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# FORM AR21

Trade Union and Labour Relations (Consolidation) Act 1992

## ANNUAL RETURN FOR A TRADE UNION

Name of Trade Union:

UNION OF CONSTRUCTION ALLIED TRADES AND TECHNICIANS

Year ended:

31/12/2015

List no:

378T

Head or Main Office:

177 ABBEVILLE ROAD LONDON SW4 9RL

Website address (if available)

www.ucatt.org.uk

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

Yes

No

(Click the appropriate box)

General Secretary:

Brian Rye-General Secretary Pro Tem

Telephone Number:

020 7622 2442

Contact name for queries regarding

Louanne Muhammad, Finance Officer

Telephone Number:

020 7622 2442

E-mail:

lmhammad@ucatt.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

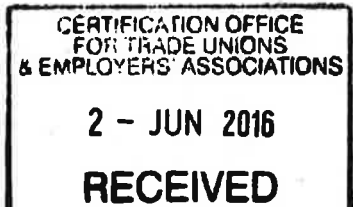
The address to which returns and other documents should be sent are:

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)

**Officers of the Union During 2015**

**Mr. S. Murphy – General Secretary (Left on 8<sup>th</sup> September 2015)**

**Mr. B. Rye – National Secretary (appointed on 9<sup>th</sup> March 2015)  
Designated Pro. Tem. General Secretary on 16<sup>th</sup> September 2015**

**Executive Council Members**

**Mr. N. Andrews - Wales & South West Region  
Mr. M. Farrell – Scottish Region  
Mr. J. Gamble – Eastern Region  
Mr. A. Jones – Yorkshire Region  
Mr. N. Kelly – London & South East Region  
Mr. J. Maloney – Irish Region  
Mr. W. Sloane – North West Region  
Mr. A. Stansfield – Northern Region  
Mr. N. Vernon – Midlands Region (Left on 12<sup>th</sup> August 2015)**

**Executive Council Chairman: Mr. N. Andrews**

**Mr. R. Britton – Eastern Region  
Mr. B. Davis – Wales & South West Region  
Mr. P. Dowling – London & South East Region  
Mr. H. Jones – Irish Region  
Mr. A. Nichol – Northern Region  
Mr. W. Parry – North West Region  
Mr. A. Sakowicz - Yorkshire Region  
Mr. A. Thurstance – Midlands Region  
Mr. A. Wilson – Scottish Region**

**General Council Chairman: Mr. B. Davis**

# 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	44,080	436	1,460		<b>45,976</b>
FEMALE	1,450	6	1		<b>1,457</b>
TOTAL	45,530	442	1,461		A <b>47,433</b>

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

3,070
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Number of members at end of year contributing to the General Fund

47,433
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## 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
General Secretary	S.Murphy		08/09/2015
General Secretary Pro Tem		B Rye	16/09/2015
EC Member	N Vernon		12/08/2015
EC Member		N Hodgkinson	18/11/2015

State whether the union is:

a. A branch of another trade union?

Yes

No

If yes, state the name of that other union:

b. A federation of trade unions?

Yes

No

If yes, state the number of affiliated unions:

and names:

# GENERAL FUND

(see notes 13 to 18)

	£'000	£'000
<b>INCOME</b>		
<b>From Members: Contributions and Subscriptions</b>		5,589
<b>From Members: Other income from members (specify)</b>		
<b>Total other income from members</b>		5,589
<b>Total of all income from members</b>		5,589
<b>Investment income (as at page 12)</b>		145
<b>Other Income</b>		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	196	
<b>Total of other income (as at page 4)</b>		196
		<b>TOTAL INCOME</b>
		5,930
<b>EXPENDITURE</b>		
<b>Benefits to members (as at page 5)</b>		198
<b>Administrative expenses (as at page 10)</b>		6,295
<b>Federation and other bodies (specify)</b>		
AFFILIATION FEES	281	
<b>Total expenditure Federation and other bodies</b>		281
<b>Taxation</b>		
		<b>TOTAL EXPENDITURE</b>
		6,774
		Surplus (deficit) for year
		-844
		Amount of general fund at beginning of year
		1,142
		Transition statement prior year adjustment
		27
		Amount of general fund at end of year
		325

# ANALYSIS OF INCOME FROM FEDERATION AND OTHER BODIES AND OTHER INCOME

(see notes 19 and 20)

DESCRIPTION	£'000	£'000
<b>Federation and other bodies</b>		
<b>TOTAL FEDERATION AND OTHER BODIES</b>		
<b>Other income</b>		
Miscellaneous Income	42	
Vat Recoverable	10	
Profit On Disposal Of Fixed Assets	144	
<b>TOTAL OTHER INCOME</b>		<b>196</b>
<b>TOTAL OF ALL OTHER INCOME</b>		<b>196</b>

# ANALYSIS OF BENEFIT EXPENDITURE SHOWN AT GENERAL FUND

(see notes 21 to 23)

	£'000		£'000
Representation – Employment Related Issues		<b>brought forward</b>	179
Legal Aid	109	Education and Training services	
		Education and Benevolent Grants	3
Representation – Non Employment Related Issues		Negotiated Discount Services	
Communications			
UCATT Publications	70	Salary Costs	
Advisory Services		Other Benefits and Grants (specify)	
Dispute Benefits		Funeral Benefit	16
Other Cash Payments			
<b>carried forward</b>	179	<b>Total (should agree with figure in General Fund)</b>	198

(See notes 24 and 25)

FUND 2		Fund Account	
Name:	TRADE PRIVILEGE	£'000	£'000
<b>Income</b>			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	<b>Total other income as specified</b>		
	<b>Total Income</b>		
<b>Expenditure</b>			
	Benefits to members	1	1
	Administrative expenses and other expenditure (as at page 10)		
	<b>Total Expenditure</b>		1
	<b>Surplus (Deficit) for the year</b>		-1
	<b>Amount of fund at beginning of year</b>		88
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		87
	<b>Number of members contributing at end of year</b>		N/A

FUND 3		Fund Account	
Name:	REVALUATION RESERVE	£'000	£'000
<b>Income</b>			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	<b>Total other income as specified</b>		
	<b>Total Income</b>		
<b>Expenditure</b>			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10) PROPERTY SOLD	111	111
	<b>Total Expenditure</b>		111
	<b>Surplus (Deficit) for the year</b>		-111
	<b>Amount of fund at beginning of year</b>		5,740
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		5,629
	<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>		<b>£</b>	<b>£</b>
<b>Income</b>			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	<b>Total other income as specified</b>		
	<b>Total Income</b>		
<b>Expenditure</b>			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	<b>Total Expenditure</b>		
	<b>Surplus (Deficit) for the year</b>		
	<b>Amount of fund at beginning of year</b>		
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		
	<b>Number of members contributing at end of year</b>		

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



(See notes 24 and 25)

FUND 6		Fund Account	
Name:		£	£
<b>Income</b>	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	<b>Total other income as specified</b>		
	<b>Total Income</b>		
<b>Expenditure</b>	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	<b>Total Expenditure</b>		
	<b>Surplus (Deficit) for the year</b>		
	<b>Amount of fund at beginning of year</b>		
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		
	<b>Number of members contributing at end of year</b>		

FUND 7		Fund Account	
Name:		£	£
<b>Income</b>	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	<b>Total other income as specified</b>		
	<b>Total Income</b>		
<b>Expenditure</b>	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	<b>Total Expenditure</b>		
	<b>Surplus (Deficit) for the year</b>		
	<b>Amount of fund at beginning of year</b>		
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		
	<b>Number of members contributing at end of year</b>		

(see notes 26 to 31)

<b>POLITICAL FUND ACCOUNT 1</b>		<b>To be completed by trade unions which maintain their own fund</b>	
		<b>£'000</b>	<b>£'000</b>
<b>Income</b>	Members contributions and levies		211
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total income		211
<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		267
	Surplus (deficit) for year		-56
	Amount of political fund at beginning of year		2
	Amount of political fund at the end of year (as Balance Sheet)		-54
	Number of members at end of year contributing to the political fund		38,658
	Number of members at end of the year not contributing to the political fund		8,775
	Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund		6,899

<b>POLITICAL FUND ACCOUNT 2</b>		<b>To be completed by trade unions which act as components of a central trade union</b>	
		<b>£</b>	<b>£</b>
<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	4,893
Salaries and Wages included in above	£3,918,000
Auditors' fees	35
Legal and Professional fees	281
Occupancy costs	440
Stationery, printing, postage, telephone, etc.	322
Expenses of Executive Committee (Head Office)	
Expenses of conferences	
Other administrative expenses (specify) TRAVELLING & MOTOR	188
COMPUTER COSTS	53
EQUIPMENT MAINTENANCE	42
BANK CHARGES	72
GENERAL EXPENSES	88
DELEGATIONS AND MEETINGS	307
SUNDRY COSTS RECOVERED	-416
EXCHANGE LOSS	28
<b>Other Outgoings</b>	
Interest payable:	
Bank loans (including overdrafts)	
Mortgages	
Other loans interest	11
Depreciation	283
Taxation	
Actuarial Gain on Pension Scheme	-772
Other outgoings (specify)	
Change in Fair value of Investments	32
REDUNDANCY COSTS	400
BALLOT COSTS	8
<b>Total</b>	<b>6,295</b>
Charged to:	
General Fund (Page 3)	6,295
Fund (Account )	
<b>Total</b>	<b>6,295</b>

# ANALYSIS OF OFFICIALS SALARIES AND BENEFITS

(see notes 34 to 44 below)

Office held	Gross Salary £	Employers N.I. contributions £	Benefits			Total £
			Pension Contributions £	Other Benefits		
				Description	Value £	
General Secretary- S Murphy	56,154	7,008	9,601	CAR	6,035	
				ACCOMODATION	10,750	
				OTHER	2,480	
B Rye – General Secretary Pro Tem	21,046	2,624	2,709	CAR	2,668	29,047
N Andrews (EC Member)						
M Farrell (EC Member)						
J Gamble (EC Member)						
A Jones (EC Member)						
N Kelly (EC Member)						
J Molloney (EC Member)						
W Sloane (EC Member)						
A Stansfield (EC Member)						
N Vernon (EC Member) Resigned 12/8/2015						
N Hodgkinson (EC Member) Commenced 18/11/2015						

# ANALYSIS OF INVESTMENT INCOME

(see notes 45 and 46)

	Political Fund £		Other Fund(s) £
Rent from land and buildings			35
Dividends (gross) from:			
Equities (e.g. shares)			
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			
Other investment income (specify)			
UNITS			110
			145
		Total investment income	145
		Credited to:	
		General Fund (Page 3)	145
		Fund (Account )	
		Fund (Account )	
		Fund (Account )	
		Fund (Account )	
		Fund (Account )	
		Political Fund	
		Total Investment Income	145

# BALANCE SHEET as at 31/12/2015

(see notes 47 to 50)

Previous Year		£'000	£'000
7,411	<b>Fixed Assets</b> (at page 14)		6,625
	<b>Investments</b> (as per analysis on page 15)		
5,003	Quoted (Market value £ )		2,084
26	Unquoted		26
12,440	<b>Total Investments</b>		8,735
	<b>Other Assets</b>		
	Loans to other trade unions		
486	Sundry debtors		554
1,636	Cash at bank and in hand		868
	Income tax to be recovered		
	Stocks of goods		
	Others (specify)		
2,122	<b>Total of other assets</b>		1,422
14,562	<b>TOTAL ASSETS</b>		10,157
1,169	General Fund (Account )		325
88	Trade Privilege Fund (Account )		87
	Fund (Account )		
	Superannuation Fund (Account )		
2	Political Fund (Account )		-54
5,740	Revaluation Reserve		5,629
	<b>LIABILITIES</b>		
	Amount held on behalf of central trade union political fund		
	Loans: From other trade unions		
	Loans: Other		
2,126	Bank overdraft		
	Tax payable		
893	Sundry creditors		350
123	Accrued expenses		140
	Provisions		
4,421	Other liabilities		3,680
7,563	<b>TOTAL LIABILITIES</b>		4,170
14,562	<b>TOTAL ASSETS</b>		10,157

## FIXED ASSETS ACCOUNT

(see notes 51 to 55)

	Land and Buildings		Furniture and Equipment £	Motor Vehicles £	Not used for union business £	Total £
	Freehold £	Leasehold £				
<b>Cost or Valuation</b>						
At start of year	6,502	1,262	169	695	46	8,674
Additions			11	12		23
Disposals		-500	-5	-62		-567
Revaluation/Transfers						
At end of year	6,502	762	175	645	46	8,130
<b>Accumulated Depreciation</b>						
At start of year	612	156	119	375		1,262
Charges for year	103	6	27	147		283
Disposals			-4	-36		-40
Revaluation/Transfers						
At end of year	715	162	142	486		1,505
<b>Net book value at end of year</b>	5,787	600	33	159	46	6,625
<b>Net book value at end of previous year</b>	5,890	1,106	50	320	46	7,412

# ANALYSIS OF INVESTMENTS

(see notes 56 and 57)

<b>QUOTED</b>	<b>All Funds Except Political Funds £</b>	<b>Political Fund  £</b>
Equities (e.g. Shares)		
Government Securities (Gilts)		
Other quoted securities (to be specified)		
UNITS	2,084	
<b>TOTAL QUOTED (as Balance Sheet)</b>	2,084	
Market Value of Quoted Investment	2,084	
<b>UNQUOTED</b>		
Equities		
Government Securities (Gilts)		
Mortgages		
Bank and Building Societies		
Other unquoted investments (to be specified)		
BIAM CASH FUND	26	
<b>TOTAL UNQUOTED (as Balance Sheet)</b>	26	
Market Value of Unquoted Investments	26	



# 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:			
COMPANY NAME  UCATT INVESTMENTS	COMPANY REGISTRATION NUMBER (if not registered in England & Wales, state where registered)		
<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.			
COMPANY NAME	NAMES OF SHAREHOLDERS		

## SUMMARY SHEET

(see notes 60 to 71)

	All funds except Political Funds £	Political Funds £	Total Funds £
<b>INCOME</b>			
From Members	5,589	211	5,800
From Investments	145		145
Other Income (including increases by revaluation of assets)	196		196
<b>Total Income</b>	<b>5,930</b>	<b>211</b>	<b>6,141</b>
<b>EXPENDITURE</b> (including decreases by revaluation of <b>Total Expenditure</b> )			
	<b>6,886</b>	<b>267</b>	<b>7,153</b>
<b>Funds at beginning of year</b> (including reserves)	6,997	2	6,999
<b>Funds at end of year</b> (including reserves)	6,041	-54	5,987
<b>ASSETS</b>			
Fixed Assets			6,625
Investment Assets			2,110
Other Assets			1,422
		<b>Total Assets</b>	<b>10,157</b>
<b>LIABILITIES</b>		<b>Total Liabilities</b>	<b>4,170</b>
<b>NET ASSETS (Total Assets less Total Liabilities)</b>			<b>5,987</b>

# 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 user to enter notes to the accounts. The box is currently blank.

**UNION OF CONSTRUCTION,  
ALLIED TRADES AND TECHNICIANS  
NOTES TO THE CONSOLIDATED ACCOUNTS  
FOR THE YEAR ENDED 31 DECEMBER 2015**

**1. ACCOUNTING POLICIES**

- A These accounts have been prepared in accordance with Financial Reporting Standard 102 (FRS 102), the reporting standard in the UK and Republic of Ireland.

The financial position of the Union Improved in the year to December 31, 2015 due to the restructuring program that the Executive Council introduced during 2015 as a result the Union has managed to decrease its operating deficit from £ 3,550,000 in 2014 to £901,000 in 2015.

The restructuring work will be on going during 2016 ; of controlling costs and increasing revenue as the Union explores various options to ensure its viability into the foreseeable future. Taking all these factors in to account the Executive believe that the Union will continue to operate as a going concern for the next twelve months from the approval of these accounts.

- B Tangible fixed assets are stated at historical cost or valuation less depreciation. Depreciation is provided on all fixed assets other than freehold land on a straight line basis at rates estimated to write off the cost or valuation of each asset over its expected life as follows:

Buldings	2% pa	Computer equipment	33% pa
Office equipment, fixtures & fittings	20% pa	Motor vehicles	25% pa

- C Investment properties are revalued at their open market value annually and are not depreciated. Investment properties are held for their investment potential and not for use by the Union.

- D Investments are stated at market value. Realised and unrealised gains and losses on investments are taken directly to the Statement of Comprehensive Income.

- E Income is accounted for on a receivable basis. Amounts received in advance are treated as deferred income included in creditors.

- F The net cost of legal cases undertaken on behalf of members is charged in these accounts on an invoiced basis.

- G Value added tax (VAT) is only partially recoverable and the recoverable element is shown in the Statement of Comprehensive Income.

- H Transactions in foreign currency are recorded at the average rate ruling during the year under review.

Monetary assets and liabilities are shown at the rate of exchange applicable at the end of the reporting period.

- I The Union operates a defined benefit scheme.

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

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

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- J A liability is recognised to the extent of any unused holiday pay entitlement which has accrued at the balance sheet date and carried forward to the future periods. This is measured at the undiscounted salary cost of the future holiday entitlement so accrued at the balance sheet date.

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	2015	2014
	£'000	£'000
<b>2. OTHER INCOME</b>		
Legal	-	80
Commissions	40	44
Other	2	1
	<u>42</u>	<u>125</u>
<b>3. MEMBERS' SERVICES &amp; BENEFITS</b>		
Legal Aid	109	109
UCATT Publications	70	98
Trade Privilege	1	1
Funeral	16	15
Education & Benevolent Grants	3	3
	<u>199</u>	<u>226</u>

**UNION OF CONSTRUCTION,  
ALLIED TRADES AND TECHNICIANS**  
NOTES TO THE CONSOLIDATED ACCOUNTS  
FOR THE YEAR ENDED 31 DECEMBER 2015

				2015	2014	
				£'000	£'000	
<b>4. PERSONNEL COSTS</b>						
Officials				2,069	2,102	
Staff - General				1,222	1,381	
- Training Section				283	149	
Branch Officers				307	312	
Pension Contributions				944	825	
Employer Contributions	FRS 102		Note 12	(899)	(809)	
Expense recognised	FRS102		Note 12	930	721	
Accrued annual leave				37	27	
				<u>4,893</u>	<u>4,708</u>	
<b>5. CONFERENCE &amp; MEETINGS</b>						
National Delegate Conference				-	209	
Delegations & Meetings				307	390	
				<u>307</u>	<u>599</u>	
<b>6. ADMINISTRATION</b>						
Travelling & Motor				188	236	
Rent, Rates, Insurance, Light & Heat				294	300	
Office & Property Maintenance				146	104	
Equipment Maintenance				42	32	
Computer Costs				53	59	
Communications				208	262	
Printing & Stationery				114	152	
Bank Charges & Interest				83	54	
Audit & Accountancy				35	35	
Professional Fees				281	263	
General Expenses				88	16	
				<u>1,532</u>	<u>1,513</u>	
Less Sundry Costs Recovered				(416)	(184)	
				<u>1,116</u>	<u>1,329</u>	
<b>7. TANGIBLE FIXED ASSETS</b>						
	Investment	Land &	Website	Fixtures	Motor	Total
	Properties	Buildings	Design	Fittings &	Vehicles	
				Equipment		
	£'000	£'000		£'000	£'000	£'000
<b>COST OR VALUATION</b>						
At cost or valuation	815	6,949	46	169	694	8,673
Additions	-	-	-	11	12	23
Disposals	(500)	-	-	(5)	(62)	(567)
31 December	<u>315</u>	<u>6,949</u>	<u>46</u>	<u>175</u>	<u>644</u>	<u>8,129</u>
<b>DEPRECIATION</b>						
At 1 January	-	768	-	118	376	1,262
Charged	-	109	-	27	147	283
On Disposals	-	-	-	(4)	(36)	(40)
31 December	<u>-</u>	<u>877</u>	<u>-</u>	<u>141</u>	<u>487</u>	<u>1,505</u>
<b>NET BOOK VALUE</b>						
31 December 2015	<u>315</u>	<u>6,072</u>	<u>46</u>	<u>34</u>	<u>157</u>	<u>6,624</u>
31 December 2014	<u>815</u>	<u>6,181</u>	<u>46</u>	<u>51</u>	<u>318</u>	<u>7,411</u>

Certain freehold properties are charged to the UCATT Officials & Staff Retirement and Death Benefit Scheme.

**UNION OF CONSTRUCTION,  
ALLIED TRADES AND TECHNICIANS**  
NOTES TO THE CONSOLIDATED ACCOUNTS  
FOR THE YEAR ENDED 31 DECEMBER 2015

**8. INVESTMENTS AT MARKET VALUE**

	2015	2014
	£'000	£'000
Quoted Securities at January 01, 2015	5,029	5,476
Additional investment in the year	2	-
Investment sold in the year	(2,889)	(450)
Net gain on revaluation	(32)	3
Quoted securities at December 31, 2015	<u>2,110</u>	<u>5,029</u>

**9. DEBTORS**

Trade Debtors	354	234
Other Debtors	51	38
Prepayments	149	214
	<u>554</u>	<u>486</u>

**10. CREDITORS**

Annual leave accrued	37	27
Trade Creditors	198	259
Social Security and other taxes	6	17
Other Creditors	145	617
Accruals and Deferred Income	103	123
	<u>490</u>	<u>1,043</u>

**11. REMUNERATION OF KEY MANAGEMENT**

GENERAL SECRETARY	118,407	128,407
NATIONAL SECRETARY	46,136	-
	<u>164,542</u>	<u>128,407</u>

**12. PENSION SCHEME CONTRIBUTIONS**

The union operates a final salary defined benefit pension scheme in the United Kingdom. Benefits are linked to members' final pensionable salaries and service at retirement or date of leaving the scheme, if earlier.

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The most recent formal valuation was carried out as at 31 May 2013 and updated to 31 December 2015 by a qualified independent actuary.

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The major assumptions used by the actuary were:

	2015	2014
<i>FINANCIAL ASSUMPTIONS</i>		
Discount rate	3.70%	3.50%
Price inflation	2.90%	2.90%
- RPI	1.90%	1.90%
- CPI	4.40%	4.40%
Rate of increase in salaries	4.40%	4.40%
Rate of increase of pensions in payment -		
on 1997 - 2005 service pensions	2.80%	2.80%
on post 2005 service pensions	2.00%	2.00%
Rate of increase for deferred pensioners	1.90%	1.90%
General salary increases	4.40%	4.40%
Life expectancy of male/female reaching age 65 at the accounting date	22.6/24.4	22.8/24.6
Life expectancy of male/female reaching age 65 twenty years from the accounting date	24.7/26.3	25.0/26.5
Weighted average duration	15	15
<i>DEMOGRAPHIC ASSUMPTIONS</i>		

*Summary of asset data*

The assets of the scheme are invested in a diversified portfolio and are valued at bid market value.

	2015		2014		2013	
	% of total	£'000	% of total	£'000	% of total	£'000
Equities, including property	34%	4,905	29%	4,087	30%	3,785
Diversified Growth Funds	36%	5,198	37%	5,103	39%	4,848
Corporate bonds, Gilts and Cash	20%	4,368	34%	4,764	31%	3,822
		<u>14,471</u>		<u>13,954</u>		<u>12,455</u>
Actual return		<u>          </u>		<u>1,129</u>		<u>1,490</u>

**UNION OF CONSTRUCTION,  
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**12. PENSION SCHEME CONTRIBUTIONS - CONTINUED**

	2015 £'000	2014 £'000
<b>Movement in the net balance sheet position</b>		
Opening net liabilities	4,421	2,994
Expense/(Credit) charged to profit and loss	930	721
Amount recognised outside of profit and loss	(772)	1,515
Employer contributions	(899)	(809)
Closing net liabilities /(asset)	<u>3,680</u>	<u>4,421</u>
<b>Movement in present value of defined benefit obligation</b>		
Opening defined benefit obligation	18,375	15,449
Employers' part of current service cost	794	610
Interest on plan liabilities	631	667
Contributions by plan participants	149	154
Actuarial (gains)/losses due to		
Experience on benefit obligation	(149)	(63)
Changes in financial assumptions	(651)	1,512
Changes in demographic assumptions	(220)	639
Benefits and expenses paid	(673)	(593)
Closing defined benefit obligation	<u>18,256</u>	<u>18,375</u>
<b>Movement in fair value of plan assets</b>		
Opening fair value of plan assets	13,954	12,455
Interest on plan assets	1,142	556
Actual return on plan assets less interest on plan assets	(353)	573
Contributions by the employer	899	809
Contributions by plan participants	27	154
Benefits and expenses paid	(673)	(593)
Value at 31 December	<u>14,996</u>	<u>13,954</u>
<b>Expense recognised in profit or loss</b>		
Employers part of current service cost	794	610
Interest expense	137	111
	<u>931</u>	<u>721</u>
<b>Amounts recognised outside profit or loss</b>		
Remeasurements	(772)	1,515
	<u>(772)</u>	<u>1,515</u>

**UNION OF CONSTRUCTION,  
ALLIED TRADES AND TECHNICIANS  
NOTES TO THE CONSOLIDATED ACCOUNTS  
FOR THE YEAR ENDED 31 DECEMBER 2015**

**12. PENSION SCHEME CONTRIBUTIONS - CONTINUED**

**History of assets, liabilities, experience gains and losses**

	2015 £'000	2014 £'000	2013 £'000	2012 £'000	2011 £'000
At 31 December					
Fair value of plan assets	14,471	13,954	12,455	10,756	9,628
Present value of defined benefit obligation	(18,151)	(18,375)	(15,449)	(14,363)	(13,270)
Deficit in the scheme	(3,680)	(4,421)	(2,994)	(3,607)	(3,642)

**Future funding obligation**

The most recent actuarial valuation of the scheme, which was assessed at 31 May 2013 and finalised in August 2014, showed a deficit of £3,600,000. A Schedule of Contributions recommended by the Actuary designed to eliminate the deficit by June 2025, has been accepted by the Union. This provided for employer's regular contributions in respect of the in-service members of 17.5% of pensionable salaries each month until 31 July 2014 and 20.9% of these members' pensionable salaries thereafter, as well as deficit funding contributions of £356,928 in the year to 31 May 2014, £30,934 per month in respect of June and July 2014 and £25,000 per month in respect of August 2014 to August 2025 inclusive with this amount increasing on 1 June each year, with effect from 1 June 2015, by the increase in the Retail Prices Index for the year to the preceding September. In-service members will continue to make contributions of 5% - 7% of pensionable salary in accordance with the Scheme Rules.

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.

**Republic of Ireland Pension Costs**

The Union is also a minority participant in a separate pension scheme providing benefits based on final pensionable salary, based in the Republic of Ireland ("the Scheme"). The assets of the scheme are held separately from those of the Union, being invested with major asset management companies. The contributions are determined by a qualified 1,142 on the basis of triennial valuations using the scheme's technical provisions, as required by the Republic of Ireland Pensions Act 1990. The assumptions which have the most significant effect on the results of the valuation are those relating to the rate of return salaries and pensions.

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The most recent full valuation of the scheme was carried out at 31 May 2015. The actuary is satisfied that the UCATT arrangement at that date met the funding standard provided for in the Irish Pensions Act.

The Union is unable to identify its share of the underlying assets of the Scheme, as it participates in the Scheme with several other entities. Each participating employer is exposed to actuarial risks associated with the current and former employees of the other employers participating in the Scheme. The pension cost of the Scheme to the Union under Section 28 of Financial reporting Standard 102 is therefore the contributions paid to the Scheme by the Union in the year.



**UNION OF CONSTRUCTION,  
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NOTES TO THE CONSOLIDATED ACCOUNTS  
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**13. TAXATION**

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

**14. REVALUATION RESERVE**

This represents the surplus arising following the revaluation of all the Union properties by Keningtons as at December 31, 2014. The Executive committee do not consider there to have been any material change in the valuation of investment properties in the year to 31 December 2015.

No taxation liability is anticipated on the disposal of union properties at the revalued amounts and no provision has been made in these accounts.

**15. Political Fund**

The union is aware of the overspend on political activities during 2015 which was due to the General Election held in May 2015. The Union will ensure that this does not happen in the future.

**16. FINANCIAL INSTRUMENTS**

The Union's financial instruments may be analysed as follows:

	2015	2014
	£000	£000
<b><u>Financial Assets</u></b>		
Financial assets measured at fair value through profit or loss	2,110	5,029
Financial assets measured at amortised cost	1,273	272
	3,383	5,301
<b><u>Financial Liabilities</u></b>		
Financial liabilities measured at amortised cost	349	893

Financial assets measured at fair value through profit or loss comprise fixed asset investments in a portfolio of listed company shares.

Financial assets measured at amortised cost comprise cash at bank and in hand, trade debtors and other debtors.

Financial liabilities measured at amortised cost comprise bank loans and overdrafts, trade creditors and other creditors.

**UNION OF CONSTRUCTION,  
ALLIED TRADES AND TECHNICIANS  
NOTES TO THE CONSOLIDATED ACCOUNTS  
FOR THE YEAR ENDED 31 DECEMBER 2015**

**17 TRANSITION FRS 102**

these accounts for the year ended 31 december 2015 are the Union's first accounts that comply with the Financial Reporting Standard 102 (FRS102) "the Financial Reporting Standard in the UK and Republic of Ireland". The Union's date of transition to FRS102 is 12 January 2014. The Union's last accounts prepared in accordance with previous UK GAAP were for the year ended 31 December 2014.

The transition to FRS102 has resulted in a number of changes in the union's accounting policies compared to those used applying previous UK GAAP.

The following explanatory notes to the accounts describe the differences between the funds and income and expenditure presented under the previous UK GAAP and the newly presented amounts under FRS102 for the reporting period ended 31 December 2014 (ie comparative information), as well as the funds presented in the opening statement of balance sheet (ie at 1 January 2014). It also describes the changes in accounting policies made on first-time adoption of FRS102.

In the table below, funds determined in accordance with the FRS102 is reconciled to funds determined in accordance with previous UK GAAP at both 1 January 2014 (the date of transition to FRS102) and 31 December 2015.

	Funds as at 01-Jan-14	Deficit for the Year ended 31-Dec-14	Funds as at 31-Dec-14
	£000	£000	£000
<b>As previously stated under former UK GAAP</b>	<u>4,750</u>	<u>(3,550)</u>	<u>1,259</u>
Accrual for annual leave	<u>-</u>	<u>(27)</u>	<u>(27)</u>
<b>As stated in accordance with FRS 102</b>	<u>4,750</u>	<u>(3,577)</u>	<u>1,232</u>

**Explanation of changes to previous reported profit and funds**

- a) FRS 102 requires any accumulating compensated absences that have been accrued, but not taken by employees, at the end of the reporting period to be measured at the undiscounted additional amount that the Union expects to pay. These amounts have been recognised within the creditors falling due within one year in accordance with FRS102.
- b) FRS 102 requires the recognition in income and expenditure of a net interest cost (or income) on defined benefit pension schemes. The effect of this, when compared to previous UK GAAP, has been to reduce the reported surplus on the general fund for the year ended 31 December 2014 because previous UK GAAP led to the recognition of finance income calculated by reference to the expected returns on the pension plan's specific assets be they equities, properties or bonds. The change has had no effect on the reported funds as the measurement of the defined benefit pension scheme liability has not changed. Instead, the decrease in the reported surplus is mirrored by a decrease in the actuarial loss which is presented within other comprehensive income.


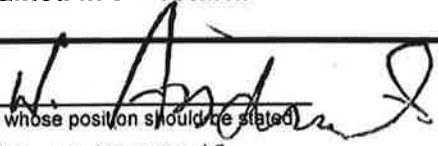
# ACCOUNTING POLICIES

(see notes 74 and 75)

## SIGNATURES TO THE ANNUAL RETURN

(see notes 76 and 77)

including the accounts and balance sheet contained in the return.

Secretary's Signature: <u></u> Name: <u>B RYE</u> Date: <u>25/05/16</u>	Chairman's Signature: <u></u> <small>(or other official whose position should be stated)</small> Name: <u>N. ANDREWS</u> Date: <u>25/05/2016</u>
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## 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 type="checkbox"/>	TO FOLLOW	<input checked="" 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"/>

# 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:	Moore Stephens LLP	
Name(s):	MOORE STEPHENS LLP	
Profession(s) or Calling(s):	CHARTERED ACCOUNTANTS	
Address(es):	150 ALDERSGATE STREET LONDON EC1A 4AB	
Date:	31 May 2016	
Contact name and telephone number:	PHILIP CLARK 0207 509 9305	

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

# **UNION OF CONSTRUCTION, ALLIED TRADES AND TECHNICIANS**

## **Independent Auditor's report to the members of The Union of Construction Allied Trades and Technicians**

We have audited the financial statements of the Union of Construction, Allied Trades and Technicians (UCATT) for the year ended 31 December 2015 which comprise the Statement of Comprehensive Income, the Consolidated Balance Sheet, the 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), including Financial Reporting Standard 102 (FRS 102) 'the Financial Reporting Standard in the UK and Republic of Ireland'.

This report is made solely to the UCATT's members, as a body, in accordance with Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to UCATT'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 UCATT and UCATT's members as a body, for our audit work, for this report, or for the opinions we have formed.

### **Respective responsibilities of UCATT's Executive Committee and auditor**

As explained more fully in the Statement of UCATT's Executive Committee's Responsibilities, UCATT's Executive Committee 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 Auditor.

### **Scope of the audit of the financial statements**

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to UCATT's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by UCATT's Executive Committee; and the overall presentation of the accounts. In addition, we read all the financial and non-financial information to identify material inconsistencies with the audited accounts 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.

# UNION OF CONSTRUCTION, ALLIED TRADES AND TECHNICIANS

## Independent Auditor's report to the members of The Union of Construction Allied Trades and Technicians (contd)

### 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 31 December 2015 and of its loss 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.

### Emphasis of matter – Going Concern

In forming our opinion on the financial statements, which is not modified, we have considered the adequacy of the disclosures made in note 1A to the financial statements concerning the union's ability to continue as a going concern. The union incurred a net loss of £901,000 during the year ended 31 December 2015 following a net loss of £3,553,000 also being incurred in the previous year. These conditions, along with the other matters explained in note 1A to the financial statements, indicate the existence of a material uncertainty which may cast significant doubt about the union's ability to continue as a going concern. The financial statements do not include adjustments that would result if the union was unable to continue as a going concern.

### 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;

- proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us;
- UCATT has not maintained a satisfactory system of control over its transactions;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures within the form AR21 of Officers' remuneration specified by law are not made;
- we have not received all the information and explanations we require for our audit.

Moore Stephens LLP

MOORE STEPHENS LLP  
Chartered Accountants and Statutory Auditor  
London

31 May 2016