser	Executive	7	N/A	N/A	N/A	7	N/A
George Fraser	Executive	N/A	N/A	N/A	N/A	0	N/A
Gordon Gibbs	Executive	10	N/A	N/A	N/A	10	N/A
Margaret Gregg	Executive	N/A	N/A	N/A	N/A	0	N/A
John Hall	Executive	2	N/A	N/A	N/A	2	N/A
Sharon Harding	Executive	N/A	N/A	N/A	N/A	0	N/A
Audrey Harry MBE	Executive	N/A	N/A	N/A	N/A	0	N/A
David Hope	Executive	4	N/A	N/A	N/A	4	N/A
Bryan Hulley	Executive	1	N/A	N/A	N/A	1	N/A
Mary Hutchinson	Executive	N/A	N/A	N/A	N/A	0	N/A
Martin Jackson	Executive	N/A	N/A	N/A	N/A	0	N/A
James Jones	Executive	17	N/A	N/A	N/A	17	1
Warinder Juss	Executive	N/A	N/A	N/A	N/A	0	N/A
Peter Kane	Executive	N/A	N/A	N/A	N/A	0	N/A
Ann Leader	Executive	N/A	N/A	N/A	N/A	0	N/A
Michael Lock	Executive	N/A	N/A	N/A	N/A	0	N/A
Edward Marnell	Executive	1	N/A	N/A	N/A	1	N/A
Evelyn Martin MBE	Executive	N/A	N/A	N/A	N/A	0	N/A
John McDonnell	Executive	N/A	N/A	N/A	N/A	0	N/A
Andy McGivern	Executive	N/A	N/A	N/A	N/A	0	N/A
Ann McLaren	Executive	N/A	N/A	N/A	N/A	0	N/A
June Minnery	Executive	N/A	N/A	N/A	N/A	0	N/A
Bill Modlock	Executive	7	N/A	N/A	N/A	7	N/A
Catherine Murphy	Executive	1	N/A	N/A	N/A	1	N/A
David Noble	Executive	N/A	N/A	N/A	N/A	0	N/A
Lorraine Parker	Executive	N/A	N/A	N/A	N/A	0	N/A
Gordon Richardson	Executive	2	N/A	N/A	N/A	2	N/A
Lena Sharp	Executive	1	N/A	N/A	N/A	1	N/A
Nicola Sharpe	Executive	N/A	N/A	N/A	N/A	0	N/A
Kath Slater	Executive	1	N/A	N/A	N/A	1	N/A
Vivien Smart	Executive	1	N/A	N/A	N/A	1	N/A
James Stribley	Executive	N/A	N/A	N/A	N/A	0	N/A
Ron Waugh	Executive	N/A	N/A	N/A	N/A	0	N/A
Paul Wheatley	Executive	N/A	N/A	N/A	N/A	0	N/A

# ANALYSIS OF INVESTMENT INCOME

(see notes 45 and 46)

	Political Fund £'000		Other Fund(s) £'000
Rent from land and buildings			1,197
Dividends (gross) from:			
Equities (e.g. shares)			537
Interest (gross) from:			
Government securities (Gilts)			98
Mortgages			21
Local Authority Bonds			
Bank and Building Societies			5
Other investment income (specify)			
Unquoted Investments			19
Bank Charges			(131)
	NIL		1,746
Total investment income			1,746
Credited to:			
	General Fund (Page 3)		1,715
	Members' Superannuation Fund (Account 6)		3
	Regional Benefit Fund (Account 7)		28
	Fund (Account )		
	Fund (Account )		
	Fund (Account )		
	Political Fund		
Total Investment Income			1,746

# BALANCE SHEET as at 31 December 2013

(see notes 47 to 50)

Previous Year		£'000	£'000
27,272	<b>Fixed Assets</b> (at page 14)		29,786
	<b>Investments</b> (as per analysis on page 15)		
14,549	Quoted (Market value £ 23,161,000)	15,609	
1,995	Unquoted	1,773	
	<b>Total Investments</b>		17,382
	<b>Other Assets</b>		
	Loans to other trade unions		
3,870	Sundry debtors	3,849	
16,626	Cash at bank and in hand	18,360	
	Income tax to be recovered		
	Stocks of goods		
812	Others (specify) Mortgages	519	
21,308	<b>Total of other assets</b>		22,728
65,124	<b>TOTAL ASSETS</b>		69,896
25,418	General Fund (Account 1)		34,072
115	Dispute Fund (Account 2)		115
4,379	Branch Commission Fund (Account 3)		6,070
1,254	MPO Reserve Fund (Account 4)		1,303
28	ASU Reserve Fund (Account 5)		30
572	Members' Superannuation Fund (Account 6)		572
2,373	Regional Benefit Funds (Account 7)		2,432
1,506	Political Fund (Account 1)		1,864
	Revaluation Reserve		
	<b>LIABILITIES</b>		
	Amount held on behalf of central trade union political fund		
	Loans: From other trade unions		
	Loans: Other		
	Bank overdraft		
	Tax payable		
3,129	Sundry creditors	1,648	
3,308	Accrued expenses	2,697	
	Provisions		
23,042	Other liabilities: Pension Liability	19,093	
28,100	<b>TOTAL LIABILITIES</b>		23,438
65,124	<b>TOTAL ASSETS</b>		69,896

# FIXED ASSETS ACCOUNT

(see notes 51 to 55)

	Land and Buildings Freehold & Leasehold £'000		Furniture and Equipment £'000	Motor Vehicles £'000	Not used for union business £'000	Total £'000
<b>Cost or Valuation</b>						
At start of year	25,090		2,064	118		27,272
Additions	2,986		462	68		3,516
Disposals				(10)		(10)
Revaluation/Transfer s						
At end of year	28,076		2,526	176		30,778
<b>Accumulated Depreciation</b>						
At start of year						
Charges for year	(504)		(456)	(32)		(992)
Disposals						
Revaluation/Transfer s						
At end of year						
<b>Net book value at end of year</b>	27,572		2,070	144		29,786
<b>Net book value at end of previous year</b>	25,090		2,064	118		27,272



# ANALYSIS OF INVESTMENTS

(see notes 56 and 57)

QUOTED		All Funds Except Political Funds £'000	Political Fund  £'000
	Equities (e.g. Shares)	11,875	
	Government Securities (Gilts)	3,290	
	Other quoted securities (to be specified)		
	Trades Union British Trust	444	
	TOTAL QUOTED (as Balance Sheet)	15,609	NIL
	Market Value of Quoted Investment	23,161	NIL
UNQUOTED	Equities		
	Unity Trust Bank	1,571	
	Government Securities (Gilts)		
	Mortgages		
	Bank and Building Societies		
	Other unquoted investments (to be specified)		
	Unquoted Investments	202	
	TOTAL UNQUOTED (as Balance Sheet)	1,773	NIL
	Market Value of Unquoted Investments	1,773	NIL

# ANALYSIS OF INVESTMENT INCOME (CONTROLLING INTERESTS)

(see notes 58 and 59)

<b>Does the union, or any constituent part of the union, have a controlling interest in any limited company?</b>		YES <input checked="" type="checkbox"/>	NO <input type="checkbox"/>
If YES name the relevant companies:			
<b>COMPANY NAME</b>  Ethical Threads Ltd	<b>COMPANY REGISTRATION NUMBER (if not registered in England &amp; Wales, state where registered)</b>  06299674		

<b>Are the shares which are controlled by the union registered in the names of the union's trustees?</b>		YES <input checked="" type="checkbox"/>	NO <input type="checkbox"/>
If NO, state the names of the persons in whom the shares controlled by the union are registered.			
<b>COMPANY NAME</b>	<b>NAMES OF SHAREHOLDERS</b>		

# SUMMARY SHEET

(see notes 60 to 71)

	All funds except Political Funds £'000	Political Funds £'000	Total Funds £'000
<b>INCOME</b>			
From Members	58,534	3,200	61,734
From Investments	1,746		1,746
Other Income (including increases by revaluation of assets)	1,965 1,379		1,965 1,379
<b>Total Income</b>	62,245	3,200	65,445
<b>EXPENDITURE</b> (including decreases by revaluation of			
<b>Total Expenditure</b>	53,169	2,842	56,011
<b>Funds at beginning of year</b> (including reserves)	34,139	1,506	35,645
<b>Branch creditor adjustment</b>	1,379		1,379
<b>Funds at end of year</b> (including reserves)	44,594	1,864	46,458
<b>ASSETS</b>			
Fixed Assets			29,786
Investment Assets			17,382
Other Assets			22,728
<b>Total Assets</b>			69,896
<b>LIABILITIES</b>			
<b>Total Liabilities</b>			(23,438)
<b>NET ASSETS (Total Assets less Total Liabilities)</b>			46,458

## 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 find attached a copy of the GMB published accounts for the year ended 31<sup>st</sup> December 2013 (pages 4-15).

This is in support of the AR21 return.

# ACCOUNTING POLICIES

(see notes 74 and 75)

Please find attached a copy of the GMB published accounts for the year ended 31<sup>st</sup> December 2013 (page 1).

This is in support of the AR21 return.

## SIGNATURES TO THE ANNUAL RETURN

(see notes 76 and 77)

including the accounts and balance sheet contained in the return.

Secretary's Signature: <u>Paul Kenny</u> Name: Paul Kenny Date: <u>8/5/14</u>	Chairman's Signature: <u>[Signature]</u> (or other official whose position should be stated) Name: Allan Wylie - Finance Director Date: <u>8/5/14</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)	ENCLOSED	<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 ☐ 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)

## Report of the Auditors to the Members of the GMB

### STATEMENT OF CENTRAL EXECUTIVE COUNCIL'S RESPONSIBILITIES

The legislation relating to trade unions requires the CEC to submit a return for each calendar year to the Certification Office for Trade Unions and Employers' Associations. This return contains financial statements which must give a true and fair view of the state of affairs of the Union at the year end and of its transactions for the year then ended. The financial statements set out on the preceding pages have been prepared on the same basis and are used to complete the return to the Certification Office for Trade Unions and Employers' Associations.

In relation to the Union these requirements are the responsibility of the CEC. It is responsible for preparing the financial statements of the Union and in so doing is required to:

- Select suitable accounting policies and then apply them consistently
- Make judgements and estimates that are reasonable and prudent
- State whether applicable accounting standards have been followed
- Prepare the accounts on the going concern basis unless it is inappropriate to do so.

The CEC is responsible for keeping proper accounting records and establishing and maintaining a satisfactory system of control over its records and transactions in order to comply with the Trade Union and Labour Relations (Consolidation) Act 1992. It is responsible for safeguarding the assets of the Union and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The CEC is also responsible for the maintenance and integrity of the corporate and financial information included on the Union's website. Legislation in the United Kingdom governing the preparation and dissemination of accounts may differ from legislation in other jurisdictions.

### Report of the General Members Auditors

We have examined the financial statements in accordance with Rule.

Burkett S Dery A Haynes	}	General Member Auditors
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### Independent Auditors' Report to the Members of the GMB

We have audited the financial statements of the GMB for the year ended 31st December 2013 which comprise the Income and Expenditure Account, Balance Sheet, Cash Flow Statement 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 GMB's Central Executive Council and Auditor

As explained more fully in the Statement of Central Executive Council's (CEC) Responsibilities, the CEC is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

### Scope of the Audit of the Financial Statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the Union's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the CEC; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the General Secretary's Introduction to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

### Opinion on Financial Statements

In our opinion the financial statements:

- give a true and fair view of the state of the Union's affairs as at 31st December 2013 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 DFK LLP  
Chartered Accountants and Statutory Auditor  
London

# AUDITOR'S REPORT (continued)

Signature(s) of auditor or auditors:

Chantrey Vellacott  
DFC LLP

Name(s):

CHANTREY VELLACOTT  
DFC LLP

Profession(s) or Calling(s):

CHARTERED ACCOUNTANTS

Address(es):

RUSSELL SQUARE HOUSE  
10-12 RUSSELL SQUARE  
LONDON  
WC1B 5LF

Date:

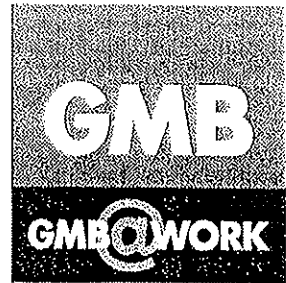
20 May 2014

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.





# FINANCIAL ACCOUNTS

FOR THE YEAR ENDED 31ST DECEMBER 2013



UNIONLINE  
YOUR TRADE UNION LAW FIRM  
0300 333 0303  
[www.unionline.co.uk](http://www.unionline.co.uk)

National Office: 22 Stephenson Way  
London, NW1 2HD Telephone 020 7391 6700

## General Secretary's Introduction

Fellow members,

I am pleased to introduce the Financial Accounts for the calendar year 2013 and to be able to announce, for the tenth year in succession, that GMB has returned an operating surplus. This of course is a measure of careful handling of our costs, but the long-term consistency of our financial results is chiefly down to the success of our GMB@Work strategy. GMB is a growing union, in both the public and private sectors of the economy, not because of mergers or sweetheart deals, but through the organising efforts and skill of our activists and employees.

As ever, there are challenges ahead. Following detailed discussions with the pension trustees and our employees, we are developing a process to pay down and eventually eliminate the deficit on the pension fund, which will strengthen the fund and free up GMB resources. This will in the immediate term put pressure on costs, but the CEC is determined to sustain appropriate pension provision for our employees within the level of affordability.

2014 sees the launch of UnionLine, the first ever UK legal firm to be wholly union owned. It is a radical idea which presents massive opportunities for GMB to improve our service to members and their families. As with everything we do, its success will depend on prudent management and the enthusiastic engagement of our activists and employees.

More broadly, the future is uncertain. It may be that the worst of the general economic recession is past, but there is little sign that working people are seeing any remission from low wages, high living costs and government attacks on public services. It may be that Labour will take the opportunity to defeat this Tory coalition and implement policies essential to the well-being of GMB members and their families. What I am sure about is that the organising agenda is in our hands, and that is what makes this union strong. A strong GMB is the best defence for our members and their families, and so, in thanking all activists, officers and staff, I ask you to redouble your efforts for our members in the year ahead.

Paul Kenny

## Statement of Accounting Policies

### **(1) Basis of accounts**

The accounts are prepared under the historical cost convention and in accordance with applicable accounting standards.

### **(2) Contributions**

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

### **(3) Depreciation**

Depreciation is calculated on a twelve months basis to write off the cost of the following assets:

Leasehold Property	- 2% of cost less accumulated depreciation.
Freehold Property	- 2% of cost less accumulated depreciation excluding land.
Motor Vehicles	- To reflect their market value at 31 December each year.
Furniture and Equipment	- 15% of cost less accumulated depreciation.
Computer Equipment	- 33.3% of cost less accumulated depreciation.

### **(4) Asset allocation**

Fixed assets are shown at cost less depreciation as stated at (3) above and are not allocated to specific funds.

### **(5) Taxation**

Taxation for the year is chargeable on investment income and capital gains less provident benefits. There is no taxation charge for the year since provident benefits exceed the investment income and capital gains.

### **(6) Investments**

Investments held as fixed assets are stated at cost less provision for any permanent diminution in value.

### **(7) Legal costs**

Only current billing for costs and disbursements are charged to these accounts in respect of legal cases where the Union underwrites support for members as it is not possible to quantify any future liability which may arise in respect of this support.

### **(8) Pension scheme**

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

The amounts charged to the 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.

### **(9) Operating leases**

Rental payments in respect of operating leases are charged to the Income and Expenditure Account over the term of the lease.

# Income and Expenditure Account for the Year ended 31st December 2013

## General Fund

Notes		Year Ended 31st December 2013	Year Ended 31st December 2012
		£'000	£'000
	<b>INCOME</b>		
1	Contributions .....	58,335	57,047
	Other Income .....	1,125	2,404
		<u>59,460</u>	<u>59,451</u>
	<b>EXPENDITURE</b>		
2	Branch Costs .....	6,346	6,506
3	Benefits .....	313	877
4	Affiliations .....	1,932	1,897
5	Conferences and Executive .....	1,420	1,544
6	Campaigns and Communications .....	2,559	2,626
7	Services .....	1,656	1,575
8	Administration .....	11,216	11,132
9	Employment Costs .....	27,589	28,375
		<u>53,031</u>	<u>54,532</u>
	<b>OPERATING SURPLUS FOR THE YEAR</b> .....	6,429	4,919
10	Investment Income .....	1,715	1,658
	Gain on Sale of Fixed Assets .....	613	2
17	Transfer to Members' Superannuation Fund .....	( 244)	(266)
	<b>SURPLUS FOR THE YEAR</b> .....	8,513	6,313
26	Pension Scheme Actuarial Gain/(Loss) .....	141	(9,637)
	<b>SURPLUS/(DEFICIT) AFTER ACTUARIAL ADJUSTMENT</b>	<u>£ 8,654</u>	<u>£(3,324)</u>

All activities derive from continuing operations. There are no further recognised gains or losses for the current financial year and preceding financial year other than as stated in the income and expenditure account and the movements in members' funds which are shown in notes 11 to 18.

## General Fund

## Balance Sheet as at 31st December 2013

Notes

31st December  
201331st December  
2012

£'000

£'000

**ASSETS EMPLOYED****FIXED ASSETS**

19	Freehold and Leasehold Property .....	27,572	25,090
19	Furniture and Computer Equipment .....	2,070	2,064
19	Motor Vehicles .....	144	118
20	Investments .....	17,382	16,544
		<u>47,168</u>	<u>43,816</u>

**CURRENT ASSETS**

21	Debtors .....	4,368	4,682
	Cash and Bank Balances .....	18,360	16,626
		<u>22,728</u>	<u>21,308</u>

**LESS CURRENT LIABILITIES**

22	Creditors .....	(4,345)	(6,437)
	<b>NET CURRENT ASSETS</b> .....	<u>18,383</u>	<u>14,871</u>

**TOTAL ASSETS BEFORE PENSION LIABILITY**

		65,551	58,687
26	Pension Liability .....	(19,093)	(23,042)
		<u>£ 46,458</u>	<u>£35,645</u>

**FINANCED BY:**

11	General Fund .....	34,072	25,418
12	Dispute Fund .....	115	115
13	Political Fund .....	1,864	1,506
14	Branch Commission Fund .....	6,070	4,379
15	MPO Reserve Fund .....	1,303	1,254
16	ASU Reserve Fund .....	30	28
17	Members' Superannuation Fund .....	572	572
18	Regional Benefit Funds .....	2,432	2,373
		<u>£46,458</u>	<u>£35,645</u>

## Notes to Accounts

Notes	31st December 2013	31st December 2012
	£'000	£'000
<b>(1) CONTRIBUTIONS</b>		
Members' Contributions (Note 27) .....	61,535	60,241
Less Allocated to Political Fund (Note 13) .....	(3,200)	(3,194)
	<u>£58,335</u>	<u>£57,047</u>
<b>(2) BRANCH COSTS (Note 27)</b>		
Branch Officers' Salaries and Commissions .....	238	261
Check-off Administration .....	422	423
Branch Management Expenses .....	52	55
Allocated to Branch Commission Funds (Note 14) .....	5,634	5,767
	<u>£6,346</u>	<u>£6,506</u>
<b>(3) BENEFITS</b>		
Funeral .....	375	370
Disablement .....	-	-
Fatal Accident .....	17	12
National Weekly Accident .....	9	16
Legal Expenses .....	(146)	294
Convalescent Home Expenses .....	25	26
Allocated to Dispute Fund (Note 12) .....	33	159
	<u>£313</u>	<u>£877</u>
<b>(4) AFFILIATIONS</b>		
Trades Union Congress .....	1,607	1,562
Scottish Trades Union Congress .....	75	73
Irish Congress of Trade Unions .....	36	38
Trades Councils .....	5	5
Confederation of Shipbuilding and Engineering Unions .....	15	21
Public Services International .....	25	24
Union Network International .....	23	21
IndustriAll Global Union .....	36	37
International Union of Food and Allied Workers' Association .....	20	19
Building and Woodworkers International .....	8	8
International Transport Workers' Association .....	2	2
European Federation of Public Service Unions .....	11	10
IndustriAll European Trade Union .....	11	12
European Federation of Food, Agriculture and Tourism Trade Unions .....	7	6
European Federation of Building and Woodworkers .....	5	5
European Transport Workers' Federation .....	5	5
UNI Global Union Europa .....	6	5
General Federation of Trade Unions .....	8	8
Institute of Employment Rights .....	5	5
Labour Research Department .....	7	7
Miscellaneous .....	15	24
	<u>£1,932</u>	<u>£1,897</u>

## Notes to Accounts

Notes	31st December 2013	31st December 2012
	£'000	£'000
<b>(5) CONFERENCES AND EXECUTIVE</b>		
Congress .....	720	788
Other Conferences .....	108	115
Central Executive Council .....	118	117
Regional Council and Committee Meetings .....	89	91
Industrial Conferences .....	19	27
Ballots and Elections .....	170	166
Delegates' Fees and Expenses .....	196	240
	<u>£1,420</u>	<u>£1,544</u>
<b>(6) CAMPAIGNS AND COMMUNICATIONS</b>		
Publication and Mailing Costs .....	855	881
Donations and Grants .....	172	196
Campaigns and Demonstrations .....	257	254
Publicity .....	279	280
Merchandising .....	182	215
Recruitment .....	814	800
	<u>£2,559</u>	<u>£2,626</u>
<b>(7) SERVICES</b>		
Education .....	469	502
Joint Industrial Councils .....	39	35
Negotiations .....	1,148	1,038
	<u>£1,656</u>	<u>£1,575</u>
<b>(8) ADMINISTRATION</b>		
Computer Expenses .....	702	734
Audit and Other Professional Charges .....	251	138
Repairs to Premises and Equipment .....	661	583
Postage and Carriage .....	680	609
Telecommunications .....	612	591
Premises .....	3,785	3,855
Office Expenses .....	1,849	2,108
Car Expenses .....	1,684	1,567
Depreciation .....	992	947
	<u>£11,216</u>	<u>£11,132</u>
<b>(9) EMPLOYMENT COSTS</b>		
Officials - Salaries .....	12,680	12,318
Staff - Salaries .....	9,942	10,345
Testimonials and Retirement Costs .....	491	452
Employer's Pension Costs .....	4,040	4,821
Employer's NI on Cars and Other Benefits .....	125	107
Personnel Costs .....	311	332
	<u>£27,589</u>	<u>£28,375</u>

## Notes to Accounts

Notes	31st December 2013 £'000	31st December 2012 £'000
(10) <b>INVESTMENT INCOME</b>		
Government Securities .....	98	107
Equities .....	537	490
Unquoted Investments .....	19	39
Property Mortgages .....	21	26
Interest and Transfers .....	(26)	(35)
Rent Received .....	1,197	1,157
Bank Charges .....	(131)	(126)
	<u>£1,715</u>	<u>£1,658</u>
(11) <b>GENERAL FUND</b>		
Surplus/(deficit) for period .....	8,654	(3,324)
Balance at start of period .....	25,418	28,742
	<u>£34,072</u>	<u>£25,418</u>
Balance at end of period .....		
Full provision for the pension liability as detailed in note 26 has been made.		
(12) <b>DISPUTE FUND</b>		
Allocated from General Fund (Note 3) .....	33	159
Less Strike Benefit:		
London .....	(2)	(19)
Southern .....	(10)	(96)
Yorkshire and North Derbyshire .....	-	(27)
Birmingham and West Midlands .....	-	-
Northern .....	-	-
Wales and South West .....	-	-
Midlands and East Coast .....	(2)	-
Scotland .....	-	(11)
North West and Irish .....	(19)	(6)
	<u>(33)</u>	<u>(159)</u>
Result for period .....	-	-
Balance at start of period .....	115	115
	<u>£115</u>	<u>£115</u>
Balance at end of period .....		



## Notes to Accounts

Notes	31st December 2013	31st December 2012
	£'000	£'000
(13a) <b>POLITICAL FUND</b>		
<b>Income</b>		
Members' Contributions (Note 1) .....	3,200	3,194
Transfer to Special Activities Reserve (Note 13b) .....	( 716)	(789)
	<u>2,484</u>	<u>2,405</u>
<b>Expenditure</b>		
Local Affiliations and Grants .....	( 43)	(52)
Labour Party Affiliation .....	( 1,160)	(1,160)
Labour Party By-Election Insurance Fund .....	-	(1)
Labour Party Conferences .....	( 104)	(104)
Administration Apportionment .....	( 800)	(800)
Meetings and Speakers .....	( 168)	(123)
National TU and LP Committee .....	( 41)	(40)
Donations and Grants .....	( 4)	(22)
Election Expenses .....	( 164)	(103)
	<u>( 2,484)</u>	<u>(2,405)</u>
Result for period .....	-	-
Balance at start of period .....	-	-
Balance at end of period .....	<u>-</u>	<u>-</u>
(13b) <b>POLITICAL FUND (continued)</b>		
<b>SPECIAL ACTIVITIES RESERVE</b>		
Transfer from Political Fund (Note 13a) .....	716	789
<b>Expenditure</b>		
Campaigns and Demonstrations .....	( 286)	(227)
Regional Political Officers .....	( 71)	(69)
Press and Public Relations .....	( 1)	-
	<u>( 358)</u>	<u>(296)</u>
Surplus for period .....	358	493
Balance at start of period .....	1,506	1,013
Balance at end of period .....	<u>£1,864</u>	<u>£1,506</u>
Total Political Funds .....	<u>£1,864</u>	<u>£1,506</u>

## Notes to Accounts

Notes	31st December 2013 £'000	31st December 2012 £'000
<b>(14) BRANCH COMMISSION FUNDS</b>		
Allocated from General Fund (Note 2) .....	5,634	5,767
Miscellaneous Income .....	86	107
	<u>5,720</u>	<u>5,874</u>
<b>Expenditure</b>		
Branch Officials' Honoraria .....	(2,584)	(2,627)
Affiliations .....	(22)	(24)
Conferences and Executive .....	(86)	(94)
Campaigns and Communications .....	(377)	(367)
Services .....	(1,835)	(2,044)
Administration .....	(504)	(520)
	<u>(5,408)</u>	<u>(5,676)</u>
Surplus for period .....	312	198
Balance at start of period .....	4,379	4,181
Branch creditor adjustment .....	1,379	-
Balance at end of period .....	<u>£6,070</u>	<u>£4,379</u>
During the year the decision was taken to reallocate various amounts previously held within other creditors as due to branches and transfer them to Branch Commission Funds as they form part of these monies.		
<b>(15) MPO RESERVE FUND</b>		
<b>Income</b>		
From Members .....	76	91
<b>Expenditure</b>		
Conferences and Executive .....	(6)	(6)
Services .....	(19)	(12)
	<u>(27)</u>	<u>(18)</u>
Surplus for period .....	49	73
Balance at start of period .....	1,254	1,181
Balance at end of period .....	<u>£1,303</u>	<u>£1,254</u>
<b>(16) ASU RESERVE FUND</b>		
<b>Income</b>		
From Members .....	2	3
<b>Expenditure</b>		
	-	-
Surplus for period .....	2	3
Balance at start of period .....	28	25
Balance at end of period .....	<u>£30</u>	<u>£28</u>

## Notes to Accounts

Notes	31st December 2013	31st December 2012
	£'000	£'000

### (17) MEMBERS' SUPERANNUATION FUND

#### Income

Bank Interest . . . . .	3	3
Transfer from General Fund . . . . .	241	263
	<u>244</u>	<u>266</u>

#### Expenditure

Members' Superannuation Benefit . . . . .	( 239)	(255)
Administration Expenses . . . . .	( 5)	(11)
	<u>( 244)</u>	<u>(266)</u>

Result for period . . . . . - -

Balance at start of period . . . . . 572 572

Balance at end of period . . . . . £572 £572

An actuarial valuation of the Members' Superannuation Fund at 31st December 2010 showed a deficit of £1.4m. Membership of this fund originated from the Boilermakers' Section only and the Fund is now closed. During the year, benefit was paid to 3,835 retired members (2012:4,051).

### (18) REGIONAL BENEFIT FUNDS

#### Income

From Members . . . . .	121	133
Investment Income . . . . .	28	37
	<u>149</u>	<u>170</u>

#### Expenditure

Benefits . . . . .	( 28)	(39)
Administrative Expenses . . . . .	( 62)	(61)
	<u>( 90)</u>	<u>(100)</u>

Surplus for period . . . . . 59 70

Balance at start of period . . . . . 2,373 2,303

Balance at end of period . . . . . £2,432 £2,373

## Notes to Accounts

### Notes

(19)	<b>TANGIBLE FIXED ASSETS</b>	Freehold & Leasehold Property £'000	Furniture & Computer Equipment £'000	Motor Vehicles £'000	Total £'000
	<b>Net book value</b>				
	At 1st January 2013 .....	25,090	2,064	118	27,272
	Additions at cost .....	2,986	462	68	3,516
		<u>28,076</u>	<u>2,526</u>	<u>186</u>	<u>30,788</u>
	Disposals .....	-	-	( 10)	( 10)
		<u>28,076</u>	<u>2,526</u>	<u>176</u>	<u>30,778</u>
	Depreciation for period .....	( 504)	( 456)	( 32)	( 992)
		<u>£27,572</u>	<u>£2,070</u>	<u>£144</u>	<u>£29,786</u>

(20)	<b>INVESTMENTS</b>	Historic Cost 31/12/13 £'000	Market Value 31/12/13 £'000	Historic Cost 31/12/12 £'000	Market Value 31/12/12 £'000
	Gilts .....	3,290	3,324	2,758	3,010
	British Municipal Stocks and Loans .....	13	13	13	13
	Equities and Other Quoted Investments .....	11,722	15,857	11,194	12,678
	Trades Union British Trust .....	444	3,656	444	3,057
	Other Investments .....	189	189	411	411
	Unity Trust Bank plc .....	1,571	1,571	1,571	1,571
	Regional Benefit Funds .....	153	324	153	274
		<u>£17,382</u>	<u>£24,934</u>	<u>£16,544</u>	<u>£21,014</u>

The Union has reviewed and considered the cost value of equity investments stated in the financial statements compared to the market value of those investments and believe that no provision for any permanent diminution in value is necessary at 31 December 2013.

## Notes to Accounts

Notes		31st December 2013	31st December 2012
		£'000	£'000
(21)	<b>DEBTORS</b>		
	Property Mortgage Loans .....	519	812
	Contributions Receivable .....	1,857	1,714
	Other Debtors and Prepayments .....	1,992	2,156
		<u>£4,368</u>	<u>£4,682</u>
(22)	<b>CREDITORS</b>		
	Trade Creditors .....	( 666)	(838)
	Payroll Creditors .....	( 677)	(645)
	Other Creditors .....	( 305)	(1,646)
	Accrued Charges .....	( 2,697)	(3,308)
		<u>£( 4,345)</u>	<u>£(6,437)</u>
(23)	<b>COMMITMENTS - OPERATING LEASES</b>		
	<b>Property</b>		
	At 31st December 2013 the Union had annual property leasing commitments of £895,186 (2012 £1,002,255), £nil (2012 £108,844) expiring within one year, £21,000 (2012 £19,960) expiring within two to five years and £874,186 expiring after five years (2012 £873,451).		
	<b>Other Commitments</b>		
	At 31st December 2013 the Union had other leasing commitments of £1,250,182 (2012 £1,555,443), £454,346 (2012 £205,853) expiring within one year, £795,836 (2012 £1,349,591) expiring within two to five years and £nil expiring after five years (2012 £nil).		
(24)	<b>CONTINGENT LIABILITIES</b>		
	The Union underwrites legal support to members. The costs of these cases are accounted for in accordance with the accounting policies of the Union.		
	There were no other contingent liabilities at 31 December 2013 or 31 December 2012.		
(25)	<b>RELATED PARTY TRANSACTIONS</b>		
	<b>Premier Financial Protection Ltd</b>		
	At 31st December 2013, the Union had made loans of £111,500 to the company and held an interest in 19.4% of its issued share capital.		
	<b>Ethical Threads Ltd</b>		
	At 31st December 2013, the Union held an interest in 50.5% of the voting share capital of the company.		

## Notes to Accounts

### Notes

#### (26) GMB 1961 PENSION FUND

The Union operates a defined benefit scheme in the UK which offers both pensions in retirement and death benefits to members. Pension benefits are related to the member's final salary at retirement and their length of service. Employees' contributions to the Fund for the year beginning 1st January 2014 are expected to be approximately £1.6m. Employer contributions to the Fund for the year beginning 1st January 2014 are expected to be £7.8m (this excludes any payments in respect of lean years pensions, which will be approximately £130,000). This does not allow for any changes as a result of the ongoing valuation negotiations.

The principal assumptions used by the actuary were (in nominal terms):

	At 31/12/13	At 31/12/12
Rate of general increase in salaries	3.4%	3.2%
Rate of increase in LPI max 5% pensions in payment	3.2%	2.6%
Rate of increase in LPI max 2.5% pensions in payment	2.1%	1.9%
Discount rate	4.6%	4.1%
RPI inflation assumption	3.4%	2.7%
CPI inflation assumption	2.4%	2.0%

Assumed life expectancies on retirement at age 60 are:

Retiring today	Males	24.4	24.4
	Females	26.7	26.6
Retiring in 20 years time	Males	25.9	26.0
	Females	28.3	28.2

The assumptions used in determining the overall expected return of the scheme have been set with reference to yields available on government bonds and the appropriate risk margins.

The assets in the scheme and the expected rates of return were:

	Long-term rate of return expected at 31/12/13	Value at 31/12/13 £'000	Long-term rate of return expected at 31/12/12	Value at 31/12/12 £'000
Equities (including property)	6.60%	48,790	6.00%	51,021
Gilt	3.60%	70,293	3.00%	67,432
Bonds	6.60%	26,328	6.00%	25,675
Cash	3.60%	2,655	3.00%	1,376
Other	6.60%	138,863	6.00%	127,102
Fair value of scheme assets (£'000)		286,929		272,606
Less refunds agreed (not used to offset irrecoverable surplus)		-		-
Net fair value of scheme assets (£'000)		286,929		272,606
The actual return on assets over the period was		19,293		12,576
The amounts recognised in the balance sheet are as follows:				
Present value of scheme liabilities		(306,022)		(295,648)
Fair value of scheme assets		286,929		272,606
Deficit		(19,093)		(23,042)
Net pension liability before tax		(19,093)		(23,042)

The Union is only subject to corporation tax in accordance with the stated accounting policy (5) and does not therefore account for deferred tax. As a consequence, there cannot be a deferred tax asset related to the above pension liability.

## Notes to Accounts

### Notes

	2013 £'000	2012 £'000			
<b>Reconciliation of opening and closing balances of the present value of the scheme liabilities</b>					
Liabilities at beginning of year	295,648	279,887			
Current service costs	6,096	5,911			
Interest costs	11,962	12,984			
Contribution by scheme participants	1,593	1,552			
Actuarial loss	4,989	9,060			
Benefit paid	(14,267)	(13,746)			
Past service costs	-	-			
Curtailements	-	-			
Settlements	-	-			
Business combinations	-	-			
Exchange rate	-	-			
Liabilities at end of year	306,021	295,648			
<b>Reconciliation of opening and closing balances of the fair value of the scheme assets</b>					
Fair value of scheme assets at beginning of year	272,606	263,865			
Expected return on scheme assets	14,163	13,939			
Actuarial gain/(loss)	5,130	(577)			
Contributions by employer	7,703	7,573			
Contributions by plan participants	1,593	1,552			
Benefits paid	(14,267)	(13,746)			
Business combinations	-	-			
Settlements	-	-			
Exchange rate	-	-			
Fair value of scheme assets at end of year	286,928	272,606			
<b>Charge to income and expenditure</b>					
Current service cost	6,096	5,911			
Interest costs	11,962	12,984			
Expected return	(14,163)	(13,939)			
	3,895	4,956			
<b>Additional amounts recognised in the income and expenditure account</b>					
Scheme liabilities	(4,989)	(9,060)			
Scheme assets	5,130	(577)			
	141	(9,637)			
<b>History of scheme assets, obligations and experience adjustments</b>					
	2013 £'000	2012 £'000	2011 £'000	2010 £'000	2009 £'000
Present value of scheme liabilities	306,022	295,648	279,887	257,596	253,640
Fair value of scheme assets	286,929	272,606	263,865	234,468	213,975
Deficit in the scheme	(19,093)	(23,042)	(16,022)	(23,128)	(39,665)
Experience adjustments arising on scheme liabilities	(5,206)	(1,465)	(15,593)	8,116	13,070
Experience item as a percentage of scheme liabilities	-1.7%	-0.5%	-5.6%	3.2%	5.2%
Experience adjustments arising on scheme assets	5,130	(577)	(11,377)	11,088	9,211
Experience item as a percentage of scheme assets	1.8%	-0.2%	-4.1%	4.7%	4.3%
Cumulative actuarial gain	17,588	17,417	27,054	24,489	10,981

## Summary of Income and Branch Expenditure

### Notes

	London	Southern	Yorkshire and North Derbyshire
	£'000	£'000	£'000
(27) <b>INCOME</b>			
Contributions (Note 1) .....	10,004	7,319	5,855
<b>EXPENDITURE (Note 2)</b>			
Branch Officers' Salaries and Commissions .....	78	47	1
Check-off Administration .....	46	29	35
Member Refunds .....	5	5	1
Allocated to Branch Commission Fund .....	1,010	643	552
	1,139	724	589
Transferred to Region .....	£8,865	£6,595	£5,266
Membership 31st December 2013 .....	99,486	75,295	62,070
Membership 31st December 2012 .....	100,293	71,852	61,163



by Region for the year ended 31st December 2013

Birmingham and West Midlands £'000	Northern £'000	Wales and SouthWest £'000	Midlands and East Coast £'000	Scotland £'000	North West and Irish £'000	Total £'000
5,602	6,029	6,894	5,866	6,207	7,759	61,535
2	49	10	8	2	41	238
38	37	48	27	102	60	422
5	2	6	23	2	3	52
504	666	605	539	488	627	5,634
549	754	669	597	594	731	6,346
£5,053	£5,275	£6,225	£5,269	£5,613	£7,028	£55,189
51,329	66,877	68,677	56,593	56,362	80,375	617,064
51,383	67,788	67,963	55,475	56,180	81,287	613,384

## Cash Flow Statement for year ended 31st December 2013

	31st December 2013	31st December 2012
	£'000	£'000
<b>NET CASH FLOW FROM OPERATING ACTIVITIES (Note i)</b>	3,418	2,421
<b>Returns on investments and servicing of finance</b>		
Bank interest received	13	6
Investment income	1,741	1,693
	1,754	1,699
<b>Capital expenditure and financial investment</b>		
Purchase of tangible fixed assets	(3,516)	(1,527)
Purchase of investments	(3,087)	(3,281)
Net change in mortgages	293	24
Proceeds from sale of tangible fixed assets	10	53
Proceeds from sale of fixed asset investments	2,862	2,727
	(3,438)	(2,004)
<b>Net cash flow before financing</b>	1,734	2,116
<b>Financing</b>		
Repayment of loans	-	-
<b>Increase in cash</b>	£1,734	£2,116

### NOTES TO CASH FLOW STATEMENT

#### i. Reconciliation of operating surplus to net cash flow from operating activities

General Fund surplus/(deficit)	8,654	(3,324)
Surplus on:		
Political Fund	358	493
Members' Superannuation Fund	-	-
MPO Reserve Fund	49	73
ASU Reserve Fund	2	3
Branch Commission Fund	1,691	198
Regional Benefit Funds	59	70
Net surplus/(deficit)	10,813	(2,487)
Less		
Bank interest received	(13)	(6)
Investment income	(1,741)	(1,693)
Net operating surplus/(deficit)	9,059	(4,186)
Depreciation	992	946
Decrease in debtors	21	425
Decrease in creditors	(2,092)	(1,782)
Gain on sale of assets	(613)	(2)
(Decrease)/increase in pension liability	(3,949)	7,020
Net cash flow from operating activities	£3,418	£2,421

#### ii. Analysis of movement in cash

Balance at 31st December	18,360	16,626
Balance at 1st January	16,626	14,510
	£1,734	£2,116

## List of Properties as at 31st December 2013 - at Cost less Depreciation

	31st December 2013	31st December 2012
	£'000	£'000
Aberdeen .....	14	14
Altham .....	399	406
Barrow-in-Furness .....	32	32
Basingstoke .....	276	281
Blackburn .....	111	113
Bletchley .....	20	21
Bolton .....	88	89
Bristol .....	292	297
Cardiff .....	3,017	725
Chadwell Heath .....	35	36
Cheadle Hulme .....	312	318
Chelmsford .....	106	108
Chessington .....	172	174
Dundee .....	88	90
Euston .....	7,278	7,336
Fulham .....	12	12
Glasgow .....	4,075	3,926
Halesowen .....	1,051	1,070
Hayes .....	243	246
Heckington .....	149	152
Hendon .....	953	969
Hove .....	836	852
Hull .....	476	484
Kilmarnock .....	171	174
Leicester (Properties) .....	639	314
Lincoln .....	41	42
Liverpool .....	767	781
Newcastle Upon Tyne (Properties) .....	1,632	1,662
New Malden .....	28	29
Nottingham .....	1,308	1,332
Oldham .....	283	288
Peterborough .....	367	373
Preston .....	42	42
Runcorn .....	81	83
St Helens .....	47	48
Sheffield .....	118	120
Southampton .....	174	177
Southend-on-Sea .....	5	5
Sunderland .....	563	573
Wakefield .....	881	897
Warrington .....	22	23
Welling .....	156	159
Whitehaven .....	168	172
York .....	44	45
	<u>£ 27,572</u>	<u>£25,090</u>

## Investments at Cost

	31st December 2013	31st December 2012
	£'000	£'000
<b>BRITISH MUNICIPAL STOCKS AND LOANS</b>		
£12,000 3.5% Nottingham Corporation .....	12	12
£1,300 3% London County Council .....	1	1
	<u>£13</u>	<u>£13</u>

## OTHER QUOTED INVESTMENTS

3i Group plc .....	82	82
Anglo American plc .....	181	181
AstraZeneca plc .....	253	253
Barclays plc .....	419	-
BG Group plc .....	307	275
BHP Billiton plc .....	187	258
BP plc .....	306	306
British American Tobacco plc .....	66	120
BT Group plc .....	95	95
Burberry Group plc .....	-	42
Cairn Energy plc .....	44	44
Carnival plc .....	212	212
Centrica plc .....	166	166
Chemring Group plc .....	100	69
De La Rue plc .....	44	64
Direct Line Insurance plc .....	67	-
Drax Group plc .....	84	59
GlaxoSmithKline plc .....	450	526
Glencore Xstrata plc .....	144	-
Grainger plc .....	152	152
Greenwich Resources plc .....	3	3
Halfords Group plc .....	74	45
Home Retail Group plc .....	110	110
HSBC Holdings plc .....	537	437
Icap plc .....	199	171
Imperial Tobacco plc .....	235	235
Inchcape plc .....	94	94
Informa plc .....	61	-
Intercontinental Hotels plc .....	125	-
Intermediate Capital Group plc .....	112	-
Invensys plc .....	-	118
ITV plc .....	183	127
Legal & General Group plc .....	136	192
Lloyds Banking Group plc .....	249	249
Metrose plc .....	122	135
Millennium & Copthorne Hotels plc .....	54	111
Morrison (Wm) Supermarkets plc .....	-	97
Pearson plc .....	156	-
Prudential plc .....	205	225
Qinetiq Group plc .....	117	-
Reed Elsevier plc .....	165	151

## Investments at Cost

	31st December 2013	31st December 2012
	£'000	£'000
Rank Group plc .....	53	53
Rentokil Initial plc .....	134	134
Resolution plc .....	220	157
Rio Tinto plc .....	396	396
Rolls-Royce Group plc .....	256	256
Royal Bank of Scotland plc .....	167	244
Royal Dutch Shell plc .....	431	476
The Sage Group plc .....	95	-
Shire plc .....	284	181
Sig plc .....	120	120
Signet Jewellers plc .....	31	34
Smiths Group plc .....	-	26
Spirax-Sarco Engineering plc .....	80	106
Standard Chartered plc .....	68	68
SVG Capital plc .....	55	55
Tate & Lyle plc .....	45	45
Unilever plc .....	219	308
Virgin Media plc .....	-	144
Vodafone Group plc .....	359	446
Weir Group plc .....	137	137
Whitbread plc .....	-	76
Wood Group (John) plc .....	190	135
Xstrata plc .....	-	77
Schroder Unit Trust Limited US Quantitative Core Equity Fund "I" Income .....	1,215	955
Schroder Global Emerging Markets Fund Income Units .....	209	210
Schroder Institutional European Fund Income Units .....	356	525
Schroder Institutional Pacific Fund Income Units .....	15	103
Schroder Institutional Sterling Bond .....	3,290	2,758
Schroder Recovery Fund .....	102	134
Schroder Tokyo Fund Income Units .....	189	189
	<u>£ 15,012</u>	<u>£ 13,952</u>
<b>OTHER INVESTMENTS</b>		
National Savings Bonds .....	50	50
Miscellaneous .....	13	8
Irish Government Stocks .....	6	6
NA Group Yorkshire Bank .....	-	227
Premier Financial Protection Ltd. ....	120	120
Regional Benefit Funds .....	153	153
	<u>£ 342</u>	<u>£ 564</u>

## Report of the Auditors to the Members of the GMB

### STATEMENT OF CENTRAL EXECUTIVE COUNCIL'S ("CEC") RESPONSIBILITIES

The legislation relating to trade unions requires the CEC to submit a return for each calendar year to the Certification Office for Trade Unions and Employers' Associations. This return contains financial statements which must give a true and fair view of the state of affairs of the Union at the year end and of its transactions for the year then ended. The financial statements set out on the preceding pages have been prepared on the same basis and are used to complete the return to the Certification Office for Trade Unions and Employers' Associations.

In relation to the Union these requirements are the responsibility of the CEC. It is responsible for preparing the financial statements of the Union and in so doing is required to

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed;
- Prepare the accounts on the going concern basis unless it is inappropriate to do so.

The CEC is responsible for keeping proper accounting records and establishing and maintaining a satisfactory system of control over its records and transactions in order to comply with the Trade Union and Labour Relations (Consolidation) Act 1992. It is responsible for safeguarding the assets of the Union and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The CEC is also responsible for the maintenance and integrity of the corporate and financial information included on the Union's website. Legislation in the United Kingdom governing the preparation and dissemination of accounts may differ from legislation in other jurisdictions.

### Report of the General Member Auditors

We have examined the financial statements in accordance with Rule.

I Burkeff S Dery A Haynes	}	General Member Auditors
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### Independent Auditors' Report to the Members of the GMB

We have audited the financial statements of the GMB for the year ended 31st December 2013 which comprise the Income and Expenditure Account, Balance Sheet, Cash Flow Statement 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 GMB's Central Executive Council and Auditor

As explained more fully in the Statement of Central Executive Council's (CEC) Responsibilities, the CEC is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

### Scope of the Audit of the Financial Statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the Union's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the CEC; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the General Secretary's Introduction to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

### Opinion on Financial Statements

In our opinion the financial statements:

- give a true and fair view of the state of the Union's affairs as at 31st December 2013 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 DFK LLP  
Chartered Accountants and Statutory Auditor  
London

## Benefits Paid Year ended 31st December 2013

	£'000
<b>COST</b>	
<b>Weekly Accident Benefit</b>	
141 claims were met .....	9
<b>Funeral Benefit</b>	
1,252 claims were met .....	375
<b>Legal Expenses</b>	
The amount recovered during the period under review on behalf of members injured in accidents whilst at work totalled £28,044,482 .....	(146)
<b>Fatal Accident Benefit</b>	
2 Occupational and 2 Non-Occupational claims were met .....	17
<b>Convalescent Home</b>	
During the period under review, the total number of members making use of the convalescent facilities was 29 .....	25
<b>Disablement</b>	
0 claims were met .....	-
	280
<b>Dispute Benefit</b> .....	33
<b>Education</b> .....	469
	<u>£ 782</u>
<b>Computer System</b>	
6.52 hours of unplanned computer downtime was experienced during the year. There was planned maintenance downtime of 0 hours during, and 10.92 hours outwith, normal office hours.	
This represents 0.33% of normal office hours and 0.20% of the total available system time throughout the year.	

## Membership and Contributions

Year	Total Membership	Female Membership included in total	Total Branch Contributions £'000
2004	571,690	234,317	47,508
2005	575,105	241,374	46,396
2006	575,892	248,380	48,283
2007	590,125	264,088	50,028
2008	601,131	276,602	53,815
2009	601,730	284,393	56,237
2010	602,212	287,880	57,892
2011	610,116	296,412	58,876
2012	613,384	297,637	60,241
2013	617,064	302,935	61,535



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