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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 2015					
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 Tim Roache					
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					

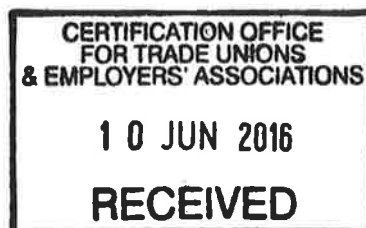
**PLEASE FOLLOW THE GUIDANCE NOTES IN THE COMPLETION OF THIS RETURN.**

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)

## AR21 - P2 Attachment

### Return of Change of Officers

Title of Office	Name of Officer Ceasing to Hold Office	Name of Officer Appointed	Date
Executive	Audrey Harry MBE		10/02/2015
Executive		Karen Dovey	16/04/2015
Executive		Lynne Huson	16/04/2015
Executive		Peter Meyrick	16/04/2015
Executive	Brian Adams		08/12/2015
Executive	Sandra Berwick		08/12/2015
Executive	John Dolan		08/12/2015
Executive	Karen Dovey		08/12/2015
Executive	Roy Dunnett		08/12/2015
Executive	George Emmerson		08/12/2015
Executive	Gerry Ferguson		08/12/2015
Executive	Jean Foster		08/12/2015
Executive	Brenda Fraser		08/12/2015
Executive	George Fraser		08/12/2015
Executive	John Hall		08/12/2015
Executive	Lynne Huson		08/12/2015
Executive	James Jones		08/12/2015
Executive	Warinder Juss		08/12/2015
Executive	Ann Leader		08/12/2015
Executive	Michael Lock		08/12/2015
Executive	Evelyn Martin MBE		08/12/2015
Executive	Ann McLaren		08/12/2015
Executive	Bill Modlock		08/12/2015
Executive	David Noble		08/12/2015
Executive	Lorraine Parker Delaz Ajete		08/12/2015
Executive	Lena Sharp		08/12/2015
Executive	Ron Waugh		08/12/2015
Executive		Kathy Abubakir	08/12/2015
Executive		Judith Batson	08/12/2015
Executive		Julia Brady	08/12/2015
Executive		James Cheal	08/12/2015
Executive		Jim Clarke	08/12/2015
Executive		Margaret Clarke	08/12/2015
Executive		Neil Collinson	08/12/2015
Executive		Elaine Daley	08/12/2015
Executive		Shailesh Gaglani	08/12/2015
Executive		Dean Gilligan	08/12/2015
Executive		Colin Gunter	08/12/2015
Executive		Michael Husbands	08/12/2015
Executive		Andy Irving	08/12/2015
Executive		Kevin Jones	08/12/2015
Executive		Colin Kerr	08/12/2015
Executive		Lynsey Mann	08/12/2015
Executive		Andy Newman	08/12/2015
Executive		Barbara Plant	08/12/2015
Executive		Phyllis Riddell	08/12/2015
Executive		Mark Sykes	08/12/2015
Executive		Robert Welham	08/12/2015
Executive		Diane Wragg	08/12/2015

**AR(NI)21 - P3 Attachment**

**Officers in Post at 31 December 2015**

<b>Position</b>	<b>Name</b>
General Secretary	Paul Kenny
President	Mary Turner MBE
Vice President	Malcolm Sage
Executive	Kathy Abubakir
Executive	Judith Batson
Executive	Sheila Bearcroft MBE
Executive	Elizabeth Blackman
Executive	Julia Brady
Executive	Kevin Buchanan
Executive	James Cheal
Executive	Richard Clarke
Executive	Jim Clarke
Executive	Margaret Clarke
Executive	Dave Clements
Executive	Neil Collinson
Executive	Elaine Daley
Executive	Ken Daniels
Executive	Gwyn Evans
Executive	Brian Farr
Executive	Shailesh Gaglani
Executive	Gordon Gibbs
Executive	Dean Gilligan
Executive	Margaret Gregg
Executive	Colin Gunter
Executive	David Hope
Executive	Bryan Hulley
Executive	Michael Husbands
Executive	Mary Hutchinson
Executive	Andy Irving
Executive	Martin Jackson
Executive	Kevin Jones
Executive	Peter Kane
Executive	Colin Kerr
Executive	Lynsey Mann
Executive	Edward Marnell
Executive	John McDonnell
Executive	Andy McGivern
Executive	Peter Meyrick
Executive	June Minnery
Executive	Catherine Murphy
Executive	Andy Newman
Executive	Barbara Plant
Executive	Gordon Richardson
Executive	Phyllis Riddell
Executive	Penny Robinson
Executive	Kath Slater
Executive	Vivien Smart
Executive	James Stribley
Executive	Cath Sutton
Executive	Mark Sykes
Executive	Robert Welham
Executive	Paul Wheatley
Executive	Diane Wragg

# 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	311,536	6,185	73	271	318,065
FEMALE	298,562	5,828	39	102	304,531
TOTAL	610,098	12,013	112	373	A 622,596

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

2,587

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

622,596

## 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
Please see attached schedule			

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:</b> Contributions and Subscriptions		62,004
<b>From Members:</b> Other income from members (specify)		
<b>Total other income from members</b>		
<b>Total of all income from members</b>		62,004
<b>Investment income (as at page 13)</b>		1,471
<b>Other Income</b>		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	7,766	
<b>Total of other income (as at page 4)</b>		7,766
	<b>TOTAL INCOME</b>	71,241
<b>EXPENDITURE</b>		
<b>Benefits to members</b> (as at page 5)		(2,389)
<b>Administrative expenses</b> (as at page 11)		(48,050)
<b>Federation and other bodies</b> (specify)		
Affiliation Fees	(2,046)	
Allocated to Other Funds from General Fund	(6,333)	
<b>Total expenditure Federation and other bodies</b>		(8,379)
<b>Taxation</b>		
	<b>TOTAL EXPENDITURE</b>	(58,818)
<b>Surplus (deficit) for year</b>		12,423
<b>Pension Scheme Actuarial Loss</b>		(772)
<b>Amount of general fund at beginning of year</b>		35,958
<b>Amount of general fund at end of year</b>		47,609

(see notes 19 and 20)

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# ANALYSIS OF BENEFIT EXPENDITURE SHOWN AT GENERAL FUND

(see notes 21 to 23)

	£'000		£'000
Representation – Employment Related Issues	332	<b>brought forward</b>	(749)
		Education and Training services	(522)
Representation – Non Employment Related Issues			
		Negotiated Discount Services	
Communications			
Diaries	(72)		
Publications	(975)	Salary Costs	(719)
Advisory Services			
		Other Benefits and Grants (specify)	
		Funeral Benefit	(390)
Dispute Benefits		Fatal Accident Benefit	(9)
Other Cash Payments			
Weekly Accident Benefit	(4)		
Convalescent Homes	(30)		
<b>carried forward</b>		<b>Total (should agree with figure in General Fund)</b>	
	(749)		(2,389)

(See notes 24 and 25)

FUND 2		Fund Account	
Name:	Dispute Fund	£'000	£'000
<b>Income</b>			
	From members		
	Investment income (as at page 13)		
	Other income (specify)		
	Allocated from General Fund	87	
	<b>Total other income as specified</b>		87
	<b>Total Income</b>		87
<b>Expenditure</b>			
	Benefits to members	(87)	
	Administrative expenses and other expenditure (as at page 11)		
	<b>Total Expenditure</b>		(87)
	<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 13)		2
	Other income (specify)		
	Allocated from General Fund	6,032	
	Miscellaneous Income	52	
	<b>Total other income as specified</b>		6,084
	<b>Total Income</b>		6,086
<b>Expenditure</b>			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 11)	(5,659)	
	<b>Total Expenditure</b>		(5,659)
	<b>Surplus (Deficit) for the year</b>		427
	<b>Amount of fund at beginning of year</b>		6,433
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		6,860
	<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		55
	Investment income (as at page 13)		
	Other income (specify)		
	<b>Total other income as specified</b>		
	<b>Total Income</b>		55
<b>Expenditure</b>			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 11)	(15)	
	<b>Total Expenditure</b>		(15)
	<b>Surplus (Deficit) for the year</b>		40
	<b>Amount of fund at beginning of year</b>		1,354
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		1,394
	<b>Number of members contributing at end of year</b>		1,085

FUND 5		Fund Account	
Name:	ASU Reserve Fund	£'000	£'000
<b>Income</b>			
	From members		1
	Investment income (as at page 13)		
	Other income (specify)		
		<b>Total other income as specified</b>	
		<b>Total Income</b>	1
<b>Expenditure</b>			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 11)		
		<b>Total Expenditure</b>	NIL
		<b>Surplus (Deficit) for the year</b>	1
		<b>Amount of fund at beginning of year</b>	32
		<b>Amount of fund at the end of year (as Balance Sheet)</b>	33
		<b>Number of members contributing at end of year</b>	108

FUND 6		Fund Account	
Name:	Members' Superannuation Fund	£'000	£'000
<b>Income</b>			
	From members		
	Investment income (as at page 13)		
	Other income (specify)		
	Allocated from General Fund	214	
<b>Total other income as specified</b>			214
<b>Total Income</b>			214
<b>Expenditure</b>			
	Benefits to members	(213)	
	Administrative expenses and other expenditure (as at page 11)	(1)	
<b>Total Expenditure</b>			(214)
<b>Surplus (Deficit) for the year</b>			NIL
<b>Amount of fund at beginning of year</b>			572
<b>Amount of fund at the end of year (as Balance Sheet)</b>			572
<b>Number of members contributing at end of year</b>			N/A

FUND 7		Fund Account	
Name:	Regional Benefit Funds	£'000	£'000
<b>Income</b>			
	From members		115
	Investment income (as at page 13)		54
	Other income (specify)		
	Gain on Sale of Fixed Assets	56	
<b>Total other income as specified</b>			56
<b>Total Income</b>			225
<b>Expenditure</b>			
	Benefits to members	(33)	
	Administrative expenses and other expenditure (as at page 11)	(38)	
<b>Total Expenditure</b>			(71)
<b>Surplus (Deficit) for the year</b>			154
<b>Amount of fund at beginning of year</b>			2,553
<b>Amount of fund at the end of year (as Balance Sheet)</b>			2,707
<b>Number of members contributing at end of year</b>			20,236

(See notes 24 and 25)

FUND 8		Fund Account	
Name:	Amalgamation Contingency Fund	£'000	£'000
<b>Income</b>			
	From members		
	Investment income (as at page 13)		
	Other income (specify)		
	Funds Transferred on Amalgamation	6,620	
	<b>Total other income as specified</b>		6,620
	<b>Total Income</b>		6,620
<b>Expenditure</b>			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 11)	(1,518)	
	Allocated to General Fund	(5,026)	
	Allocated to Political Fund	(76)	
	<b>Total Expenditure</b>		(6,620)
	<b>Surplus (Deficit) for the year</b>		NIL
	<b>Amount of fund at beginning of year</b>		NIL
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		NIL
	<b>Number of members contributing at end of year</b>		N/A

(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		3,283
	Investment income (as at page 13)		
	Other income (specify)      Allocated from Amalgamation Contingency Fund	76	
		Total other income as specified	76
		Total income	3,359
<b>Expenditure</b>	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)		
	Labour Party Expenditure	(4,048)	
	GMB Campaigns	(369)	
	Administration expenses in connection with political objects (specify)		
	Regional Political Officers	(69)	
	Non-political expenditure		
	Total expenditure		(4,486)
	Surplus (deficit) for year		(1,127)
	Amount of political fund at beginning of year		1,975
	Amount of political fund at the end of year (as Balance Sheet)		848
		Number of members at end of year contributing to the political fund	599,452
		Number of members at end of the year not contributing to the political fund	23,144
Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund			23,144

<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		(31,041)
Salaries and Wages included in above	£23,823,000	
Auditors' fees		(68)
Legal and Professional fees		(191)
Occupancy costs		(5,127)
Stationery, printing, postage, telephone, etc.		(3,222)
Expenses of Executive Committee (Head Office)		(97)
Expenses of conferences		(1,755)
Other administrative expenses (specify)		
Branch Costs		(6,245)
Car Expenses		(1,532)
IT Expenses		(783)
Services		(1,250)
<b>Other Outgoings</b>		
Interest payable:		
Bank loans (including overdrafts)		
Mortgages		
Other loans		
Depreciation		(894)
Taxation		
Outgoings on land and buildings (specify)		
Other outgoings (specify) Costs Relating to Amalgamation		(1,518)
Campaigns & Recruitment		(1,558)
<b>Total</b>		(55,281)
Charged to:		
General Fund (Page 3)		(48,050)
Branch Commission Fund (Account 3)		(5,659)
MPO Reserve Fund (Account 4)		(15)
Members' Superannuation Fund (Account 6)		(1)
Regional Benefit Fund (Account 7)		(38)
Amalgamation Contingency Fund (Account 8)		(1,518)
<b>Total</b>		(55,281)

## Analysis of Officials' Salaries and Benefits

Name	Office Held	Gross Salary	Super-Annuation	Benefits		Total	Employers
		£'000	£'000	Car £'000	Mortgage £'000	£'000	NI £'000
Paul Kenny	General Secretary	100	19	3		122	12
Mary Turner MBE	President	44		2		46	4
Malcolm Sage	Vice President	6				6	
Kathy Abubakir	Executive					0	
Brian Adams	Executive					0	
Judith Batson	Executive					0	
Sheila Bearcroft MBE	Executive	5				5	
Sandra Berwick	Executive					0	
Elizabeth Blackman	Executive					0	
Julia Brady	Executive					0	
Kevin Buchanan	Executive					0	
James Cheal	Executive					0	
Jim Clarke	Executive					0	
Margaret Clarke	Executive					0	
Richard Clarke	Executive	1				1	
Dave Clements	Executive					0	
Neil Collinson	Executive					0	
Elaine Daley	Executive					0	
Ken Daniels	Executive	16	2			18	1
John Dolan	Executive	1				1	
Karen Dovey	Executive					0	
Roy Dunnett	Executive	16				16	1
George Emmerson	Executive	14				14	1
Gwyn Evans	Executive	19				19	1
Brian Farr	Executive					0	
Gerry Ferguson	Executive					0	
Jean Foster	Executive					0	
Brenda Fraser	Executive	7				7	
George Fraser	Executive	4				4	
Shailesh Gaglani	Executive					0	
Gordon Gibbs	Executive	12				12	1
Dean Gilligan	Executive					0	
Margaret Gregg	Executive					0	
Colin Gunter	Executive					0	
John Hall	Executive	2				2	
Audrey Harry MBE	Executive					0	
David Hope	Executive	5				5	
Bryan Hulley	Executive	2				2	
Michael Husbands	Executive					0	
Lynne Huson	Executive					0	
Mary Hutchinson	Executive					0	
Andy Irving	Executive					0	
Martin Jackson	Executive					0	
James Jones	Executive	18				18	1
Kevin Jones	Executive					0	
Warinder Juss	Executive					0	
Peter Kane	Executive					0	
Colin Kerr	Executive					0	
Ann Leader	Executive					0	
Michael Lock	Executive					0	
Lynsey Mann	Executive					0	
Edward Marnell	Executive	1				1	
Evelyn Martin MBE	Executive					0	
John McDonnell	Executive					0	
Andy McGivern	Executive					0	
Ann McLaren	Executive					0	
Peter Meyrick	Executive	1				1	
June Minnery	Executive	1				1	

Name	Office Held	Gross Salary £'000	Super- Annuation £'000	Benefits		Total £'000	Employers NI £'000
				Car £'000	Mortgage £'000		
Bill Modlock	Executive	7				7	
Cathy Murphy	Executive	2				2	
Andy Newman	Executive					0	
David Noble	Executive					0	
Lorraine Parker Delaz Ajete	Executive					0	
Barbara Plant	Executive					0	
Gordon Richardson	Executive	3				3	
Phyllis Riddell	Executive					0	
Penny Robinson	Executive	2				2	
Lena Sharp	Executive	2				2	
Kath Slater	Executive	2				2	
Vivien Smart	Executive	2				2	
James Stribley	Executive					0	
Cath Sutton	Executive	6				6	
Mark Sykes	Executive					0	
Ron Waugh	Executive					0	
Robert Welham	Executive					0	
Paul Wheatley	Executive					0	
Diane Wragg	Executive					0	

# 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 £	
Please see attached schedule						



# ANALYSIS OF INVESTMENT INCOME

(see notes 45 and 46)

	Political Fund £'000	Other Fund(s) £'000
Rent from land and buildings		810
Dividends (gross) from:		
Equities (e.g. shares)		637
Interest (gross) from:		
Government securities (Gilts)		110
Mortgages & Other Interest		65
Local Authority Bonds		
Bank and Building Societies		24
Other investment income (specify)		
Unquoted Investments		17
Bank Charges		(136)
	NIL	1,527
Total investment income		1,527
Credited to:		
General Fund (Page 3)		1,471
Commission Fund (Account 3)		2
Regional Benefit Fund (Account 7)		54
Fund (Account )		
Fund (Account )		
Fund (Account )		
Political Fund		
Total Investment Income		1,527

# BALANCE SHEET as at 31 December 2015

(see notes 47 to 50)

Previous Year		£'000	£'000
31,662	<b>Fixed Assets</b> (at page 15)		33,475
	<b>Investments</b> (as per analysis on page 16)		
23,963	Quoted (at Market value)	26,997	
1,695	Unquoted	3,817	
25,658	<b>Total Investments</b>		30,814
	<b>Other Assets</b>		
	Loans to other trade unions		
5,436	Sundry debtors	9,190	
18,786	Cash at bank and in hand	17,060	
	Income tax to be recovered		
	Stocks of goods		
491	Others (specify) Mortgages	204	
24,713	<b>Total of other assets</b>		26,454
82,033	<b>TOTAL ASSETS</b>		90,743
35,958	General Fund (Account 1)		47,609
115	Dispute Fund (Account 2)		115
6,433	Branch Commission Fund (Account 3)		6,860
1,354	MPO Reserve Fund (Account 4)		1,394
32	ASU Reserve Fund (Account 5)		33
572	Members' Superannuation Fund (Account 6)		572
2,553	Regional Benefit Funds (Account 7)		2,707
1,975	Political Fund (Account 1)		848
	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		
1,731	Sundry creditors	1,664	
3,189	Accrued expenses	3,211	
62	Provisions	62	
28,059	Other liabilities: Pension Liability	25,668	
33,041	<b>TOTAL LIABILITIES</b>		30,605
82,033	<b>TOTAL ASSETS</b>		90,743

# 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	24,212		2,061	71	5,318	31,662
Additions	1,518		298	11	900	2,727
Disposals	(20)					(20)
Revaluation/Transfers						
At end of year	25,710		2,359	82	6,218	34,369
<b>Accumulated Depreciation</b>						
At start of year						
Charges for year	(452)		(430)	(12)		(894)
Disposals						
Revaluation/Transfers						
At end of year						
<b>Net book value at end of year</b>	25,258		1,929	70	6,218	33,475
<b>Net book value at end of previous year</b>	24,212		2,061	71	5,318	31,662

# ANALYSIS OF INVESTMENTS

(see notes 56 and 57)

QUOTED		All Funds Except Political Funds £'000	Political Fund £'000
	Equities (e.g. Shares)	19,909	
	Government Securities (Gilts)	3,967	
	Other quoted securities (to be specified)		
	Trades Union British Trust	3,121	
	TOTAL QUOTED (as Balance Sheet)	26,997	NIL
	Market Value of Quoted Investment	26,997	NIL
UNQUOTED	Equities		
	Unity Trust Bank	3,693	
	Government Securities (Gilts)		
	Mortgages		
	Bank and Building Societies		
	Other unquoted investments (to be specified)		
	Unquoted Investments	124	
	TOTAL UNQUOTED (as Balance Sheet)	3,817	NIL
	Market Value of Unquoted Investments	3,817	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:			
COMPANY NAME  Ethical Threads Ltd	COMPANY REGISTRATION NUMBER (if not registered in England & Wales, state where registered)  06299674		
GMB College Ltd	3323422IH Registered in the Republic of Ireland		

<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 £'000	Political Funds £'000	Total Funds £'000
<b>INCOME</b>			
From Members	62,175	3,283	65,458
From Investments	1,527		1,527
Other Income (including increases by revaluation of assets)	9,392	76	9,468
<b>Total Income</b>	73,094	3,359	76,453
<b>EXPENDITURE</b> (including decreases by revaluation of assets)			
<b>Total Expenditure</b>	(60,821)	(4,486)	(65,307)
<b>Funds at beginning of year</b> (including reserves)	47,017	1,975	48,992
<b>Funds at end of year</b> (including reserves)	59,290	848	60,138
<b>ASSETS</b>			
Fixed Assets			33,475
Investment Assets			30,814
Other Assets			26,454
<b>Total Assets</b>			90,743
<b>LIABILITIES</b>		<b>Total Liabilities</b>	(30,605)
<b>NET ASSETS (Total Assets less Total Liabilities)</b>			60,138

# 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 2015 (pages 4-21).

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 2015 (pages 4-5).

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:

Name: Tim Roache

Date: 31/05/16

Chairman's

Signature:

(or other official whose position should be stated)

Name: Allan Wylie - Finance Director

Date: 31/05/16

## 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)

## 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.

## 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 Member Auditors

We have examined the financial statements in accordance with Rule.

A Burgin }  
J Swainson } General Member Auditors

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

We have audited the financial statements of the GMB for the year ended 31 December 2015 which comprise the Statement of Comprehensive Income, Statement of Financial Position, 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 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 our audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

### Opinion on Financial Statements

In our opinion the financial statements:

- give a true and fair view of the state of the Union's affairs as at 31 December 2015 and of its surplus for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Trade Union and Labour Relations (Consolidation) Act 1992.

### Matters on Which we are Required to Report by Exception

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

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

Moore Stephens LLP

Moore Stephens LLP  
Chartered Accountants and Statutory Auditor  
London

31 May 2016

### (1) STATEMENT OF ACCOUNTING POLICIES

#### Statement of Compliance

GMB is an independent Trade Union as listed by the Certification Officer for Trade Unions and Employers' Associations. The Registered Office is 22 Stephenson Way, London NW1 2HD.

The Union's financial accounts have been prepared in compliance with applicable United Kingdom accounting standards including FRS 102 as it applies to the financial statements of the Union for the year ended 31st December 2015. The financial accounts are presented in Sterling and rounded to the nearest £'000.

The Union transitioned from previously extant UK GAAP to FRS 102 as at 1st January 2014. An explanation of how transition to FRS 102 has affected the reported financial position and financial performance is given in note 29.

#### Basis of accounts

These financial accounts were approved for issue by the Union's Central Executive Council (CEC). The financial accounts are prepared on the historical cost basis except for the revaluation to a fair value basis for certain assets as required by FRS102.

This is the first year in which the financial accounts have been prepared under FRS 102. Refer to note 29 for an explanation of the transition.

The preparation of the financial accounts requires the Union's CEC to make reasonable and prudent judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for revenues and expenses during the year. These judgements are detailed in these accounting policies.

#### 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.

#### 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.

#### Asset allocation

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

#### 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.

Deferred tax is provided on the liability method to take account of timing differences between the treatment of certain items for accounts purposes and their treatment for tax purposes. No deferred tax has been recognised in respect of the revaluation of listed investments to market value on the basis that sufficient provident benefits exist to cover the capital gains should the investments be sold.

#### **Investments**

Equity investments, held as fixed assets, are recognised at fair value at the balance sheet date. Any equity investments that are not publicly traded and whose fair value cannot otherwise be measured reliably are recognised at cost.

Certain of the group's properties have been classified as investment properties. These have been valued at market value as determined either by a professional valuation or based on the assessment of value having regard to rental yields.

#### **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.

#### **Pension schemes**

The Union operates two defined benefit pension schemes.

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

The assets of the 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.

#### **Operating leases**

Rental payments in respect of operating leases are charged to the Statement of Comprehensive Income over the term of the lease.

## Notes to Accounts

Notes		31st December 2015	31st December 2014
		£'000	£'000
(2)	<b>CONTRIBUTIONS</b>		
	Members' Contributions (Note 31) .....	65,287	63,235
	Less Allocated to Political Fund (Note 14) .....	(3,283)	(3,237)
		<u>£62,004</u>	<u>£59,998</u>
(3)	<b>BRANCH COSTS (Note 31)</b>		
	Branch Officers' Salaries and Commissions .....	138	196
	Check-off Administration .....	410	421
	Branch Management Expenses .....	38	39
	Allocated to Branch Commission Funds (Note 15) .....	6,032	5,996
		<u>£6,618</u>	<u>£6,652</u>
(4)	<b>BENEFITS</b>		
	Funeral .....	390	380
	Disablement .....	-	10
	Fatal Accident .....	9	4
	National Weekly Accident .....	4	7
	Legal Expenses/(Recovery) - Net .....	(332)	669
	Convalescent Home Expenses .....	30	25
	Allocated to Dispute Fund (Note 13) .....	87	40
		<u>£188</u>	<u>£1,135</u>
(5)	<b>AFFILIATIONS</b>		
	Trades Union Congress .....	1,702	1,648
	Scottish Trades Union Congress .....	76	76
	Irish Congress of Trade Unions .....	34	37
	Trades Councils .....	5	4
	Confederation of Shipbuilding and Engineering Unions .....	16	16
	Public Services International .....	23	51
	Union Global Union International .....	44	37
	IndustriAll Global Union .....	35	33
	International Union of Food and Allied Workers' Association .....	22	21
	Building and Woodworkers International .....	9	8
	International Transport Workers' Association .....	2	2
	European Federation of Public Service Unions .....	9	20
	IndustriAll European Trade Union .....	9	10
	European Federation of Food, Agriculture and Tourism Trade Unions .....	7	7
	European Federation of Building and Woodworkers .....	5	6
	European Transport Workers' Federation .....	5	5
	UNI Global Union Europa .....	8	9
	General Federation of Trade Unions .....	8	8
	Institute of Employment Rights .....	11	-
	Labour Research Department .....	7	7
	Miscellaneous .....	9	20
		<u>£2,046</u>	<u>£2,025</u>

## Notes to Accounts

Notes		31st December 2015	31st December 2014
		£'000	£'000
(6)	<b>CONFERENCES AND EXECUTIVE</b>		
	Congress .....	967	795
	Other Conferences .....	196	146
	Central Executive Council .....	97	106
	Regional Council and Committee Meetings .....	85	81
	Industrial Conferences .....	21	20
	Ballots and Elections .....	315	598
	Delegates' Fees and Expenses .....	166	203
		<u>£1,847</u>	<u>£1,949</u>
(7)	<b>CAMPAIGNS AND COMMUNICATIONS</b>		
	Publication and Mailing Costs .....	975	1,003
	Donations and Grants .....	200	171
	Campaigns and Demonstrations .....	203	540
	Publicity .....	264	277
	Merchandising .....	212	202
	Recruitment .....	751	739
		<u>£2,605</u>	<u>£2,932</u>
(8)	<b>SERVICES</b>		
	Education .....	522	445
	Joint Industrial Councils .....	47	38
	Negotiations .....	1,193	1,126
		<u>£1,762</u>	<u>£1,609</u>
(9)	<b>ADMINISTRATION</b>		
	Computer Expenses .....	783	793
	Audit and Other Professional Charges .....	259	224
	Repairs to Premises and Equipment .....	595	551
	Postage and Carriage .....	711	731
	Telecommunications .....	706	717
	Premises .....	4,532	3,653
	Office Expenses .....	1,804	1,885
	Car Expenses .....	1,532	1,639
	Depreciation .....	894	905
		<u>£11,816</u>	<u>£11,098</u>
(10)	<b>EMPLOYMENT COSTS</b>		
	Salaries .....	24,504	23,161
	Testimonials and Retirement Costs .....	604	617
	Employer's Pension Costs .....	6,275	6,192
	Employer's NI on Cars and Other Benefits .....	128	116
	Personnel Costs .....	211	141
		<u>£31,722</u>	<u>£30,227</u>

## Notes to Accounts

Notes		31st December 2015	31st December 2014
		£'000	£'000
(11)	<b>INVESTMENT INCOME</b>		
	Government Securities .....	110	115
	Equities .....	627	615
	Unquoted Investments .....	17	29
	Bank and Other Interest .....	43	(9)
	Rent Received .....	810	1,048
	Bank Charges .....	(136)	(135)
		<u>£1,471</u>	<u>£1,663</u>
(12)	<b>GENERAL FUND</b>		
	Surplus/(Deficit) for period .....	11,651	(6,228)
	Balance at start of period .....	35,958	42,186
		<u>£47,609</u>	<u>£35,958</u>
	Full provision for the net pension liability as detailed in note 30 has been made.		
(13)	<b>DISPUTE FUND</b>		
	Allocated from General Fund (Note 4) .....	87	40
	Less Strike Benefit:		
	London .....	(89)	(22)
	Southern .....	6	(6)
	Yorkshire and North Derbyshire .....	-	(14)
	Birmingham and West Midlands .....	-	-
	Northern .....	(3)	-
	Wales and South West .....	-	-
	Midlands and East Coast .....	-	-
	Scotland .....	-	-
	North West and Irish .....	(1)	2
		<u>(87)</u>	<u>(40)</u>
	Result for period .....	-	-
	Balance at start of period .....	115	115
		<u>£115</u>	<u>£115</u>



# Notes to Accounts

Notes	31st December 2015	31st December 2014
	£'000	£'000
(14a) <b>POLITICAL FUND</b>		
<b>Income</b>		
Members' Contributions (Note 2) .....	3,283	3,237
Transfer from/(to) Special Activities Reserve (Note 14b) .....	765	( 691)
	<u>4,048</u>	<u>2,546</u>
<b>Expenditure</b>		
Local Affiliations and Grants .....	(48)	(43)
Labour Party Affiliation .....	(1,160)	(1,160)
Labour Party By-Election Insurance Fund .....	(1)	(1)
Labour Party Conferences .....	(112)	(111)
Labour Party Leadership Ballot .....	(3)	-
Administration Apportionment .....	(800)	(800)
Meetings and Speakers .....	(377)	(183)
National TU and LP Committee .....	(41)	(41)
Donations and Grants .....	(38)	(158)
Election Expenses .....	(1,468)	(49)
	<u>(4,048)</u>	<u>(2,546)</u>
Result for period .....	-	-
Balance at start of period .....	-	-
Balance at end of period .....	<u>-</u>	<u>-</u>
(14b) <b>POLITICAL FUND (continued)</b>		
<b>SPECIAL ACTIVITIES RESERVE</b>		
Transfer (to)/from Political Fund (Note 14a) .....	(765)	691
<b>Expenditure</b>		
Campaigns and Demonstrations .....	(369)	(505)
Regional Political Officers .....	(69)	(74)
Press and Public Relations .....	-	(1)
	<u>(438)</u>	<u>(580)</u>
(Deficit)/Surplus for period .....	(1,203)	111
Balance at start of period .....	1,975	1,864
Funds transferred on amalgamation (Note 20) .....	76	-
Balance at end of period .....	<u>£848</u>	<u>£1,975</u>
Total Political Funds .....	<u>£848</u>	<u>£1,975</u>

## Notes to Accounts

Notes	31st December 2015	31st December 2014
	£'000	£'000
<b>(15) BRANCH COMMISSION FUNDS</b>		
<b>Income</b>		
Allocated from General Fund (Note 3) .....	6,032	5,996
Bank Interest .....	2	-
Miscellaneous Income .....	52	88
	<u>6,086</u>	<u>6,084</u>
<b>Expenditure</b>		
Branch Officials' Honoraria .....	(2,804)	(2,679)
Affiliations .....	(28)	(28)
Conferences and Executive .....	(57)	(57)
Campaigns and Communications .....	(511)	(480)
Services .....	(1,754)	(1,874)
Administration .....	(505)	(603)
	<u>(5,659)</u>	<u>(5,721)</u>
Surplus for period .....	427	363
Balance at start of period .....	6,433	6,070
Balance at end of period .....	<u>£6,860</u>	<u>£6,433</u>
<b>(16) MPO RESERVE FUND</b>		
<b>Income</b>		
From Members .....	55	67
<b>Expenditure</b>		
Conferences and Executive .....	(5)	(5)
Services .....	(10)	(11)
	<u>(15)</u>	<u>(16)</u>
Surplus for period .....	40	51
Balance at start of period .....	1,354	1,303
Balance at end of period .....	<u>£1,394</u>	<u>£1,354</u>
<b>(17) ASU RESERVE FUND</b>		
<b>Income</b>		
From Members .....	1	2
<b>Expenditure</b> .....	-	-
Surplus for period .....	1	2
Balance at start of period .....	32	30
Balance at end of period .....	<u>£33</u>	<u>£32</u>

## Notes to Accounts

Notes

31st December 2015      31st December 2014

£'000      £'000

### (18) MEMBERS' SUPERANNUATION FUND

#### Income

Bank Interest .....	-	3
Transfer from General Fund .....	214	227

214      230

#### Expenditure

Members' Superannuation Benefit .....	(213)	(226)
Administration Expenses .....	(1)	(4)

( 214)      ( 230)

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 3,365 retired members (2014: 3,594).

### (19) REGIONAL BENEFIT FUNDS

#### Income

From Members .....	115	118
Investment Income .....	10	7
Bank Interest .....	44	25

169      150

#### Expenditure

Benefits .....	(33)	(34)
Administrative Expenses .....	(38)	(69)

(71)      ( 103)

Surplus for period ..... 98      47

Gain on Sale of Fixed Assets ..... 56      74

Balance at start of period ..... 2,553      2,432

Balance at end of period ..... £2,707      £2,553

## Notes to Accounts

Notes

31st December 2015      31st December 2014

£'000      £'000

### (20) AMALGAMATION CONTINGENCY FUND

#### Income

Funds transferred on Amalgamation .....	6,620	-
---	-------	---

#### Expenditure

Costs relating to Amalgamation .....	(1,518)	-
--------------------------------------	---------	---

Surplus for period .....	5,102	-
--------------------------	-------	---

Balance at start of period .....	-	-
----------------------------------	---	---

Transfer to General Fund .....	(5,026)	-
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Transfer to Political Fund .....	(76)	-
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Balance at end of period .....	-	-
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This represents the value of the funds transferred to the Union under a transfer of undertakings by Unity the Union with effect from 16th April 2015. The assets and liabilities of Unity have been accounted for by the Union at the cost or fair value as represented on their balance sheet as at that date.

### (21) TANGIBLE FIXED ASSETS

	Freehold & Leasehold Property £'000	Investment Property £'000	Furniture & Computer Equipment £'000	Motor Vehicles £'000	Total £'000
<b>Net book/market value</b>					
At 1st January 2015 .....	24,212	5,318	2,061	71	31,662
Additions at cost .....	725	-	278	-	1,003
Additions on amalgamation .....	793	900	20	11	1,724
	25,730	6,218	2,359	82	34,389
Disposals at book value .....	(20)	-	-	-	(20)
	25,710	6,218	2,359	82	34,369
Depreciation for period .....	(452)	-	(430)	(12)	(894)
At 31st December 2015 .....	£25,258	£6,218	£1,929	£70	£33,475

# Notes to Accounts

## Notes

(22)	<b>INVESTMENTS</b>	Historic Cost 31/12/15 £'000	Market Value 31/12/15 £'000	Historic Cost 31/12/14 £'000	Market Value 31/12/14 £'000
	<b>LISTED INVESTMENTS</b>				
	Gilts .....	3,688	3,967	3,564	3,937
	British Municipal Stocks and Loans .....	1	1	1	1
	Equities and Other Quoted Investments .....	16,082	19,451	12,579	16,141
	Trades Union British Trust .....	444	3,121	444	3,301
	Regional Benefit Funds .....	410	457	388	583
		<u>20,625</u>	<u>26,997</u>	<u>16,976</u>	<u>23,963</u>
	<b>UNLISTED INVESTMENTS</b>				
	Other Investments .....	124	124	124	124
	Unity Trust Bank plc .....	2,021	3,693	1,571	1,571
		<u>2,145</u>	<u>3,817</u>	<u>1,695</u>	<u>1,695</u>
	<b>TOTAL INVESTMENTS</b>	<u>£22,770</u>	<u>£30,814</u>	<u>£18,671</u>	<u>£25,658</u>
		31st December 2015		31st December 2014	
		£'000		£'000	
(23)	<b>DEBTORS</b>				
	Property Mortgage Loans .....		204		491
	Contributions Receivable .....		1,786		1,704
	Other Debtors and Prepayments .....		7,404		3,732
			<u>£9,394</u>		<u>£5,927</u>
Included in Property Mortgage Loans is the amount of £183,763 (2014 £197,208) and in Other Debtors and Prepayments the amount of £499,573 (2014 £nil) falling due after more than one year.					
Under FRS 102, financial assets such as loans and mortgages should be held at the present value of future payments discounted at a market rate of interest for a similar instrument. The Union has made the decision not to reduce the value of the loans and mortgages to amortised cost on the basis that this adjustment would be misleading to the users of the financial statements as it does not reflect the cash position of the loans and mortgages. Furthermore, the adjustment is immaterial to the financial accounts.					
(24)	<b>CREDITORS</b>				
	Trade Creditors .....		(674)		(816)
	Payroll Creditors .....		(813)		(741)
	Other Creditors .....		(177)		(174)
	Accrued Charges and Deferred Income .....		(3,211)		(3,189)
			<u>£(4,875)</u>		<u>£(4,920)</u>
(25)	<b>PROVISIONS FOR LIABILITIES AND CHARGES</b>				
	Deferred Tax Liability		£62		£62
			<u>£62</u>		<u>£62</u>
				Charged/	
	Accelerated capital allowances provision relating to the increase in fair value of the investment property		At 01/01/15	Released	At 31/12/15
			£62	£nil	£62

(26) **COMMITMENTS - OPERATING LEASES****Property**

At 31st December 2015 the Union had total commitments under non-cancellable operating leases of £791,361 (2014 £5,052,739), £203,658 (2014 £1,142,140) payable within one year, £417,022 (2014 £3,805,047) payable within two to five years and £170,681 (2014 £105,553) payable after five years.

**Other Commitments**

At 31st December 2015 the Union had total commitments under non-cancellable operating leases of £2,012,105 (2014 £2,560,447), £1,235,565 (2014 £1,250,433) payable within one year, £776,541 (2014 £1,310,015) payable within two to five years and £nil (2014 £nil) payable after five years.

(27) **CONTINGENT LIABILITIES**

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 31st December 2015 or 31st December 2014.

(28) **RELATED PARTY TRANSACTIONS****UnionLine**

At 31st December 2015, the Union was a 50% equity partner in GMB/CWU Legal LLP, which is the sole beneficial corporate partner of Trade Union Legal LLP, trading as Unionline.

At 31st December 2015, the Union had made an unsecured loan of £1.36m to the LLP at a commercial rate of interest. During the year to 31st December 2015, the Union recharged £1,182,000 (2014 £661,000) for staff and administration costs incurred relating to activities of the LLP.

**GMB College Ltd**

At 31st December 2015, the Union was sole owner of GMB College Ltd, a training company incorporated in the Republic of Ireland. During the year to 31st December 2015, the Union provided loan finance of £270,640 to the College.

**Ethical Threads Ltd**

At 31st December 2015, the Union held an interest in 50.5% of the voting share capital of the company.

(29) **TRANSITION TO FRS 102**

	General Fund as at 1st January 2014 £'000	Result for Year Ended 31st December 2014 £'000	Other Comprehensive Income for Year Ended 31st December 2014 £'000	General Fund as at 31st December 2014 £'000
<b>General Fund (as previously stated)</b>	34,072	8,534	(14,283)	28,323
<b>Transitional adjustments</b>				
Restatement of investments to market value	7,552	(565)	-	6,987
Restatement of investment properties to market value	819	-	-	819
Release depreciation in relation to investment properties	-	90	-	90
Provision for holiday pay	(195)	(4)	-	(199)
Provision for deferred tax	(62)	-	-	(62)
Restatement of pension	-	(3,392)	3,392	-
<b>General Fund as restated under FRS 102</b>	<b>£42,186</b>	<b>£4,663</b>	<b>£(10,891)</b>	<b>£35,958</b>

### **Restatement of investments to market value**

Prior to applying FRS 102, GMB measured investments in shares at cost price. FRS 102 requires the use of fair value for investments in shares that are publicly traded or where the fair value can be measured reliably. Consequently, the carrying value of investments held at 1st January 2014 has been restated as £24,934,000 and at 31st December 2014 as £25,658,000. The effect on the General Fund surplus for the year ended 31st December 2014 is a reduction of £565,000.

### **Restatement of investment properties to market value**

Prior to applying FRS 102, GMB measured the value of their properties at cost. FRS 102 requires the use of fair value for investment properties where the fair value can be measured reliably. Consequently, the value of the Union's properties at 1st January 2014 has been restated as £29,440,000 and at 31st December 2014 as £29,530,000. The effect on General Fund surplus for the year ended 31st December 2014 is an improvement of £90,000.

### **Provision for holiday pay**

Prior to applying FRS 102, GMB did not make any provision for holiday pay (i.e. holiday earned but not taken prior to the year end). FRS 102 requires the cost of short-term compensated absences to be recognised when employees render the service that increases their entitlement. Consequently, an additional accrual of £195,000 at 1st January 2014 has been made to reflect this. The additional provision at 31st December 2014 is £199,000 and the effect on the General Fund surplus for the year ended 31st December 2014 is a reduction of £4,000.

### **Provision for deferred tax**

Under FRS 102 deferred tax has to be recognised on all revaluation gains where the future sale of an asset will give rise to a taxable gain. No deferred tax has been recognised in respect of the revaluation of investments to market value on the basis that sufficient provident benefits exist to cover the capital gains should any investments be sold. In respect of the investment properties held by the Union, deferred taxation has been provided where a material gain may arise.

### **Restatement of pension**

Under previous UK GAAP, GMB recognised an expected return on pension scheme assets in the profit and loss account. Under FRS 102 a net interest expense, based on the net defined benefit liability, is recognised in the profit and loss account. There has been no change in the liability at either 1st January 2014 or 31st December 2014. The effect of the change has been to reduce the General Fund surplus for the year ended 31st December 2014 by £3,392,000 and to reduce the charge to Other Comprehensive Income by an equivalent amount.

The transition to FRS 102 affected only the figures shown in the General Fund. As a consequence, the value of all other Funds were unchanged at 1st January 2014 and 31st December 2014.

# Notes to Accounts

## Notes

(30a)

### GMB 1961 PENSION FUND

The Union operates a defined benefit scheme in the UK which provides both pensions in retirement and death benefits to members. Pension benefits are related to the members' final salary at retirement and their length of service.

The Fund is a registered scheme under UK legislation and is contracted in to the State Second Pension. The Fund is subject to the scheme funding requirements outlined in UK legislation.

The Fund was established from 24th January 1961 under trust and is governed by the Fund's current Trust Deed and Rules dated 1st November 2014. The Trustees are responsible for the operation and the governance of the Fund, including making decisions regarding the Fund's funding and investment strategy in conjunction with the Union.

The most recent actuarial valuation of the Fund was as at 31st December 2012.

The value of the liabilities at the reporting date has been estimated by updating the results of the actuarial valuation as at 31st December 2012 to allow for the passage of time, the accrual of new benefits for active members, benefits paid out of the Fund and changes in actuarial assumptions over the period from 31st December 2012 to 31st December 2015. Allowance has been made for the change in the accrual rate and normal retirement age, with effect from 1st November 2014.

Such an approach is normal for the purposes of accounting disclosures. It is not expected that these projections will be materially different from a summation of individual calculations at the accounting date, although there may be some discrepancy between the actual liabilities for the Fund at the accounting date and those included in the disclosures.

Employer and employee contributions to the Fund for the year ending 31st December 2016 are expected to be approximately £9.7m and £1.9m respectively.

A full actuarial valuation of the Fund was carried out as at 31st December 2012 and has been updated to 31st December 2015 by a qualified independent actuary. The major assumptions used by the actuary were as follows:

	At 31/12/15	At 31/12/14
Discount rate .....	3.8% p.a.	3.6% p.a.
Rate of inflation (RPI) .....	3.0% p.a.	3.0% p.a.
Rate of inflation (CPI) .....	2.0% p.a.	2.0% p.a.
Rate of salary increase .....	3.0% p.a.	3.0% p.a.
Rate of increase to pensions in payment: LPI max 5% .....	2.9% p.a.	2.9% p.a.
LPI max 2.5% .....	2.0% p.a.	2.0% p.a.
Assumed life expectancies (in years) on retirement at age 65 are:		
Males retiring immediately .....	20.4	20.3
Females retiring immediately .....	22.5	22.5
Males retiring in 20 years time .....	22.1	22.0
Females retiring in 20 years time .....	24.4	24.3

The assets in the Fund:	Value at 31/12/15 £'000	Value at 31/12/14 £'000
Equities (including property) .....	101,133	88,665
Gilts .....	75,870	81,656
Bonds .....	29,237	42,341
Cash .....	1,223	1,280
Alternatives/Multi-asset .....	100,804	102,519
Total .....	308,267	316,461
	31/12/15	31/12/14
The actual return on assets, net of administration expenses, over the period was:	(5,151)	33,966

The Fund does not hold any ordinary shares issued or property occupied by GMB



# Notes to Accounts

## Notes

The amounts recognised in the balance sheet are as follows:

	As at 31/12/15 £'000	As at 31/12/14 £'000
Present value of funded obligations .....	334,216	344,520
Fair value of scheme assets .....	308,267	316,461
Net liability in balance sheet .....	(25,949)	(28,059)

### Reconciliation of opening and closing balances of the present value of the defined benefit obligation:

	Year end 31/12/15 £'000	Year end 31/12/14 £'000
Benefit obligation at beginning of year .....	344,520	306,022
Service cost .....	4,569	4,375
Interest cost .....	12,191	13,795
Contributions by employees .....	1,686	1,608
Actuarial (gain)/loss .....	(15,014)	32,761
Benefits paid .....	(13,736)	(14,041)
Benefit obligation at end of year .....	334,216	344,520

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

Fair value of scheme assets at beginning of year .....	316,461	286,929
Interest income on scheme assets .....	11,338	13,098
Return on assets, excluding interest income .....	(15,786)	21,870
Contributions by employer .....	9,007	7,999
Contributions by employees .....	1,686	1,608
Benefits paid .....	(13,736)	(14,041)
Scheme administrative cost .....	(703)	(1,002)
Fair value of scheme assets at end of year .....	308,267	316,461

### Remeasurement of the net defined benefit liability:

	31/12/15	31/12/14
Actuarial (gains)/losses on the liabilities .....	(15,014)	32,761
Return on assets, excluding interest income .....	15,786	(21,870)
Total remeasurement of the net defined benefit liability .....	772	10,891

### The amounts recognised in profit and loss:

	31/12/15	31/12/14
Service cost .....	4,569	4,375
Scheme administrative cost .....	703	1,002
Net interest on the net defined benefit liability .....	853	697
Total expense .....	6,125	6,074

(30b)

**UNITY (1993) RETIREMENT BENEFITS SCHEME**

The Union amalgamated with Unity on 16th April 2015 and at that time assumed full responsibility for the obligations of the Unity (1993) Retirement Benefits Scheme. This is a defined benefit scheme in the UK which provides both pensions in retirement and death benefits to members. Pension benefits are related to the members' final salary at retirement and their length of service. The Scheme is closed to future accrual.

The Fund is a registered scheme under UK legislation and is subject to the scheme funding requirements outlined therein.

The most recent actuarial valuation of the Fund was as at 6th April 2013.

The value of the liabilities at the reporting date has been estimated by updating the results of the actuarial valuation as at 6th April 2013 to allow for further benefit accrual, interest on the Scheme liabilities, benefits that have been paid out of the Scheme and changes in market conditions as suggested by the agreed assumptions. In addition, allowance has been made for benefit increases over the year compared to the assumed increases at the start of the period.

Such an approach is normal for the purposes of accounting disclosures. It is not expected that these projections will be materially different from a summation of individual calculations at the accounting date, although there may be some discrepancy between the actual liabilities for the Fund at the accounting date and those included in the disclosures.

Employer contributions to the Fund for the year ending 31st December 2016 are expected to be £144,000.

A full actuarial valuation of the Fund was carried out as at 6th April 2013 and has been updated to 31st December 2015 by a qualified independent actuary. The major assumptions used by the actuary were as follows:

	At 31/12/15
Discount rate .....	3.9%
Revaluation in deferment .....	1.9%
Pension increases: Post 88 GMP .....	3.0%
Pre 97 excess over GMP .....	5.0%/0.0%
Post 97 pre 99 pension .....	5.0%/2.9%
Post 99 pension .....	2.9%

Assumed life expectancies (in years) on retirement at age 65 are:

Males retiring immediately .....	21.5
Females retiring immediately .....	25.4
Males retiring in 20 years time .....	22.9
Females retiring in 20 years time .....	23.8

The assets in the Fund: Value at 31/12/15  
£'000

Equities .....	3,114
Property .....	56
Bonds .....	1,757
Cash/Other .....	41
Total .....	4,968

The actual return on assets was (394)

The assets do not include any direct investment in the Union.

The amounts recognised in the balance sheet are as follows:

	As at 31/12/15 £'000
Fair value of scheme assets .....	4,968
Present value of funded obligations .....	4,687
Net surplus in balance sheet .....	281

# Notes to Accounts

## Notes

### Reconciliation of opening and closing balances of the present value of the defined benefit obligation:

Year end 31/12/15  
£'000

Benefit obligation as at 16th April 2015	5,284
Service cost	6
Interest cost	120
Contributions by employees	-
Actuarial gain: assumptions	(488)
experience	(2)
Benefits paid	(219)
Past service cost	-
Settlements or curtailments	(14)
Benefit obligation at end of year	4,687

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

Fair value of scheme assets as at 16th April 2015	5,370
Return on assets	122
Contributions by employer	97
Contributions by employees	-
Benefits paid	(219)
Actuarial loss on assets	(402)
Settlements or curtailments	-
Fair value of scheme assets at end of year	4,968

### Remeasurement of the net defined benefit liability:

31/12/15

Actuarial gains on the liabilities	(102)
Return on assets, excluding interest income	(122)
Total remeasurement of the net defined benefit liability	(224)

### The amounts recognised in profit and loss:

31/12/15

Service cost	6
Scheme administrative cost	15
Net interest on the net defined benefit liability	120
Total expense	141

# Summary of Income and Branch Expenditure

Notes

	London	Southern	Yorkshire and North Derbyshire
	£'000	£'000	£'000
(31) <b>INCOME</b>			
Contributions (Note 2) .....	10,621	8,268	6,234
<b>EXPENDITURE (Note 3)</b>			
Branch Officers' Salaries and Commissions .....	15	11	-
Check-off Administration .....	44	32	32
Member Refunds .....	3	4	3
Allocated to Branch Commission Fund .....	1,029	802	546
	1,091	849	581
Transferred to Region .....	£9,530	£7,419	£5,653
Membership 31st December 2015 .....	99,451	80,330	62,857
Membership 31st December 2014 .....	100,750	79,369	63,391

by Region for the year ended 31st December 2015

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
6,210	6,154	7,215	6,264	6,309	8,012	65,287
2	51	7	7	-	45	138
39	36	45	28	96	58	410
4	2	5	10	4	3	38
574	705	604	587	519	666	6,032
619	794	661	632	619	772	6,618
£5,591	£5,360	£6,554	£5,632	£5,690	£7,240	£58,669
54,839	64,910	68,593	58,249	54,606	78,761	622,596
51,700	66,080	69,745	57,668	56,197	80,743	625,643