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FORM AR21

To be used for reporting years starting on or after 6 April 2015

Trade Union and Labour Relations (Consolidation) Act 1992

ANNUAL RETURN FOR A TRADE UNION

Name of Trade Union:	<div>GMB</div>
Year ended:	<div>31st December 2016</div>
List no:	<div>707T</div>
Head or Main Office:	<div>22 Stephenson Way London NW1 2HD</div>
Website address (if available)	<div>www.gmb.org.uk</div>
Has the address changed during the year to which the return relates?	<div>Yes <input type="checkbox"/></div> <div>No <input checked="" type="checkbox"/> (Click the appropriate box)</div>
General Secretary:	<div>Mr Tim Roache</div>
Telephone Number:	<div>020 7391 6700</div>
Contact name for queries regarding	<div>Mr Allan Wylie</div>
Telephone Number:	<div>020 7391 6700</div>
E-mail:	<div>allan.wylie@gmb.org.uk</div>

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

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

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

For Unions based in England and Wales:

Certification Office for Trade Unions and Employers' Associations
22nd Floor, Euston Tower, 286 Euston Road, London NW1 3JJ

For Unions based in Scotland:

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



(Revised February 2017)

RETURN OF MEMBERS

(see notes 10 and 11)

	NUMBER OF MEMBERS AT THE END OF THE YEAR				
	Great Britain	Northern Ireland	Irish Republic	Elsewhere Abroad (including Channel Islands)	TOTALS
MALE	307,475	6,105	271	333	314,184
FEMALE	296,904	5,940	43	142	303,029
TOTAL	604,379	12,045	314	475	A 617,213

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

973

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

617,213

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:

AR21 - P2 Attachment**Return of Change of Officers**

Title of Office	Name of Officer Ceasing to Hold Office	Name of Officer Appointed	Date
Executive		Anne Dean	08/02/2016
Executive	Paul Kenny		29/02/2016
Executive		Tim Roache	01/03/2016
Executive	Lynsey Mann		31/03/2016
Executive		Bill Modlock	21/04/2016
Executive		Colin Burr	11/05/2016
Executive	James Cheal		17/06/2016
Executive		Margaret Hughes	24/08/2016
Executive		Raymond Dowson	19/12/2016

AR21 - P2 Attachment

Officers in Post at 31 December 2016

Position	Name
General Secretary	Tim Roache
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	Colin Burr
Executive	Jim Clarke
Executive	Margaret Clarke
Executive	Richard Clarke
Executive	Dave Clements
Executive	Neil Collinson
Executive	Elaine Daley
Executive	Ken Daniels
Executive	Anne Dean
Executive	Raymond Dowson
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	Margaret Hughes
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	Edward Marnell
Executive	John McDonnell
Executive	Andy McGivern
Executive	Peter Meyrick
Executive	June Minnery
Executive	Bill Modlock
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

GENERAL FUND

(see notes 13 to 18)

	£'000	£'000
INCOME		
From Members: Contributions and Subscriptions		63,242
From Members: Other income from members (specify)		
Total other income from members		
Total of all income from members		63,242
Investment income (as at page 12)		1,708
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	6,566	
Total of other income (as at page 4)		6,566
	TOTAL INCOME	71,516
EXPENDITURE		
Benefits to members (as at page 5)		(2,116)
Administrative expenses (as at page 10)		(45,971)
Federation and other bodies (specify)		
Affiliation Fees	(2,045)	
Allocated to Other Funds from General Fund	(6,488)	
Total expenditure Federation and other bodies		(8,533)
Taxation		
	TOTAL EXPENDITURE	(56,620)
Surplus (deficit) for year		14,896
Pension Scheme Actuarial Gain		18,416
Deferred Tax Movement		62
Amount of general fund at beginning of year		47,609
Amount of general fund at end of year		80,983

(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	216	brought forward	(414)
		Education and Training services	(483)
Representation – Non Employment Related Issues			
		Negotiated Discount Services	
Communications			
Diaries	(81)		
Publications	(525)	Salary Costs	(768)
Advisory Services			
		Other Benefits and Grants (specify)	
		Funeral Benefit	(443)
Dispute Benefits		Fatal Accident Benefit	(4)
		Retirement Benefit	(4)
Other Cash Payments			
Weekly Accident Benefit	(2)		
Convalescent Homes	(22)		
carried forward	(414)	Total (should agree with figure in General Fund)	(2,116)

(See notes 24 and 25)

FUND 2		Fund Account	
Name:	Dispute Fund	£'000	£'000
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Allocated from General Fund	26	
	Total other income as specified		26
	Total Income		26
Expenditure	Benefits to members	(26)	
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		(26)
	Surplus (Deficit) for the year		NIL
	Amount of fund at beginning of year		115
	Amount of fund at the end of year (as Balance Sheet)		115
	Number of members contributing at end of year		N/A

FUND 3		Fund Account	
Name:	Branch Commission Funds	£'000	£'000
Income	From members		
	Investment income (as at page 12)		2
	Other income (specify)		
	Allocated from General Fund	6,257	
	Miscellaneous Income	158	
	Total other income as specified		6,415
	Total Income		6,417
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)	(6,148)	
	Total Expenditure		(6,148)
	Surplus (Deficit) for the year		269
	Amount of fund at beginning of year		6,860
	Amount of fund at the end of year (as Balance Sheet)		7,129
	Number of members contributing at end of year		N/A

(See notes 24 and 25)

FUND 4		Fund Account	
Name:	MPO Reserve Fund	£'000	£'000
Income			
	From members		43
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		43
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)	(14)	
	Total Expenditure		(14)
	Surplus (Deficit) for the year		29
	Amount of fund at beginning of year		1,394
	Amount of fund at the end of year (as Balance Sheet)		1,423
	Number of members contributing at end of year		986

FUND 5		Fund Account	
Name:	ASU Reserve Fund	£'000	£'000
Income			
	From members		1
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		1
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		NIL
	Surplus (Deficit) for the year		1
	Amount of fund at beginning of year		33
	Amount of fund at the end of year (as Balance Sheet)		34
	Number of members contributing at end of year		12

(See notes 24 and 25)

FUND 6		Fund Account	
Name:	Members' Superannuation Fund	£'000	£'000
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Allocated from General Fund	205	
	Total other income as specified		205
	Total Income		205
Expenditure	Benefits to members	(198)	
	Administrative expenses and other expenditure (as at page 10)	(7)	
	Total Expenditure		(205)
	Surplus (Deficit) for the year		NIL
	Amount of fund at beginning of year		572
	Amount of fund at the end of year (as Balance Sheet)		572
	Number of members contributing at end of year		N/A

FUND 7		Fund Account	
Name:	Regional Benefit Funds	£'000	£'000
Income	From members		110
	Investment income (as at page 12)		37
	Other income (specify)		
	Gain on Sale of Fixed Assets	5	
	Total other income as specified		5
	Total Income		152
Expenditure	Benefits to members	(30)	
	Administrative expenses and other expenditure (as at page 10)	(78)	
	Total Expenditure		(108)
	Surplus (Deficit) for the year		44
	Amount of fund at beginning of year		2,707
	Amount of fund at the end of year (as Balance Sheet)		2,751
	Number of members contributing at end of year		18,523

(see notes 26 to 31)

POLITICAL FUND ACCOUNT 1		To be completed by trade unions which maintain their own fund	
		£'000	£'000
Income	Members contributions and levies		3,227
	Investment income (as at page 12)		
	Other income (specify)		
Total other income as specified			
Total income			3,227
Expenditure	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)		
	Labour Party Expenditure	(3,129)	
	GMB Campaigns	(313)	
	Administration expenses in connection with political objects (specify)		
	Regional Political Officers	(54)	
	Non-political expenditure		
	Total expenditure		(3,496)
	Surplus (deficit) for year		(269)
	Amount of political fund at beginning of year		848
	Amount of political fund at the end of year (as Balance Sheet)		579
Number of members at end of year contributing to the political fund			592,810
Number of members at end of the year not contributing to the political fund			24,403
Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund			24,403

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

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

(see notes 32 and 33)

		£'000
Administrative Expenses		
Remuneration and expenses of staff		(31,426)
Salaries and Wages included in above	£24,504,000	
Auditors' fees		(63)
Legal and Professional fees		(96)
Occupancy costs		(3,416)
Stationery, printing, postage, telephone, etc.		(3,213)
Expenses of Executive Committee (Head Office)		(118)
Expenses of conferences		(1,977)
Other administrative expenses (specify)		
Branch Costs		(6,709)
Car Expenses		(939)
IT Expenses		(778)
Services		(1,239)
Other Outgoings		
Interest payable:		
Bank loans (including overdrafts)		
Mortgages		
Other loans		
Depreciation		(955)
Taxation		
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
Campaigns & Recruitment		(1,289)
Total		(52,218)
Charged to:	General Fund (Page 3)	(45,971)
	Branch Commission Fund (Account 3)	(6,148)
	MPO Reserve Fund (Account 4)	(14)
	Members' Superannuation Fund (Account 6)	(7)
	Regional Benefit Fund (Account 7)	(78)
Total		(52,218)

(see notes 34 to 44 below)

Please see attached schedule

Analysis of Officials' Salaries and Benefits

Name	Office Held	Gross Salary	Super-Annuation	Benefits		Total	Employers NI
		£'000	£'000	Car £'000	Assets Transferred £'000	£'000	£'000
Paul Kenny (2 months)	General Secretary	140*	3	1	14	158	19**
Tim Roache (10 months)	General Secretary	81	16	8		105	9
Mary Turner MBE	President	41				41	4
Malcolm Sage	Vice President	6				6	
Kathy Abubakir	Executive	6				6	
Judith Batson	Executive					0	
Sheila Bearcroft MBE	Executive	4				4	
Elizabeth Blackman	Executive	1				1	
Julia Brady	Executive	1				1	
Kevin Buchanan	Executive					0	
Colin Burr	Executive	8				8	
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				16	1
Anne Dean	Executive					0	
Raymond Dowson	Executive					0	
Gwyn Evans	Executive	19				19	2
Brian Farr	Executive					0	
Shailesh Gaglani	Executive	9				9	
Gordon Gibbs	Executive	12				12	1
Dean Gilligan	Executive	2				2	
Margaret Gregg	Executive					0	
Colin Gunter	Executive	4				4	
David Hope	Executive	5				5	
Margaret Hughes	Executive					0	
Bryan Hulley	Executive	2				2	
Michael Husbands	Executive					0	
Mary Hutchinson	Executive					0	
Andy Irving	Executive					0	
Martin Jackson	Executive	1				1	
Kevin Jones	Executive	6				6	
Peter Kane	Executive					0	
Colin Kerr	Executive	24				24	2
Lynsey Mann	Executive					0	
Edward Marnell	Executive	1				1	
John McDonnell	Executive					0	
Andy McGivern	Executive					0	
Peter Meyrick	Executive	1				1	
June Minnery	Executive	2				2	
Bill Modlock	Executive	5				5	
Cathy Murphy	Executive	2				2	
Andy Newman	Executive	7				7	
Barbara Plant	Executive	2				2	
Gordon Richardson	Executive	3				3	
Phyllis Riddell	Executive	1				1	
Penny Robinson	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	2				2	
Robert Welham	Executive	1				1	
Paul Wheatley	Executive					0	
Diane Wragg	Executive	2				2	

* Includes Retirement Testimonial £113,356

** Includes NI on Retirement Testimonial £15,643

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)			869
Interest (gross) from:			
Government securities (Gilts)			110
Mortgages & Other Interest			158
Local Authority Bonds			
Bank and Building Societies			6
Other investment income (specify)			
Unquoted Investments			1
Bank Charges			(207)
	NIL		1,747
Total investment income			1,747
Credited to:			
	General Fund (Page 3)		1,708
	Commission Fund (Account 3)		2
	Regional Benefit Fund (Account 7)		37
	Fund (Account)		
	Fund (Account)		
	Fund (Account)		
	Political Fund		
Total Investment Income			1,747

BALANCE SHEET as at 31st December 2016

(see notes 47 to 50)

Previous Year		£'000	£'000
33,475	Fixed Assets (at page 14)		35,812
	Investments (as per analysis on page 15)		
26,997	Quoted at Market Value	28,024	
3,817	Unquoted	3,871	
30,814	Total Investments		31,895
	Other Assets		
	Loans to other trade unions		
9,190	Sundry debtors	11,419	
17,060	Cash at bank and in hand	20,523	
	Income tax to be recovered		
	Stocks of goods		
204	Others (specify) Mortgages	190	
26,454	Total of other assets		32,132
90,743	TOTAL ASSETS		99,839
47,609	General Fund (Account 1)		80,983
115	Dispute Fund (Account 2)		115
6,860	Branch Commission Fund (Account 3)		7,129
1,394	MPO Reserve Fund (Account 4)		1,423
33	ASU Reserve Fund (Account 5)		34
572	Members' Superannuation Fund (Account 6)		572
2,707	Regional Benefit Funds (Account 7)		2,751
848	Political Fund (Account 1)		579
	Revaluation Reserve		
	LIABILITIES		
	Loans: From other trade unions		
	Loans: Other		
	Bank overdraft		
	Tax payable		
1,664	Sundry creditors	1,770	
3,211	Accrued expenses	1,991	
62	Provisions	-	
25,668	Other liabilities: Pension Liability	2,492	
30,605	TOTAL LIABILITIES		6,253
90,743	TOTAL ASSETS		99,839

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
Cost or Valuation						
At start of year	25,258		1,929	70	6,218	33,475
Additions	2,320		670	4	900	3,894
Disposals	(596)			(6)		(602)
Revaluation/Transfers						
At end of year	26,982		2,599	68	7,118	36,767
Accumulated Depreciation						
At start of year						
Charges for year	(473)		(471)	(11)		(955)
Disposals						
Revaluation/Transfers						
At end of year						
Net book value at end of year						
	26,509		2,128	57	7,118	35,812
Net book value at end of previous year						
	25,258		1,929	70	6,218	33,475

ANALYSIS OF INVESTMENTS

(see notes 56 and 57)

QUOTED		All Funds Except Political Funds £'000	Political Fund £'000
	Equities (e.g. Shares)	20,160	
	Government Securities (Gilts)	4,280	
	Other quoted securities (to be specified)		
	Trades Union British Trust	3,584	
	TOTAL QUOTED (as Balance Sheet)	28,024	NIL
	Market Value of Quoted Investment	28,024	NIL
UNQUOTED	Equities		
	Unity Trust Bank	3,693	
	Government Securities (Gilts)		
	Mortgages		
	Bank and Building Societies		
	Other unquoted investments (to be specified)		
	Unquoted Investments	178	
	TOTAL UNQUOTED (as Balance Sheet)	3,871	NIL
	Market Value of Unquoted Investments	3,871	NIL

ANALYSIS OF INVESTMENT INCOME (CONTROLLING INTERESTS)

(see notes 58 and 59)

Does the union, or any constituent part of the union, have a controlling interest in any limited company?		YES <input 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		

Are the shares which are controlled by the union registered in the names of the union's trustees?		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
INCOME			
From Members	63,396	3,227	66,623
From Investments	1,747		1,747
Other Income (including increases by revaluation of assets)	25,207		25,207
Total Income	90,350	3,227	93,577
EXPENDITURE (including decreases by revaluation of assets)			
Total Expenditure	(56,633)	(3,496)	(60,129)
Funds at beginning of year (including reserves)	59,290	848	60,138
Funds at end of year (including reserves)	93,007	579	93,586
ASSETS			
Fixed Assets			35,812
Investment Assets			31,895
Other Assets			32,132
Total Assets			99,839
LIABILITIES			
Total Liabilities			(6,253)
NET ASSETS (Total Assets less Total Liabilities)			93,586

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 31st December 2016 (pages 6-21).

This is in support of the AR21 return.

Notes	31st December 2016	31st December 2015
	£'000	£'000
(2) CONTRIBUTIONS		
Members' Contributions (Note 30)	66,469	65,287
Less Allocated to Political Fund (Note 14)	(3,227)	(3,283)
	<u>£63,242</u>	<u>£62,004</u>
(3) BRANCH COSTS (Note 30)		
Branch Officers' Salaries and NIC	154	138
Check-off Administration	357	410
Branch Management Expenses	50	38
Allocated to Branch Commission Funds (Note 15)	6,257	6,032
	<u>£6,818</u>	<u>£6,618</u>
(4) BENEFITS		
Funeral	443	388
Disablement	-	-
Fatal Accident	4	9
National Weekly Accident	2	4
Retirement	4	2
Legal Expenses/(Recovery) - Net	(216)	(332)
Convalescent Home Expenses	22	30
Allocated to Dispute Fund (Note 13)	26	87
	<u>£285</u>	<u>£188</u>
(5) AFFILIATIONS		
Trades Union Congress	1,672	1,702
Scottish Trades Union Congress	74	76
Irish Congress of Trade Unions	38	34
Trades Councils	4	5
Confederation of Shipbuilding and Engineering Unions	16	16
Public Services International	26	23
Union Global Union International	50	44
IndustriAll Global Union	38	35
International Union of Food and Allied Workers' Association	25	22
Building and Woodworkers International	9	9
International Transport Workers' Association	2	2
European Federation of Public Service Unions	11	9
IndustriAll European Trade Union	11	9
European Federation of Food, Agriculture and Tourism Trade Unions	8	7
European Federation of Building and Woodworkers	6	5
European Transport Workers' Federation	6	5
UNI Global Union Europa	10	8
General Federation of Trade Unions	12	8
Institute of Employment Rights	5	11
Labour Research Department	8	7
Miscellaneous	14	9
	<u>£2,045</u>	<u>£2,046</u>

Notes	31st December 2016	31st December 2015
	£'000	£'000
(6) CONFERENCES AND EXECUTIVE		
Congress	1,042	967
Other Conferences	258	196
Central Executive Council	118	97
Regional Council and Committee Meetings	84	85
Industrial Conferences	41	21
Ballots and Elections	362	315
Delegates' Fees and Expenses	183	166
	<u>£2,088</u>	<u>£1,847</u>
(7) CAMPAIGNS AND COMMUNICATIONS		
Publication and Mailing Costs	525	975
Donations and Grants	111	200
Campaigns and Demonstrations	184	203
Publicity	404	264
Merchandising	148	212
Recruitment	523	751
	<u>£1,895</u>	<u>£2,605</u>
(8) SERVICES		
Education	483	522
Joint Industrial Councils	34	47
Negotiations	1,198	1,193
	<u>£1,715</u>	<u>£1,762</u>
(9) ADMINISTRATION		
Computer Expenses	778	783
Audit and Other Professional Charges	159	259
Repairs to Premises and Equipment	616	595
Postage and Carriage	639	711
Telecommunications	730	706
Premises	2,800	4,532
Office Expenses	1,837	1,804
Car Expenses	939	1,532
Depreciation	955	894
	<u>£9,453</u>	<u>£11,816</u>
(10) EMPLOYMENT COSTS		
Salaries	25,194	24,504
Testimonials and Retirement Costs	1,254	604
Employer's Pension Costs	4,717	6,275
Employer's NI on Cars and Other Benefits	163	128
Personnel Costs	788	211
	<u>£32,116</u>	<u>£31,722</u>

Notes	31st December 2016	31st December 2015
	£'000	£'000
(11) INVESTMENT INCOME		
Government Securities	110	110
Equities	853	627
Unquoted Investments	1	17
Bank and Other Interest	141	43
Rent Received	810	810
Bank Charges	(207)	(136)
	<u>£1,708</u>	<u>£1,471</u>
(12) GENERAL FUND		
Surplus for period	33,374	11,651
Balance at start of period	47,609	35,958
	<u>£80,983</u>	<u>£47,609</u>
Balance at end of period		
Full provision for the net pension liability as detailed in note 29 has been made.		
(13) DISPUTE FUND		
Allocated from General Fund (Note 4)	<u>26</u>	<u>87</u>
Less Strike Benefit:		
London	1	(89)
Southern	(9)	6
Yorkshire and North Derbyshire	-	-
Birmingham and West Midlands	(3)	-
Northern	-	(3)
Wales and South West	-	-
Midlands and East Coast	-	-
Scotland	(4)	-
North West and Irish	(11)	(1)
	<u>(26)</u>	<u>(87)</u>
Result for period	-	-
Balance at start of period	115	115
	<u>£115</u>	<u>£115</u>
Balance at end of period		

Notes	31st December 2016	31st December 2015
	£'000	£'000
(14) POLITICAL FUND		
Income		
Members' Contributions (Note 2)	3,227	3,283
Transfer (to)/from Special Activities Reserve	(98)	765
	<u>3,129</u>	<u>4,048</u>
Expenditure		
Local Affiliations and Grants	(41)	(48)
Labour Party Affiliation	(1,160)	(1,160)
Labour Party By-Election Insurance Fund	(1)	(1)
Labour Party Conferences	(135)	(112)
Labour Party Leadership Ballot	(264)	(3)
Administration Apportionment	(800)	(800)
Meetings and Speakers	(100)	(377)
National TU and LP Committee	(41)	(41)
Donations and Grants	(230)	(38)
Election Expenses	(357)	(1,468)
	<u>(3,129)</u>	<u>(4,048)</u>
Result for period	-	-
Balance at start of period	-	-
	<u>£ -</u>	<u>£ -</u>
Balance at end of period		
SPECIAL ACTIVITIES RESERVE		
Transfer from/(to) Political Fund	98	(765)
Expenditure		
Campaigns and Demonstrations	(313)	(369)
Regional Political Officers	(54)	(69)
	<u>(367)</u>	<u>(438)</u>
Deficit for period	(269)	(1,203)
Balance at start of period	848	1,975
Funds transferred on amalgamation (Note 20)	-	76
	<u>£579</u>	<u>£848</u>
Balance at end of period		
Total Political Funds	<u>£579</u>	<u>£848</u>

Notes	31st December 2016	31st December 2015
	£'000	£'000
(15) BRANCH COMMISSION FUNDS		
Income		
Allocated from General Fund (Note 3)	6,257	6,032
Investment Income	2	2
Miscellaneous Income	158	52
	<u>6,417</u>	<u>6,086</u>
Expenditure		
Branch Officials' Honoraria	(2,939)	(2,804)
Affiliations	(25)	(28)
Conferences and Executive	(58)	(57)
Campaigns and Communications	(562)	(511)
Services	(2,049)	(1,754)
Administration	(515)	(505)
	<u>(6,148)</u>	<u>(5,659)</u>
Surplus for period	269	427
Balance at start of period	6,860	6,433
Balance at end of period	<u>£7,129</u>	<u>£6,860</u>
(16) MPO RESERVE FUND		
Income		
From Members	<u>43</u>	<u>55</u>
Expenditure		
Conferences and Executive	(7)	(5)
Services	(7)	(10)
	<u>(14)</u>	<u>(15)</u>
Surplus for period	29	40
Balance at start of period	1,394	1,354
Balance at end of period	<u>£1,423</u>	<u>£1,394</u>

Notes	31st December 2016	31st December 2015
	£'000	£'000
(17) ASU RESERVE FUND		
Income		
From Members	<u>1</u>	<u>1</u>
Expenditure	<u>-</u>	<u>-</u>
Surplus for period	<u>1</u>	<u>1</u>
Balance at start of period	<u>33</u>	<u>32</u>
Balance at end of period	<u><u>£34</u></u>	<u><u>£33</u></u>
(18) MEMBERS' SUPERANNUATION FUND		
Income		
Transfer from General Fund	<u>205</u>	<u>214</u>
Expenditure		
Members' Superannuation Benefit	(198)	(213)
Administration Expenses	<u>(7)</u>	<u>(1)</u>
	<u>(205)</u>	<u>(214)</u>
Result for period	<u>-</u>	<u>-</u>
Balance at start of period	<u>572</u>	<u>572</u>
Balance at end of period	<u><u>£572</u></u>	<u><u>£572</u></u>

An actuarial valuation of the Members' Superannuation Fund at 31st December 2015 showed a deficit of £1.1m. Membership of this Fund originated from the Boilermakers' Section only and the Fund is now closed. During the year, benefit was paid to 3,164 retired members (2015:3,365).

Notes

31st December 2016

31st December 2015

£'000

£'000

(19) REGIONAL BENEFIT FUNDS**Income**

From Members

110

115

Investment Income

16

10

Bank Interest

21

44

147

169

Expenditure

Benefits

(30)

(33)

Administrative Expenses

(78)

(38)

(108)

(71)

Surplus for period

39

98

Gain on Sale of Fixed Assets

5

56

Balance at start of period

2,707

2,553

Balance at end of period

£2,751

£2,707

(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)

Transfer to Political Fund (Note 14)

(76)

Balance at end of period

£ -

£ -

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.

Notes

(21) **TANGIBLE FIXED ASSETS**

	Freehold & Leasehold Property £'000	Investment Property £'000	Furniture & Computer Equipment £'000	Motor Vehicles £'000	Total £'000
Net book/market value					
At 1st January 2016	25,258	6,218	1,929	70	33,475
Additions at cost	2,320	900	670	4	3,894
	27,578	7,118	2,599	74	37,369
Disposals at book value	(596)	-	-	(6)	(602)
	26,982	7,118	2,599	68	36,767
Depreciation for period	(473)	-	(471)	(11)	(955)
At 31st December 2016	£26,509	£7,118	£2,128	£57	£35,812

(22) **INVESTMENTS**

	Historic Cost 31/12/16 £'000	Market Value 31/12/16 £'000	Historic Cost 31/12/15 £'000	Market Value 31/12/15 £'000
Listed Investments				
Gilts	3,775	4,280	3,688	3,967
British Municipal Stocks and Loans	1	1	1	1
Equities and Other Quoted Investments	15,142	19,668	16,082	19,451
Trades Union British Trust	444	3,584	444	3,121
Regional Benefit Funds	411	491	410	457
	19,773	28,024	20,625	26,997
Unlisted Investments				
Other Investments	178	178	124	124
Unity Trust Bank plc	2,021	3,693	2,021	3,693
	2,199	3,871	2,145	3,817
Total Investments	£21,972	£31,895	£22,770	£30,814

Notes	31st December 2016	31st December 2015
	£'000	£'000
(23) DEBTORS		
Property Mortgage Loans	190	204
Contributions Receivable	1,656	1,786
Other Debtors and Prepayments	9,763	7,404
	<u>£11,609</u>	<u>£9,394</u>

Included in Property Mortgage Loans is the amount of £171,123 (2015 £183,763) and in Other Debtors and Prepayments the amount of £297,625 (2015 £499,573) 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 statements.

(24) CREDITORS		
Trade Creditors	(751)	(674)
Payroll Creditors	(839)	(813)
Other Creditors	(180)	(177)
Accrued Charges and Deferred Income	(1,991)	(3,211)
	<u>£(3,761)</u>	<u>£(4,875)</u>

(25) **PROVISIONS FOR LIABILITIES AND CHARGES**

Deferred Tax Liability	<u>£ -</u>	<u>£62</u>
------------------------	------------	------------

	At 01/01/16	Charged/ Released	At 31/12/16
Accelerated capital allowances provision relating to the increase in fair value of the investment property.	£62	£(62)	£ -

Notes

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

At 31st December 2016 the Union had total commitments under non-cancellable operating leases of £2,374,772 (2015 £1,292,311), £514,040 (2015 £373,541) payable within one year, £1,175,062 (2015 £744,239) payable within two to five years and £685,670 (2015 £174,531) payable after five years.

Other Commitments

At 31st December 2016 the Union had total commitments under non-cancellable operating leases of £1,952,671 (2015 £2,012,105), £986,692 (2015 £1,235,565) payable within one year, £965,978 (2015 £776,541) payable within two to five years and £nil (2015 £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 2016 or 31st December 2015.

(28) RELATED PARTY TRANSACTIONS**UnionLine**

At 31st December 2016, 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 2016, the Union had made an unsecured loan of £3.67m (2015 £1.36m) to the LLP at a commercial rate of interest.

During the year to 31st December 2016, the Union recharged £1.21m (2015 £1.18m) for staff and administration costs incurred relating to activities of the LLP. At 31st December 2016, £3.06m (2015 £1.8m) was due to the Union.

GMB College Ltd

At 31st December 2016, the Union was sole owner of GMB College Ltd, a training company incorporated in the Republic of Ireland. The Union provides financial support to the College. This has been fully provided for in these accounts.

Ethical Threads Ltd

At 31st December 2016, the Union held an interest in 50.5% of the voting share capital of the company.

Notes

(29a) **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 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 formal actuarial valuation of the Fund was as at 31st December 2015 and revealed a funding deficit of £62.4m. In the recovery plan dated 14th December 2016, the Union has agreed to pay £4.4m per annum from 1st January 2017 until 30th November 2024, increasing by RPI + 1% p.a. from January 2018, with a view to eliminating the shortfall by 30th November 2024.

In accordance with the schedule of contributions dated 14th December 2016, the Union is expected to pay contributions of approximately £9.6m over the next accounting period. This includes £4.4m for payments under the recovery plan dated 14th December 2016 and £5.2m at a rate of 21.8% for the accrual of benefits on an expected pensionable salary roll of £23.7m.

The contribution payments by the Union includes an allowance for ongoing administration expenses and the lump sum death in service benefits.

The liabilities of the Fund are based on the current value of expected benefit payment cashflows to members of the Scheme over approximately the next 60 years. The average duration of the liabilities is approximately 16 years.

The value of the liabilities at the reporting date have been estimated by updating the results of the actuarial valuation as at 31st December 2015 to allow for the passage of time, the accrual of new benefits for active members, benefits paid out of the Fund, actual inflationary experience and changes in actuarial assumptions over the period from 31st December 2015 to 31st December 2016.

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.

A full actuarial valuation of the Fund was carried out as at 31st December 2015 and has been updated to 31st December 2016 by a qualified independent actuary. The major assumptions used by the actuary were as follows:

		At 31/12/2016	At 31/12/2015
Discount rate		2.80%	3.80%
Rate of inflation (RPI)		3.40%	3.00%
Rate of inflation (CPI)		2.40%	2.00%
Rate of salary increase:	2017	3.0% p.a.	3.0% p.a.
	2018	4.4% p.a.	3.0% p.a.
	2019 onwards	3.4% p.a.	3.0% p.a.
Rate of increase to pensions in payment:	RPI max 5%	3.20%	2.90%
	RPI max 2.5%	2.10%	2.00%
	CPI	2.40%	3.00%
Cash commutation		90% of maximum permitted on current terms	90% of maximum permitted on current terms
Assumed life expectancies (in years) on retirement at age 65 are:			
Retiring today - Males		20.1	20.4
Retiring today - Females		22.0	22.5
Retiring in 20 years time - Males		21.7	22.1
Retiring in 20 years time - Females		23.9	24.4

Notes

The assets in the Fund:

	Value at 31/12/2016 £'000	Value at 31/12/2015 £'000
Equities (including property)	127,283	101,133
Gilts	116,547	75,870
Bonds	38,580	29,237
Cash	1,399	1,223
Alternatives/Multi-asset	96,259	100,804
Fair value of Fund assets	<u>380,068</u>	<u>308,267</u>
	2016	2015

The actual return on assets over the period was:

76,493	(5,151)
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The amounts recognised in the balance sheet are as follows:

	As at 31/12/2016 £'000	As at 31/12/2015 £'000
Present value of funded obligations	382,166	334,216
Fair value of Fund assets	380,068	308,267
Net deficit in balance sheet	<u>(2,098)</u>	<u>(25,949)</u>

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

	Year end 31/12/2016 £'000	Year end 31/12/2015 £'000
Benefit obligation at beginning of year	334,216	344,520
Current service cost	3,927	4,569
Interest cost	12,430	12,191
Contributions by employees	1,730	1,686
Actuarial loss/(gain):	45,720	(15,014)
Benefits paid	<u>(15,857)</u>	<u>(13,736)</u>
Benefit obligation at end of year	<u>382,166</u>	<u>334,216</u>

Reconciliation of opening and closing balances of the fair value of the Fund assets:

Fair value of Fund assets at beginning of year	308,267	316,461
Interest income on Fund assets	11,626	11,338
Return on assets, excluding interest income	64,705	(15,614)
Contributions by employer	9,356	9,007
Contributions by employees	1,730	1,686
Lehman Brothers claim income	1,459	n/a
Benefits paid	<u>(15,857)</u>	<u>(13,736)</u>
Fund administrative cost	<u>(1,218)</u>	<u>(875)</u>
Fair value of Fund assets at end of year	<u>380,068</u>	<u>308,267</u>

Remeasurement of the net defined benefit liability/(asset):

	31/12/2016	31/12/2015
Actuarial losses/(gains) on the liabilities	45,720	(15,014)
Return on assets, excluding interest income	<u>(64,705)</u>	<u>15,614</u>
Total remeasurement of the net defined benefit liability	<u>(18,985)</u>	<u>600</u>

The amounts recognised in profit and loss:

	31/12/2016	31/12/2015
Service cost	3,927	4,569
Fund administrative cost	1,218	875
Net interest on the net defined benefit liability	804	853
Lehman Brothers claim income	<u>(1459)</u>	<u>n/a</u>
Total expense	<u>4,490</u>	<u>6,297</u>

Notes

(29b) 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 Fund 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 2016.

The value of the liabilities at the reporting date has been estimated by updating the results of the actuarial valuation as at 6th April 2016 to allow for interest on the Fund liabilities, benefits that have been paid out of the Fund and changes in market conditions as suggested by the agreed assumptions. Such an approach is normal for the purposes of accounting disclosures.

The Union does not currently contribute to the Fund.

A full actuarial valuation of the Fund was carried out as at 6th April 2016 and has been updated to 31st December 2016 by a qualified independent actuary. The major assumptions used by the actuary were as follows:

	At 31/12/2016	At 31/12/2015
Discount rate	2.6%	3.9%
Revaluation in deferment	2.2%	1.9%
Pension increases:		
Post 88 GMP	3.0%	3.0%
Pre 97 excess over GMP	5.0%/0.0%	5.0%/0.0%
Post 97 pre 99 pension	5.0%/3.2%	5.0%/2.9%
Post 99 pension	3.2%	2.9%
Assumed life expectancies (in years) on retirement at age 65 are:		
Retiring today - Males	21.4	21.5
Retiring today - Females	23.5	23.8
Retiring in 20 years time - Males	23.2	22.9
Retiring in 20 years time - Females	25.4	25.4

The assets in the Fund:

	Value at 31/12/16	Value at 31/12/15
	£'000	£'000
Equities	3,442	3,114
Property	57	56
Bonds	1,721	1,757
Cash/Other	164	41
Total	5,384	4,968

The actual return on assets over the period was:

12.20%	-7.35%
--------	--------

The amounts recognised in the balance sheet are as follows:

	As at 31/12/2016	As at 31/12/2015
	£'000	£'000
Present value of funded obligations	5,778	4,687
Fair value of Fund assets	5,384	4,968
Net (deficit)/surplus in balance sheet	(394)	281

Notes

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

	Year end 31/12/2016	Year end 31/12/2015
	£'000	£'000
Benefit obligation at beginning of year	4,687	5,284
Current service cost	-	6
Interest cost	178	120
Actuarial loss/(gain): assumptions	1,220	(488)
experience	(56)	(2)
Benefits paid	(251)	(219)
Settlements or curtailments	-	(14)
Benefit obligation at end of year	5,778	4,687

Reconciliation of opening and closing balances of the fair value of the Fund assets:

Fair value of Fund assets at beginning of year	4,968	5,370
Return on assets	190	122
Contributions by employer	72	97
Benefits paid	(251)	(219)
Actuarial gain/(loss) on assets	405	(402)
Fair value of Fund assets at end of year	5,384	4,968

Remeasurement of the net defined benefit liability/(asset):

Actuarial losses/(gains) on the liabilities	759	(102)
Return on assets, excluding interest income	(190)	(122)
Total remeasurement of the net defined benefit liability	569	(224)

The amounts recognised in profit and loss:

Service cost	-	6
Fund administrative cost	26	15
Net interest on the net defined benefit liability	178	120
Total expense	204	141

(29c) PENSION RECONCILIATION**The amounts recognised in the balance sheet:**

GMB 1961 Pension Fund (Note 29a)	(2,098)	(25,949)
Unity (1993) Retirement Benefits Scheme (Note 29b)	(394)	281
Net (deficit)/surplus in balance sheet	(2,492)	(25,668)

The amounts recognised in profit and loss:

GMB 1961 Pension Fund (Note 29a)	18,985	(600)
Unity (1993) Retirement Benefits Scheme (Note 29b)	(569)	-
	18,416	(600)

Unity the Union amalgamated with GMB on 16th April 2015 and their pension scheme actuarial movement in that year was accounted for in the Union's Amalgamation Contingency Fund.

Notes

(30) SUMMARY OF INCOME AND BRANCH EXPENDITURE BY REGION FOR YEAR ENDED 31ST DECEMBER 2016

	London	Southern	Yorkshire and North Derbyshire
	£'000	£'000	£'000
INCOME			
Contributions (Note 2)	10,726	8,632	6,361
EXPENDITURE (Note 3)			
Branch Officers' Salaries and NIC	12	17	-
Check-off Administration	47	27	26
Member Refunds	7	6	3
Allocated to Branch Commission Funds	956	844	616
	1,022	894	645
Transferred to Region	£9,704	£7,738	£5,716
Membership 31st December 2016	97,032	81,340	62,031
Membership 31st December 2015	99,451	80,330	62,857

Birmingham and West Midlands	Northern	Wales and South West	Midlands and East Coast	Scotland	North West and Irish	Total
£'000	£'000	£'000	£'000	£'000	£'000	£'000
6,433	6,069	7,287	6,442	6,377	8,142	66,469
3	52	10	7	5	48	154
30	25	36	23	91	52	357
6	4	8	7	5	4	50
603	700	621	611	600	706	6,257
642	781	675	648	701	810	6,818
£5,791	£5,288	£6,612	£5,794	£5,676	£7,332	£59,651
54,805	63,121	68,098	57,580	55,222	77,984	617,213
54,839	64,910	68,593	58,249	54,606	78,761	622,596

ACCOUNTING POLICIES

(see notes 74 and 75)


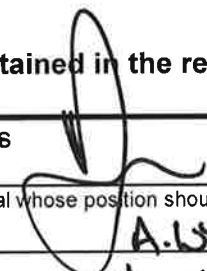
Please find attached a copy of the GMB published accounts for the year ended 31st December 2016 (pages 4-5).

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: <u></u> Name: <u>T.J. ROACHE</u> Date: <u>25/05/17</u>	Chairman's Signature: <u></u> (or other official whose position should be stated) <u>FINANCE DIRECTOR</u> Name: <u>A. LYTLE</u> Date: <u>25/05/17</u>
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CHECK LIST

(see notes 78 to 80)

(please tick as appropriate)

IS THE RETURN OF OFFICERS ATTACHED? (see Page 2 and Note 12)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
HAS THE RETURN OF CHANGE OF OFFICERS BEEN COMPLETED? (see Page 2 and Note 12)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
HAS THE RETURN BEEN SIGNED? (see Pages 19 and 21 and Notes 76 and 77)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
HAS THE AUDITOR'S REPORT BEEN COMPLETED? (see Pages 20 and 21 and Notes 2 and 77)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
IS A RULE BOOK ENCLOSED? (see Notes 8 and 78)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
A MEMBER'S STATEMENT IS: (see Note 80)	ENCLOSED	<input checked="" type="checkbox"/>	TO FOLLOW	<input type="checkbox"/>
HAS THE SUMMARY SHEET BEEN COMPLETED (see Page 17 and Notes 7 and 59)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
IS A MEMBERSHIP AUDIT CERTIFICATE PROVIDED (See Pages 23 and 24 and Notes 88 to 94)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>

Notes to Accounts

(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. The financial accounts are presented in Sterling and rounded to the nearest £'000.

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 FRS 102.

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 31st 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 Union'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.

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 (section one)

Signature(s) of auditor or auditors:	<div style="border: 1px solid black; padding: 5px; margin-bottom: 5px;">Moore Stephens LLP</div>	
Name(s):	<div style="border: 1px solid black; padding: 5px; margin-bottom: 5px;">MOORE STEPHENS LLP</div>	
Profession(s) or Calling(s):	<div style="border: 1px solid black; padding: 5px; margin-bottom: 5px;">CHARTERED ACCOUNTANTS</div>	
Address(es):	<div style="border: 1px solid black; padding: 5px; margin-bottom: 5px;">150 ALDERSGATE ST LONDON EC1A 4AB</div>	
Date:	<div style="border: 1px solid black; padding: 5px; margin-bottom: 5px;">7 June 2017</div>	
Contact name and telephone number:	<div style="border: 1px solid black; padding: 5px; margin-bottom: 5px;">PHILIP CLARK 0207 509 9305</div>	
<p>N.B. When notes to the accounts are referred to in the auditor's report a copy of those notes must accompany this return.</p>		

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 2016 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 2016 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

7 June 2017

MEMBERSHIP AUDIT CERTIFICATE

(see notes 88 to 94)

made in accordance with section 24ZD of the
Trade Union and Labour Relations (Consolidation) Act 1992.

At the end of the reporting period preceding the one to which this audit relates was the total membership of the trade union greater than 10,000?

☒ YES ☐ NO

If "YES" please complete SECTION ONE below or provide the equivalent information on a separate document to be submitted with the completed AR21.

If "NO" please complete SECTION TWO below or provide the equivalent information on a separate document to be submitted with the completed AR21.

MEMBERSHIP AUDIT CERTIFICATE SECTION ONE

For a trade union with more than 10,000 members, required by section 24ZB of the 1992 Act to appoint an independent assurer

1. In the opinion of the assurer appointed by the trade union was the union's system for compiling and maintaining its register of the names and addresses of its members satisfactory to secure, so far as is reasonably practicable, that the entries in its register were accurate and up-to-date throughout the reporting period?

☒ YES ☐ NO


2. In the opinion of the assurer has he/she obtained the information and explanations necessary for the performance of his/her functions?

☒ YES ☐ NO

If the answer to **either** questions 1 or 2 above is "NO" the assurer must:

- (a) set out below the assurer's reasons for stating that
- (b) provide a description of the information or explanation requested or required which has not been obtained
- (c) state whether the assurer required that information or those explanations from the union's officers, or officers of any of its branches or sections under section 24ZE of the 1992 Act
- (d) **send a copy of this certificate to the Certification Officer as soon as is reasonably practicable after it is provided to the union.**

MEMBERSHIP AUDIT CERTIFICATE (continued)

Signature of assurer	
Name	PHILIP CLARK
Address	MOORE STEPHENS LLP 150 ALDERSGATE STREET LONDON EC1A 4AB
Date	7 JUNE 2017
Contact name and telephone number	PHILIP CLARK 0207 509 9305