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FORM AR21

Trade Union and Labour Relations (Consolidation) Act 1992

ANNUAL RETURN FOR A TRADE UNION

Name of Trade Union:

Year ended:

List no:

Head or Main Office:

Website address (if available)

Has the address changed during the year to which the return relates? Yes No *(Click the appropriate box)*

General Secretary:

Telephone Number:

Contact name for queries regarding

Telephone Number:

E-mail:

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)

The Fire Brigades Union

List of Officers in Post as at 31 December 2014

M. Wrack	General Secretary
A. Dark	Assistant General Secretary
P. Woolstenholmes	National Officer
J. McGhee	National Officer
S. Starbuck	National Officer
D. Green	National Officer

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	33,742	1,628			35,370
FEMALE	2,418	77			2,495
TOTAL	36,160	1,705			A 37,865

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

0

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

37,865

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			

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		9,085,843
From Members: Other income from members (specify)		
Total other income from members		
Total of all income from members		9,085,843
Investment income (as at page 12)		47,117
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	31,088	
Total of other income (as at page 4)		31,088
		9,164,048
	TOTAL INCOME	
EXPENDITURE		
Benefits to members (as at page 5)		633,225
Administrative expenses (as at page 10)		8,416,452
Federation and other bodies (specify)		
TUC	106,755	
Other	53,830	
Total expenditure Federation and other bodies		160,585
Taxation		
		9,210,262
	TOTAL EXPENDITURE	
Surplus (deficit) for year		(46,214)
Amount of general fund at beginning of year		293,016
Amount of general fund at end of year		246,802

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		
Sales of publications and merchandise	1,883	
Other income	7,034	
Commission received	13,000	
VAT recoverable	9,171	
TOTAL OTHER INCOME		31,088
TOTAL OF ALL OTHER INCOME		31,088

ANALYSIS OF BENEFIT EXPENDITURE SHOWN AT GENERAL FUND

(see notes 21 to 23)

	£		£
Representation – Employment Related Issues		brought forward	
		Education and Training services Education	162,472
Representation – Non Employment Related Issues		Negotiated Discount Services	
Communications		Salary Costs	
Advisory Services		Other Benefits and Grants (specify)	
		Legal fees	444,803
Dispute Benefits		Support	25,950
Other Cash Payments			
carried forward		Total (should agree with figure in General Fund)	633,225

(See notes 24 and 25)

FUND 2		Fund Account	
Name:	Accident and injury fund	£	£
Income			
	From members		1,466,072
	Investment income (as at page 12)		
	Other income (specify)		
		Total other income as specified	
		Total Income	1,466,072
Expenditure			
	Benefits to members		1,083,614
	Administrative expenses and other expenditure (as at page 10)		193,608
		Total Expenditure	1,277,222
		Surplus (Deficit) for the year	188,850
		Amount of fund at beginning of year	5,014,431
		Amount of fund at the end of year (as Balance Sheet)	5,203,281
		Number of members contributing at end of year	36,078

FUND 3		Fund Account	
Name:	Union learning fund	£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Grants		789,858
		Total other income as specified	789,858
		Total Income	789,858
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		789,858
		Total Expenditure	789,858
		Surplus (Deficit) for the year	0
		Amount of fund at beginning of year	0
		Amount of fund at the end of year (as Balance Sheet)	0
		Number of members contributing at end of year	0

FUND 4		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 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		256,979
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total income		256,979
Expenditure	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)		593,786
	Administration expenses in connection with political objects (specify)		
	Non-political expenditure		
	Total expenditure		593,786
	Surplus (deficit) for year		(336,807)
	Amount of political fund at beginning of year		1,141,670
	Amount of political fund at the end of year (as Balance Sheet)		804,863
	Number of members at end of year contributing to the political fund		30,945
	Number of members at end of the year not contributing to the political fund		6,920
	Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund		5,929

POLITICAL FUND ACCOUNT 2		To be completed by trade unions which act as components of a central trade union	
		£	£
Income	Contributions and levies collected from members on behalf of central political fund		
	Funds received back from central political fund		
	Other income (specify)		
	Total other income as specified		
	Total income		
Expenditure	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)		
	Administration expenses in connection with political objects (specify)		
	Non-political expenditure		
	Total expenditure		
	Surplus (deficit) for year		
	Amount held on behalf of trade union political fund at beginning of year		
	Amount remitted to central political fund		
	Amount held on behalf of central political fund at end of year		
	Number of members at end of year contributing to the political fund		
	Number of members at end of the year not contributing to the political fund		
	Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund		

ANALYSIS OF ADMINISTRATIVE EXPENSES AND OTHER OUTGOINGS EXCLUDING AMOUNTS CHARGED TO POLITICAL FUND ACCOUNTS

(see notes 32 and 33)

		£
Administrative Expenses		
Remuneration and expenses of staff		2,036,586
Salaries and Wages included in above	£1,337,260	
Auditors' fees		41,440
Legal and Professional fees		291,768
Occupancy costs		617,656
Stationery, printing, postage, telephone, etc.		809,681
Expenses of Executive Committee (Head Office)		930,418
Expenses of conferences		39,813
Other administrative expenses (specify)		
Firefighter		265,918
Commissions, reports and goods for presentations/campaigns		205,457
Organisation		2,052,306
Other Outgoings		
Interest payable:		
Bank loans (including overdrafts)		
Mortgages		
Other loans		
Depreciation and p/l disposal of assets and investments		289,782
Taxation		
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
ULF/actuarial loss/donations/advertising/ballots/bank charges		1,819,093
	Total	9,399,918
Charged to:	General Fund (Page 3)	8,416,452
	Fund (Account 2)	193,608
	Fund (Account 3)	789,858
	Fund (Account)	
	Fund (Account)	
	Total	9,399,918

ANALYSIS OF OFFICIALS SALARIES AND BENEFITS

(see notes 34 to 44 below)

Office held	Gross Salary £	Employers N.I. contributions £	Benefits			Total £
			Pension Contribution s £	Other Benefits		
				Description	Value £	
General Secretary	71,514	8,822	48,057	Car	5,621	134,014
Assistant General Secretary	67,464	8,234	45,336	Car	6,657	127,691
National Officer	62,280	7,554	41,852	Car and fuel	11,953	123,639
National Officer	62,280	7,546	41,852	Car, fuel and loan	14,588	126,266
National Officer	62,280	7,519	41,852	Car and fuel	9,418	121,069
National Officer	62,280	7,509	41,852	Car	3,701	115,342

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)			41,271
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			5,846
Other investment income (specify)			
		Total investment income	47,117
Credited to:			
		General Fund (Page 3)	47,117
		Fund (Account)	
		Fund (Account)	
		Fund (Account)	
		Fund (Account)	
		Fund (Account)	
		Political Fund	
		Total Investment Income	47,117

BALANCE SHEET as at 31 December 2014

(see notes 47 to 50)

Previous Year		£	£
2,836,424	Fixed Assets (at page 14)		2,457,691
739,152	Investments (as per analysis on page 15)		
240,530	Quoted (Market value £ 956,029)	750,427	
	Unquoted	240,530	
979,682	Total Investments		990,957
	Other Assets		
338,146	Long term loans		312,829
746,928	Debtors		948,067
3,841,857	Cash at bank and in hand		4,287,644
	Income tax to be recovered		
	Stocks of goods		
	Others (specify)		
4,926,931	Total of other assets		5,548,540
8,743,037	TOTAL ASSETS		8,997,188
293,016	Fund (Account 1)		246,802
5,014,431	Fund (Account 2)		5,203,281
	Fund (Account)		
	Superannuation Fund (Account)		
1,141,670	Political Fund (Account 1)		804,863
	Revaluation Reserve		
	LIABILITIES		
	Amount held on behalf of central trade union political fund		
	Loans: From other trade unions		
	Loans: Other		
415,729	Trade creditors		375,207
121,680	Hire purchase		121,679
300,168	Sundry creditors		375,690
990,664	Accrued expenses		945,666
121,679	Non current liabilities		
344,000	Pension liabilities		924,000
2,293,920	TOTAL LIABILITIES		2,742,242
8,743,037	TOTAL ASSETS		8,997,188

FIXED ASSETS ACCOUNT

(see notes 51 to 55)

	Land and Buildings		Furniture and Equipment £	Motor Vehicles £	Not used for union business £	Total £
	Freehold £	Leaseho £				
Cost or Valuation						
At start of year	2,702,748	748,045	1,013,601	184,705		4,649,099
Additions			238,023			238,023
Disposals	(545,292)			(19,984)		(565,276)
Revaluation/Transfe rs						
At end of year	2,157,456	748,045	1,251,624	164,721		4,321,846
Accumulated Depreciation						
At start of year	951,423	166,697	554,661	139,894		1,812,675
Charges for year	46,903	18,701	198,966	21,048		285,618
Disposals	(214,154)			(19,984)		(234,138)
Revaluation/Transfe rs						
At end of year	784,172	185,398	753,627	140,958		1,864,155
Net book value at end of year	1,373,284	562,647	497,997	23,763		2,457,691
Net book value at end of previous year	1,751,325	581,348	458,940	44,811		2,836,424

ANALYSIS OF INVESTMENTS

(see notes 56 and 57)

QUOTED	All Funds Except Political Funds £	Political Fund £
Equities (e.g. Shares)	750,427	
Government Securities (Gilts)		
Other quoted securities (to be specified)		
TOTAL QUOTED (as Balance Sheet)	750,427	
Market Value of Quoted Investment	956,029	
UNQUOTED		
Equities		
Unity Trust Bank	240,000	
Other	530	
Government Securities (Gilts)		
Mortgages		
Bank and Building Societies		
Other unquoted investments (to be specified)		
TOTAL UNQUOTED (as Balance Sheet)	240,530	
Market Value of Unquoted Investments		

ANALYSIS OF INVESTMENT INCOME (CONTROLLING INTERESTS)

(see notes 58 and 59)

Does the union, or any constituent part of the union, have a controlling interest in any limited company?		YES <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	10,551,915	256,979	10,808,894
From Investments	47,117		47,117
Other Income (including increases by revaluation of assets)	820,946		820,946
Total Income	11,419,978	256,979	11,676,957
EXPENDITURE (including decreases by revaluation of assets)			
Total Expenditure	11,277,342	593,786	11,871,128
Funds at beginning of year (including reserves)	5,307,447	1,141,670	6,449,117
Funds at end of year (including reserves)	5,450,083	804,863	6,254,946
ASSETS			
Fixed Assets			2,457,691
Investment Assets			990,957
Other Assets			5,548,540
		Total Assets	8,997,188
LIABILITIES			
		Total Liabilities	2,742,242
NET ASSETS (Total Assets less Total Liabilities)			6,254,946

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.

A large, empty rectangular box with a black border, intended for the taxpayer to enter their notes to the accounts. The box occupies most of the page below the instructions.

1 Accounting policies

- a) These accounts have been prepared under the historical cost convention and in accordance with UK GAAP. Income and expenditure is dealt with in the various fund accounts of the union.
- (b) Fixed assets are initially recorded at cost. Depreciation is provided on all tangible fixed assets, except for freehold land, on a straight line basis, at rates estimated to write off the cost or valuation of each asset over its expected useful life.

The rates used are:

Buildings	2.50%
Computer equipment	25%
Fixtures or fittings	10% or 20%
Motor vehicles	25%

No depreciation is provided on freehold land. Where no information is available as to the allocation of the original cost or valuation of property between land and buildings, best estimates of that allocation are used.

- (c) Rental payments in respect of operating leases are charged to the general fund income and expenditure account in the period in which they are incurred. Assets held under finance leases and hire purchase contracts are capitalised and depreciated over the shorter period of the lease and the useful economic lives of the assets. The finance charges are allocated over the period of the lease and are charged to the income and expenditure account.
- (d) Investments are stated in the balance sheet on the following basis:

Quoted investments - at original cost.

Unquoted investments - at original cost or estimated current value as determined by either an independent third party or board of the bank (Unity Trust Bank).

Provision is made against investments where there is a permanent impairment in value. Income from the investments is recognised when the monies are received.

- (e) Members' legal expenses are charged in these accounts net of reimbursements obtained in respect of certain cases, on an invoiced basis. No provision is made for outstanding legal costs not invoiced, or for reimbursements not received at the balance sheet date. All other income and expenditure is accounted for on an accruals basis.
- (f) Provisions for future expenditure are included in the accounts, only where the union has a present obligation to meet such expenditure.
- (g) Provision is only made for material corporation tax on investment income and capital gains arising in the year after relief given for provident benefits paid. No provision is made for any potential corporation tax liabilities arising as a result of revaluations of the union's properties or investments.
- (h) Value added tax (VAT) is only partially recoverable. The non-recoverable element is shown separately in the income statement. All expenditure is shown exclusive of VAT where applicable.
- (i) Contributions include those amounts receivable from members in respect of the year under review.
- (j) The union's pension schemes are defined benefit schemes.

The amounts charged to the income and expenditure account are the current service costs. Actuarial gains and losses are recognised immediately in the consolidated income and expenditure account.

The assets of the schemes are held separately from those of the union in separate trustee administered funds. 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.

- (k) Accident and injury fund contributions are recognised on an accrual basis in accordance with union rules. Provisions for expenditure are included in the accounts when there is certainty that a future payment will be made as at the balance sheet date.
- (l) All union learning fund grant income is recognised as and when the union is entitled to the monies and matched against relevant expenditure.

The Fire Brigades Union
Notes to the accounts
For the year ended 31 December 2014

	2014 £	2013 £
2 Benefits		
Legal fees	444,803	363,194
Education	162,472	150,260
Accident and injury claims	1,083,614	1,109,122
Payments for support	25,950	1,500
	<u>1,716,839</u>	<u>1,624,076</u>
3 Administration		
Salaries and national insurance contributions	1,769,438	1,724,339
Pension contributions	624,917	614,881
FRS 17 pension scheme adjustment (note 10)	(247,000)	(260,000)
Travel	320,122	355,819
Mileage	540,005	544,408
Hotels	259,160	269,998
Subsistence and evening meals	423,204	466,000
Officials' allowance	627,102	625,659
Motor expenses	37,262	22,326
PAYE agreement	7,321	5,669
Other organising expenses	38,178	51,047
Trade union leave	730,543	895,211
Reports, journals and subscriptions	66,432	76,900
Ballot expenses	69,671	172,538
Donations	78,190	69,934
Goods for presentations and campaigning	266,679	44,713
Repairs and renewals	32,344	81,199
Office expenses	548,631	539,374
Communications	615,954	499,077
Printing and stationery	259,610	593,624
Advertising	59,200	75,644
Insurance	36,681	38,387
Bank charges and interest payable	17,513	20,528
Audit, pension audit and accountancy	41,440	48,605
Professional fees	399,461	355,949
	<u>7,622,058</u>	<u>7,931,829</u>

The Fire Brigades Union
Notes to the accounts
For the year ended 31 December 2014

4 Fixed assets

	Land & buildings	Fixtures fittings & equipment	Motor vehicles	Total
	£	£	£	£
Cost				
1 January 2014	3,450,793	1,013,601	184,705	4,649,099
Additions	-	238,023	-	238,023
Disposals	(545,292)	-	(19,984)	(565,276)
31 December 2014	<u>2,905,501</u>	<u>1,251,624</u>	<u>164,721</u>	<u>4,321,846</u>
Depreciation				
1 January 2014	1,118,120	554,661	139,894	1,812,675
Charge for the year	65,604	198,966	21,048	285,618
Disposals	(214,154)	-	(19,984)	(234,138)
31 December 2014	<u>969,570</u>	<u>753,627</u>	<u>140,958</u>	<u>1,864,155</u>
Net book value				
31 December 2014	<u>1,935,931</u>	<u>497,997</u>	<u>23,763</u>	<u>2,457,691</u>
Net book value				
31 December 2013	<u>2,332,673</u>	<u>458,940</u>	<u>44,811</u>	<u>2,836,424</u>

5 Investments

	2014	2013
	£	£
Quoted equities and unit trusts		
Standard Life Wealth Ltd		
Market value - £571,732 (2014), £541,241 (2013)	450,104	443,806
Standard Life Wealth Ltd		
Market value - £384,297 (2014), £363,538 (2013)	300,323	295,346
Unquoted equities		
240,000 Unity Trust Bank plc "A" and "C" ordinary shares	240,000	240,000
Labour Education, Rec. And Holiday Homes Ltd.	530	530
	<u>990,957</u>	<u>979,682</u>

No provision for permanent impairment in value of investments is considered necessary.

6 Long-term loans

	2014	2013
	£	£
Mortgages repayable	289,794	315,111
Loans - co-op societies		
CRS London Ltd.	35	35
Peoples Press Printing Society Ltd.	20,000	20,000
Loans		
Scottish TUC	3,000	3,000
	<u>312,829</u>	<u>338,146</u>

The mortgage loans to officials are secured by a charge on the property.

	2014 £	2013 £
7 Debtors		
Trade debtors	514,598	414,314
Other debtors	148,348	106,606
Prepayments	285,121	226,008
	<u>948,067</u>	<u>746,928</u>
8 Current liabilities		
Trade creditors	375,207	415,729
Hire purchase creditors	121,679	121,680
Other creditors	375,690	300,168
Accruals	945,666	990,664
	<u>1,818,242</u>	<u>1,828,241</u>
9 Non current liabilities		
Hire purchase creditors	-	121,679
	<u>-</u>	<u>121,679</u>
10 FRS17 pension scheme liability		
	£'000	£'000
Staff scheme		
Opening balance	(1,439)	(1,574)
Current service cost	(159)	(181)
Contributions by the union	343	353
FRS 17 pension scheme adjustment	184	172
Interest cost	(335)	(292)
Expected return on scheme assets	298	244
FRS 17 finance cost	(37)	(48)
Actuarial (loss)/gain	(451)	11
Closing balance	<u>(1,743)</u>	<u>(1,439)</u>
Officials' scheme		
Opening balance	1,095	1,106
Current service cost	(197)	(166)
Contributions by the union	260	254
FRS 17 pension scheme adjustment	63	88
Interest cost	(299)	(266)
Expected return on scheme assets	377	343
FRS 17 finance cost	78	77
Actuarial loss	(417)	(176)
Closing balance	<u>819</u>	<u>1,095</u>
Both schemes		
Opening balance	(344)	(468)
Current service cost	(356)	(347)
Contributions by the union	603	607
FRS 17 pension scheme adjustment (note 3)	247	260
Interest cost	(634)	(558)
Expected return on scheme assets	675	587
FRS 17 finance cost	41	29
Actuarial loss	(868)	(165)
Closing balance	<u>(924)</u>	<u>(344)</u>

10 FRS17 pension scheme liability (continued)

The union operates two defined benefit schemes in the United Kingdom, the first in respect of national officials and the second for clerical staff. A full actuarial valuation was carried out at 1 November 2011 and 30 June 2011 respectively on each scheme and updated to 31 December 2014 by qualified independent actuaries.

The major assumptions used by the actuary for the national officials' scheme.

	At 31.12.2014	At 31.12.2013
Rate of increase in salaries	1.5%	1.5%
Rate of increase of pensions in payment	2.9%	3.4%
Discount rate	3.5%	4.5%
Inflation rate (RPI)	2.9%	3.4%
Inflation rate (CPI)	1.9%	2.5%

The assets in the scheme and the expected rate of return for the national officials' scheme.

	Long-term expected rate of return	Value at 31.12.2014	Long-term expected rate of return	Value at 31.12.2013	Long-term expected rate of return	Value at 31.12.2012
		£'000		£'000		£'000
With profits fund	5.3%	3,830	5.3%	3,365	6.6%	2,922
Secured annuities	4.5%	4,759	4.4%	4,353	4.7%	4,224
Total market value of assets		<u>8,589</u>		<u>7,718</u>		<u>7,146</u>

The major assumptions used by the actuary for the clerical staff scheme.

	At 31.12.2014	At 31.12.2013
Rate of increase in salaries	1.5%	1.5%
Rate of increase of pensions in payment	3.1%	3.4%
Discount rate	3.6%	4.5%
Inflation rate (RPI)	3.2%	3.6%
Inflation rate (CPI)	2.5%	2.9%

The mortality assumptions are in accordance with the PNA00 medium cohort projections with a 1% underpin.

The assets in the scheme and the expected rate of return for the clerical staff scheme.

	Long-term expected rate of return	Value at 31.12.2014	Long-term expected rate of return	Value at 31.12.2013	Long-term expected rate of return	Value at 31.12.2012
		£'000		£'000		£'000
Cash accumulation policy	4.5%	2,610	5.5%	2,382	4.6%	2,591
Secured annuities	4.5%	2,605	4.5%	3,590	4.1%	2,943
Total market value of assets		<u>5,215</u>		<u>5,972</u>		<u>5,534</u>

The union is only subject to corporation tax in line with note 11 and does not therefore account for deferred tax. As a consequence, there cannot be a deferred tax asset related to the above pension liability.

10 FRS17 pension scheme liability (continued)

	2014	2014	2014	2013	2013	2013
	National officials' scheme	Clerical staff scheme	Total	National officials' scheme	Clerical staff scheme	Total
	£'000	£'000	£'000	£'000	£'000	£'000
The amounts recognised in the balance sheet are as follows:						
Present value of scheme liabilities	(7,770)	(6,958)	(14,728)	(6,623)	(7,411)	(14,034)
Fair value of scheme assets	8,589	5,215	13,804	7,718	5,972	13,690
Net asset / (liability) recognised	819	(1,743)	(924)	1,095	(1,439)	(344)

The amounts recognised in the income and expenditure account are as follows:

Service costs	197	159	356	166	181	347
Interest on obligation	299	335	634	266	292	558
Expected return on scheme assets	(377)	(298)	(675)	(343)	(244)	(587)
Total	119	196	315	89	229	318

Actual return on scheme assets	772	(114)	658	472	260	732
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Actuarial gains and (losses) recognised:

Difference between expected and actual return on scheme assets	395	(412)	(17)	129	16	145
Experience gains and losses arising on scheme liabilities and effects of changes in the demographic and financial assumptions underlying the present value of scheme liabilities	(812)	(39)	(851)	(305)	(5)	(310)
Total recognised	(417)	(451)	(868)	(176)	11	(165)
Cumulative amounts recognised	88	(2,115)	(2,027)	505	(2,115)	(1,610)

Reconciliation of opening and closing balances of the present value of scheme liabilities:

Scheme liabilities at 1 January 2014	6,623	7411	14,034	6,040	7,108	13,148
Current service cost	197	159	356	166	181	347
Secured liability in members' names	-	(872)	(872)	-	-	-
Interest cost	299	335	634	266	292	558
Contributions by scheme participants	43	32	75	42	34	76
Actuarial loss	812	39	851	305	5	310
Benefits paid	(204)	(146)	(350)	(196)	(209)	(405)
Scheme liabilities at 31 December 2014	7,770	6,958	14,728	6,623	7,411	14,034

Reconciliation of opening and closing balances of the fair value of scheme assets

Fair value of scheme assets at 1 January 2014	7,718	5,972	13,690	7,146	5,534	12,680
Expected return on scheme assets	377	298	675	343	244	587
Actuarial gain	395	(412)	(17)	129	16	145
Contributions by employer	260	343	603	254	353	607
Contributions by scheme participants	43	32	75	42	34	76
Secured liability in members' names	-	(872)	(872)	-	-	-
Benefits paid	(204)	(146)	(350)	(196)	(209)	(405)
Fair value of scheme assets at 31 December 2014	8,589	5,215	13,804	7,718	5,972	13,690

Amounts for the current and previous five years

	2014	2013	2012	2011	2010	2009
	£'000	£'000	£'000	£'000	£'000	£'000
Present value of scheme liabilities	(14,728)	(14,034)	(13,148)	(13,248)	(11,136)	(10,211)
Fair value of scheme assets	13,804	13,690	12,680	11,481	10,448	9,295
Deficit in scheme	(924)	(344)	(468)	(1,767)	(688)	(916)
Experience adjustments on scheme assets	(17)	145	206	92	174	534
Experience adjustments on scheme liabilities	851	310	(953)	(1,098)	78	(1,169)

The best estimate of contributions to be paid by the employer to the schemes for the year ending 31 December 2015 is £606,000.

10 FRS17 pension scheme liability (continued)

Under FRS17 the operating costs of providing benefits, the service costs, and the interest cost and expected return on assets are included in the income and expenditure account in the period in which they arise. Market fluctuations are set out as recognised gains and losses. The cash flow required to meet any deficit relates to future pension contributions and in the long term this is expected to rise. However the amount of any deficit is subject to considerable variation as it depends on a number of both demographic and financial assumptions.

11 Taxation

The union is not liable to tax on income from its members. Taxation is payable to the extent that investment income and capital gains exceed allowable provident benefits.

12 Operating leases

As at 31 December 2014 the union has future commitments under non-cancellable operation leases as follows:

	2014	2013
	£	£
Within one year	114,298	111,907
Between two and five years	199,968	311,876
In more than five years	-	2,391

ACCOUNTING POLICIES

(see notes 74 and 75)

SIGNATURES TO THE ANNUAL RETURN

(see notes 76 and 77)

including the accounts and balance sheet contained in the return.

General Secretary's Signature: _____ <i>M. Wrack</i>	President's Signature: _____ <i>Alan McLean</i> <small>(or other official whose position should be stated)</small>
Name: Matthew Wrack _____	Name: Alan McLean _____
Date: 30 th April 2015	Date: 30 th April 2015

CHECK LIST

(see notes 78 to 80)

(please tick as appropriate)

IS THE RETURN OF OFFICERS ATTACHED? <small>(see Page 2 and Note 12)</small>	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
HAS THE RETURN OF CHANGE OF OFFICERS BEEN COMPLETED? <small>(see Page 2 and Note 12)</small>	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
HAS THE RETURN BEEN SIGNED? <small>(see Pages 19 and 21 and Notes 76 and 77)</small>	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
HAS THE AUDITOR'S REPORT BEEN COMPLETED? <small>(see Pages 20 and 21 and Notes 2 and 77)</small>	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
IS A RULE BOOK ENCLOSED? <small>(see Notes 8 and 78)</small>	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
A MEMBER'S STATEMENT IS: <small>(see Note 80)</small>	ENCLOSED	<input checked="" type="checkbox"/>	TO FOLLOW	<input type="checkbox"/>
HAS THE SUMMARY SHEET BEEN COMPLETED <small>(see Page 17 and Notes 7 and 59)</small>	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>

1 Accounting policies

- a) These accounts have been prepared under the historical cost convention and in accordance with UK GAAP. Income and expenditure is dealt with in the various fund accounts of the union.
- (b) Fixed assets are initially recorded at cost. Depreciation is provided on all tangible fixed assets, except for freehold land, on a straight line basis, at rates estimated to write off the cost or valuation of each asset over its expected useful life.

The rates used are:

Buildings	2.50%
Computer equipment	25%
Fixtures or fittings	10% or 20%
Motor vehicles	25%

No depreciation is provided on freehold land. Where no information is available as to the allocation of the original cost or valuation of property between land and buildings, best estimates of that allocation are used.

- (c) Rental payments in respect of operating leases are charged to the general fund income and expenditure account in the period in which they are incurred. Assets held under finance leases and hire purchase contracts are capitalised and depreciated over the shorter period of the lease and the useful economic lives of the assets. The finance charges are allocated over the period of the lease and are charged to the income and expenditure account.
- (d) Investments are stated in the balance sheet on the following basis:

Quoted investments - at original cost.

Unquoted investments - at original cost or estimated current value as determined by either an independent third party or board of the bank (Unity Trust Bank).

Provision is made against investments where there is a permanent impairment in value. Income from the investments is recognised when the monies are received.

- (e) Members' legal expenses are charged in these accounts net of reimbursements obtained in respect of certain cases, on an invoiced basis. No provision is made for outstanding legal costs not invoiced, or for reimbursements not received at the balance sheet date. All other income and expenditure is accounted for on an accruals basis.
- (f) Provisions for future expenditure are included in the accounts, only where the union has a present obligation to meet such expenditure.
- (g) Provision is only made for material corporation tax on investment income and capital gains arising in the year after relief given for provident benefits paid. No provision is made for any potential corporation tax liabilities arising as a result of revaluations of the union's properties or investments.
- (h) Value added tax (VAT) is only partially recoverable. The non-recoverable element is shown separately in the income statement. All expenditure is shown exclusive of VAT where applicable.
- (i) Contributions include those amounts receivable from members in respect of the year under review.
- (j) The union's pension schemes are defined benefit schemes.

The amounts charged to the income and expenditure account are the current service costs. Actuarial gains and losses are recognised immediately in the consolidated income and expenditure account.

The assets of the schemes are held separately from those of the union in separate trustee administered funds. 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.

- (k) Accident and injury fund contributions are recognised on an accrual basis in accordance with union rules. Provisions for expenditure are included in the accounts when there is certainty that a future payment will be made as at the balance sheet date.
- (l) All union learning fund grant income is recognised as and when the union is entitled to the monies and matched against relevant expenditure.

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)

Signature(s) of auditor or auditors:	<i>Chantrey Vellacott OAK LLP</i>	
Name(s):	CHANTREY VELLACOTT OAK LLP	
Profession(s) or Calling(s):	CHARTERED ACCOUNTANTS	
Address(es):	RUSSELL SQUARE HOUSE 10-12 RUSSELL SQUARE LONDON, WC1B 5LF	
Date:	30 APRIL 2015	
Contact name and telephone number:	EMILETH JONES 020 7509 9000	

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 Fire Brigades Union**

We have audited the financial statements of The Fire Brigades Union for the year ended 31 December 2014 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 members of the union as a body, in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the members of the union those matters we are required to state to them in an independent auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the union and the members of the union as a body, for our work, for this report, or for the opinion we have formed.

Respective responsibilities of the executive council and auditor

As explained more fully in the statement of the executive council's responsibilities, the executive council is responsible for the preparation of the accounts, which have been prepared in accordance with applicable law and accounting standards.

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

Scope of the audit of the account

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 executive council; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the national treasurer's and general secretary's foreword 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

In our opinion the accounts:

- give a true and fair view of the state of the union's affairs as at 31 December 2014, and of its deficit for the year then ended; and
- 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 (Amended).

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended) requires us to report to you by, if in our opinion:

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



Gareth Jones (Senior Statutory Auditor)

Chantrey Vellacott DFK LLP

Chartered Accountants
Registered auditor
Russell Square House
10-12 Russell Square
London WC1B 5LF
Date 10 April 2015