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- PRINT ON ONE SIDE ONLY

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: | FDA |
| Year ended: | 31 DECEMBER 2016 |
| List no: | 312T |
| Head or Main Office: | 8 LEAKE STREET LONDON SE1 7NN |
| Website address (if available) | www.fda.org.uk |
| Has the address changed during the year to which the return relates? | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> (Click the appropriate box) |
| General Secretary: | DAVE PENMAN |
| Telephone Number: | 0207 401 5555 |
| Contact name for queries regarding | Emma Brooks |
| Telephone Number: | 0207 401 5555 |
| E-mail: | emma@fda.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
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 | 7422 | 168 | - | 228 | 7818 |
| FEMALE | 8413 | 145 | - | 128 | 8686 |
| TOTAL | 15835 | 313 | - | 356 | A 16504 |

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

| | |
|---|-------|
| | 415 |
| Number of members at end of year contributing to the General Fund | 10318 |

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 |
|-----------------|--|---------------------------|-----------|
| Vice President | Andrew Morgan | Tony Wallace | June 2016 |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |

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:

FDA

SCHEDULE OF AFFILIATIONS AND MEMBERSHIPS

FOR THE YEAR ENDED 31 DECEMBER 2016

Trades Union Congress

Scottish Trades Union Congress

Wales Trades Union Congress

Irish Congress of Trade Unions

Public Services International

European Federation of Public Service Unions

Liberty

Day Care Trust

Civil Service Pensioners Alliance

National Pensioners Convention

Campaign for Freedom of Information

HOPE not Hate

The Fawcett Society

The Living Wage Foundation

Unions 21

| | | | |
|--------------------|------|----------------------|--------------------|
| Gareth Hills | 2012 | ARC Bristol | President |
| Lorimer Mackenzie | 1994 | Scottish Gov | Admin, Econ & Acc |
| John McCullagh | 2009 | MoD | Admin, Econ & Acc |
| Robert Marshall | 2015 | Scottish Gov | Admin, Econ & Acc |
| Mike Buckley | 2009 | DWP | Admin, Econ & Acc |
| David Howdon | 2003 | DWP | Admin, Econ & Acc |
| Sofia Stayte | 2015 | DWP | Admin, Econ & Acc |
| Philip Cummings | 2015 | DOENI | NI Section |
| Matthew Lownds | 2015 | FCO | DSA |
| Phil Denning | 2013 | Education Scotland | Education Scotland |
| Stephen Head | 2013 | CPS Wales | CPS |
| Guy Davies | 2016 | CPS Devon & Cornwall | CPS |
| David Chrimes | 2013 | CPS Thames & Chil | CPS |
| David Cain | 2010 | MiP | MiP |
| Jayne Thomas | 2016 | MiP | MiP |
| Philip Kennedy | 2016 | MiP | MiP |
| vacancy | | | MiP |
| Paula Houghton | 2013 | ARC Norfolk/Suffolk | ARC |
| Tony Wallace | 2012 | ARC Nottingham | ARC |
| Vicky Johnson | 2016 | ARC West Midlands | ARC |
| Eugene Mitchell | 2014 | ARC Glasgow | ARC |
| Helen Baird-Parker | 2015 | ARC Legal & Gov | ARC |
| Peter Green | 2016 | Ofsted | Ofsted |
| Richard Mulcahy | 2016 | Welsh Gov | Devolved Wales |
| Tim Knight | 2016 | DWP | Statisticians |
| Fiona Eadie | 2011 | COPFS | PFS & VP |
| Stephen Twigge | 2016 | Nat Archives | Culture |
| Lesley Malpas | 2011 | Land Registry | Lawyers |
| Ian Whittaker | 2016 | BEIS | Lawyers |
| Sam Wheeler | 2016 | CS Resourcing | Fast Stream |
| Lynda Priestley | 2016 | HMRC | Keystone |
| Jason Wilde | 2016 | HMRC | Keystone |
| Aidan Armitage | 2016 | DWP | Keystone |
| Caroline Abel** | 2016 | HMRC | Keystone |

GENERAL FUND

(see notes 13 to 18)

| | £ | £ |
|--|---------|---|
| INCOME | | |
| From Members: Contributions and Subscriptions | | 3,071,508 |
| From Members: Other income from members (specify) | | |
| | | |
| Total other income from members | | |
| Total of all income from members | | 3,071,508 |
| Investment income (as at page 12) | | 40,347 |
| Other Income | | |
| Income from Federations and other bodies (as at page 4) | 130,167 | |
| Income from any other sources (as at page 4) | 25,080 | |
| Profit on sale of investments | 370,482 | |
| Total of other income (as at page 4) | | 525,729 |
| | | TOTAL INCOME |
| | | 3,637,584 |
| EXPENDITURE | | |
| Benefits to members (as at page 5) | | 87,776 |
| Administrative expenses (as at page 10) | | 3,211,043 |
| Federation and other bodies (specify) _____ | | |
| Refer attached accounts | 42,343 | |
| | | |
| Total expenditure Federation and other bodies | | 42,343 |
| Taxation | | 55,352 |
| | | TOTAL EXPENDITURE |
| | | 3,396,514 |
| | | Surplus (deficit) for year |
| | | 241,070 |
| | | Amount of general fund at beginning of year |
| | | 1,562,999 |
| | | Amount of general fund at end of year |
| | | 1,804,069 |

ANALYSIS OF BENEFIT EXPENDITURE SHOWN AT GENERAL FUND

(see notes 21 to 23)

| | £ | | £ |
|---|--------|---|--------|
| Representation – Employment Related Issues Legal Fees | 87,776 | brought forward Education and Training services | 87,776 |
| Representation – Non Employment Related Issues | | Negotiated Discount Services | |
| Communications | | Salary Costs | |
| Advisory Services | | Other Benefits and Grants (specify) | |
| Dispute Benefits | | | |
| Other Cash Payments | | | |
| carried forward | 87,776 | Total (should agree with figure in General Fund) | 87,776 |

(See notes 24 and 25)

| FUND 2 | | Fund Account | |
|--------------------|---|--------------|---------|
| Name: | SECTION AND BRANCH FUNDS | £ | £ |
| Income | | | |
| | From members | | |
| | Investment income (as at page 12) | | |
| | Other income (specify) | | |
| | Net increase in year | 86,814 | |
| | Total other income as specified | | 86,814 |
| | Total Income | | |
| Expenditure | | | |
| | Benefits to members | | |
| | Administrative expenses and other expenditure (as at page 10) | | |
| | Total Expenditure | | |
| | Surplus (Deficit) for the year | | 86,814 |
| | Amount of fund at beginning of year | | 887,449 |
| | Amount of fund at the end of year (as Balance Sheet) | | 974,263 |
| | Number of members contributing at end of year | | |

| FUND 3 | | Fund Account | |
|--------------------|---|--------------|-----------|
| Name: | JOINT VENTURE FUND | £ | £ |
| Income | | | |
| | From members | | |
| | Investment income (as at page 12) | | |
| | Other income (specify) | | |
| | Share of Joint Venture Surplus | 156,683 | |
| | Total other income as specified | | 156,683 |
| | Total Income | | 156,683 |
| Expenditure | | | |
| | Benefits to members | | |
| | Administrative expenses and other expenditure (as at page 10) | | |
| | Total Expenditure | | |
| | Surplus (Deficit) for the year | | 156,683 |
| | Amount of fund at beginning of year | | 2,371,008 |
| | Amount of fund at the end of year (as Balance Sheet) | | 2,527,691 |
| | Number of members contributing at end of year | | 6191 |

(See notes 24 and 25)

| FUND 4 | | Fund Account | |
|--------------------|---|--------------|-------------|
| Name: | PENSION DEFICIT | £ | £ |
| Income | | | |
| | From members | | |
| | Investment income (as at page 12) | | |
| | Other income (specify) | | |
| | Reduction in deficit in year | (1,726,000) | |
| | Total other income as specified | | (1,726,000) |
| | Total Income | | (1,726,000) |
| Expenditure | | | |
| | Benefits to members | | |
| | Administrative expenses and other expenditure (as at page 10) | | |
| | Total Expenditure | | |
| | Surplus (Deficit) for the year | | (1,726,000) |
| | Amount of fund at beginning of year | | (1,657,000) |
| | Amount of fund at the end of year (as Balance Sheet) | | (3,383,000) |
| | Number of members contributing at end of year | | 27 |

| FUND 5 | | Fund Account | |
|--------------------|---|--------------|---------|
| Name: | FAIR VALUE RESERVE | £ | £ |
| Income | | | |
| | From members | | |
| | Investment income (as at page 12) | | |
| | Other income (specify) | | |
| | Change in fair value of investments (net) | 474,569 | |
| | Total other income as specified | | 474,569 |
| | Total Income | | 474,569 |
| Expenditure | | | |
| | Benefits to members | | |
| | Administrative expenses and other expenditure (as at page 10) | | |
| | Total Expenditure | | |
| | Surplus (Deficit) for the year | | 474,569 |
| | Amount of fund at beginning of year | | - |
| | Amount of fund at the end of year (as Balance Sheet) | | 474,569 |
| | Number of members contributing at end of year | | |

(See notes 24 and 25)

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

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

(see notes 26 to 31)

| POLITICAL FUND ACCOUNT 1 | | To be completed by trade unions which maintain their own fund | |
|---|---|---|----------|
| | | £ | £ |
| Income | Members contributions and levies | | |
| | Investment income (as at page 12) | | |
| | 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 of political fund at beginning of year | |
| | | Amount of political fund at the end of year (as Balance Sheet) | |
| | | 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 | | | |

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

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

(see notes 32 and 33)

| | | £ |
|--|-----------------------|-----------|
| Administrative Expenses | | |
| Remuneration and expenses of staff | | 1,646,140 |
| Salaries and Wages included in above | £1,338,445 | |
| Auditors' fees | | 6,600 |
| Legal and Professional fees | | 55,769 |
| Occupancy costs | | 439,804 |
| Stationery, printing, postage, telephone, etc. | | 259,759 |
| Expenses of Executive Committee (Head Office) & Branches | | 105,341 |
| Expenses of conferences | | 19,406 |
| Other administrative expenses (specify) | | |
| PSM Production Costs | | 63,790 |
| Annual Membership Cards | | 9,457 |
| Member Products | | 19,121 |
| Bank Charges and subscription collection costs | | 8,100 |
| Other Outgoings | | |
| Interest payable: | | |
| Bank loans (including overdrafts) | | |
| Mortgage interest and similar charges | | 82,989 |
| Other loans | | |
| Depreciation | | 42,594 |
| Taxation | | |
| Outgoings on land and buildings (specify) | | |
| Other outgoings (specify) | | |
| Section Rebates | | 452,173 |
| | Total | 3,211,043 |
| Charged to: | General Fund (Page 3) | 3,211,043 |
| | Fund (Account) | |
| | Fund (Account) | |
| | Fund (Account) | |
| | Total | 3,211,043 |

ANALYSIS OF OFFICIALS SALARIES AND BENEFITS

(see notes 34 to 44 below)

| Office held | Gross Salary | Employers N.I. contributions | Pension Contributions £ | Benefits | | Total |
|-------------------|--------------|------------------------------|----------------------------|-------------|------------|---------|
| | £ | £ | | Description | Value £ | |
| General Secretary | 102,987 | 12,800 | 28,903 | | | 144,690 |
| | | | | | | |
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ANALYSIS OF INVESTMENT INCOME

(see notes 45 and 46)

| | Political Fund £ | | Other Fund(s) £ |
|-----------------------------------|------------------------|--------------------------------|-----------------------|
| Rent from land and buildings | | | 11,198 |
| Dividends (gross) from: | | | |
| Equities (e.g. shares) | | | 29,109 |
| Interest (gross) from: | | | |
| Government securities (Gilts) | | | |
| Mortgages | | | |
| Local Authority Bonds | | | |
| Bank and Building Societies | | | 40 |
| Other investment income (specify) | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | Total investment income | 40,347 |
| | | | |
| Credited to: | | | |
| | | General Fund (Page 3) | 40,347 |
| | | Fund (Account) | |
| | | Fund (Account) | |
| | | Fund (Account) | |
| | | Fund (Account) | |
| | | Fund (Account) | |
| | | Political Fund | |
| | | | |
| | | Total Investment Income | 40,347 |

BALANCE SHEET as at 31st December 2016

(see notes 47 to 50)

| Previous Year | | £ | £ |
|------------------|---|---|-------------------|
| 56,086 | Fixed Assets (at page 14) | | 5,002,454 |
| | Investments (as per analysis on page 15) | | |
| 3,153,043 | Quoted (Market value £3,068,080) | | 3,068,080 |
| 73,581 | Unquoted | | 33,185 |
| | Total Investments | | 8,103,719 |
| | Other Assets | | |
| | Loans to other trade unions | | |
| 603,028 | Sundry debtors | | 599,239 |
| 1,209,747 | Cash at bank and in hand | | 583,862 |
| | Income tax to be recovered | | |
| | Stocks of goods | | |
| 887,449 | Others (specify) Section Funds | | 974,263 |
| 2,700,224 | Total of other assets | | 2,157,364 |
| 5,982,934 | TOTAL ASSETS | | 10,261,083 |
| 1,562,999 | General Fund (Account 1) | | 1,804,069 |
| 887,449 | Section & Branch Fund (Account 2) | | 974,263 |
| 2,371,008 | Joint Venture Fund (Account 3) | | 2,527,691 |
| (1,657,000) | Pension Fund (Account 4) | | (3,383,000) |
| | Political Fund (Account) | | |
| - | Revaluation Reserve | | 474,569 |
| | LIABILITIES | | |
| | Amount held on behalf of central trade union political fund | | |
| | Loans: From other trade unions | | |
| | Loans: Other – Bank Loan | | 3,150,000 |
| | Bank overdraft | | |
| - | Corporation tax payable | | 55,352 |
| 35,838 | Other tax payable | | 57,641 |
| 109,070 | Trade creditors | | 109,185 |
| 610,470 | Accrued expenses | | 615,677 |
| - | Deferred Tax liability | | 83,000 |
| 1,657,000 | Provisions – Pension Liability | | 3,383,000 |
| 406,100 | Other liabilities – Due to MiP | | 409,636 |

| | | | | | |
|-----------|--|--|--|--------------------------|------------|
| 5,982,934 | | | | TOTAL LIABILITIES | 10,261,083 |
| 5,982,934 | | | | TOTAL ASSETS | 10,261,083 |

FIXED ASSETS ACCOUNT

(see notes 51 to 55)

| | Land and Buildings | | Furniture and Equipment £ | Motor Vehicles £ | Not used for union business £ | Total £ |
|---|-----------------------|---------|------------------------------|---------------------|----------------------------------|------------|
| | Freehold Leasehold | £ £ | | | | |
| Cost or Valuation | | | | | | |
| At start of year | - | 105,462 | 885,163 | - | - | 990,625 |
| Additions | 4,983,113 | - | 5,849 | - | - | 4,988,962 |
| Disposals | - | - | - | - | - | - |
| Revaluation/Transfers | - | - | - | - | - | - |
| At end of year | 4,983,113 | 105,462 | 891,012 | - | - | 5,979,587 |
| Accumulated Depreciation | | | | | | |
| At start of year | - | 95,190 | 839,349 | - | - | 934,539 |
| Charges for year | - | 10,272 | 32,322 | - | - | 42,594 |
| Disposals | - | - | - | - | - | - |
| Revaluation/Transfers | - | - | - | - | - | - |
| At end of year | - | 105,462 | 871,671 | - | - | 977,133 |
| Net book value at end of year | 4,983,113 | - | 19,341 | - | - | 5,002,454 |
| Net book value at end of previous year | - | 10,272 | 45,814 | - | - | 56,086 |

ANALYSIS OF INVESTMENTS

(see notes 56 and 57)

| QUOTED | All Funds Except Political Funds £ | Political Fund £ |
|--|--|-------------------------|
| Equities (e.g. Shares) As per attached accounts | 3,068,080 | |
| Government Securities (Gilts) | | |
| Other quoted securities (to be specified) | | |
| TOTAL QUOTED (as Balance Sheet) | 3,068,080 | |
| Market Value of Quoted Investment | 3,068,080 | |
| UNQUOTED | | |
| Equities Unity Trust Plc | 20,500 | |
| Government Securities (Gilts) | | |
| Mortgages | | |
| Bank and Building Societies | | |
| Other unquoted investments (to be specified) | | |
| Cash held by Broker | 12,685 | |
| TOTAL UNQUOTED (as Balance Sheet) | 33,185 | |
| Market Value of Unquoted Investments | 33,185 | |

ANALYSIS OF INVESTMENT INCOME (CONTROLLING INTERESTS)

(see notes 58 and 59)

| | | | |
|--|--|------------------------------|--|
| Does the union, or any constituent part of the union, have a controlling interest in any limited company? | | YES <input type="checkbox"/> | NO <input checked="" type="checkbox"/> |
| If YES name the relevant companies: | | | |
| COMPANY NAME | COMPANY REGISTRATION NUMBER (if not registered in England & Wales, state where registered) | | |
| | | | |
| | | | |
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| | | | |
| | | | |
| | | | |
| Are the shares which are controlled by the union registered in the names of the union's trustees? | | YES <input type="checkbox"/> | NO <input type="checkbox"/> |
| If NO, state the names of the persons in whom the shares controlled by the union are registered. | | | |
| COMPANY NAME | NAMES OF SHAREHOLDERS | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |

SUMMARY SHEET

(see notes 60 to 71)

| | All funds except Political Funds £ | Political Funds £ | Total Funds £ |
|--|--|--------------------------|---------------------|
| INCOME | | | |
| From Members | 3,071,508 | | 3,071,508 |
| From Investments | 40,347 | | 40,347 |
| Other Income (including increases by revaluation of assets) | 1,243,795 | | 1,243,795 |
| Total Income | 4,355,650 | | 4,355,650 |
| EXPENDITURE (including decreases by revaluation of | 5,122,514 | | 5,122,514 |
| Total Expenditure | 5,122,514 | | 5,122,514 |
| | | | |
| Funds at beginning of year (including reserves) | 3,164,456 | | 3,164,456 |
| Funds at end of year (including reserves) | 2,397,592 | | 2,397,592 |
| | | | |
| ASSETS | | | |
| Fixed Assets | | | 5,002,454 |
| Investment Assets | | | 3,101,265 |
| Other Assets | | | 2,157,364 |
| | | Total Assets | 10,261,083 |
| LIABILITIES | | Total Liabilities | 7,863,491 |
| NET ASSETS (Total Assets less Total Liabilities) | | | 2,397,592 |

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.

Refer to attached Accounts

ACCOUNTING POLICIES

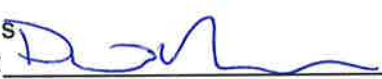

(see notes 74 and 75)

Refer to attached Accounts

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>DAVID PENNINGTON</u> Date: <u>15/6/17</u> | Chairman's Signature: <u></u> (or other official whose position should be stated) Name: <u>GARETH HILLS</u> Date: <u>15/6/2017</u> |
|---|---|

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"/> |

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/

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/

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)


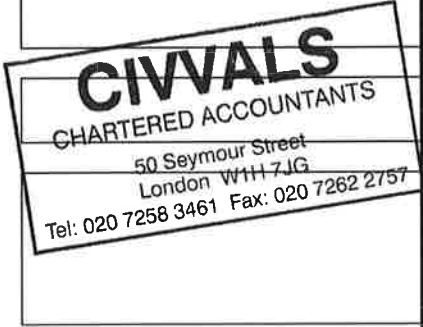
YES/

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)

REFER TO ATTACHED ACCOUNTS

AUDITOR'S REPORT (section one)

| | | |
|--------------------------------------|--|---|
| Signature(s) of auditor or auditors: |  | |
| Name(s): | CIVVALS LIMITED | |
| Profession(s) or Calling(s): | CHARTERED ACCOUNTANTS & REGISTERED AUDITORS | |
| Address(es): | 50 SEYMOUR STREET LONDON W1H 7JG |  |
| Date: | 07/06/2017 | |
| Contact name and telephone number: | M.TULLETT 0207 258 3461 | |

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 FDA

We have audited the financial statements on pages 1 to 9 which have been prepared under the historical cost convention and the accounting policies set out on page 4

This report is made solely to the members as a body. Our work has been undertaken so that we may state to the Union's members those matters that 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 FDA AND THE AUDITORS

As described on page 3 the FDA is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. We have been appointed as auditor under Section 33 of the Trade Union and Labour Relations Act 1992 and report in accordance with Section 36 of that Act. 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 error or fraud. This includes an assessment of whether the accounting policies are appropriate to the FDA's circumstances and have been consistently applied and adequately disclosed, the reasonableness of significant accounting estimates made by the officers and the overall presentation of the financial statements.

OPINION ON THE 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 transactions for the year ended on that date;
- 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 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 (Amended) to report to you if, in our opinion:

- proper accounting records have not been kept;
- a satisfactory system of control over its accounting records, cash holdings and receipts and remittances has not been maintained; or
- the financial statements are not in agreement with the accounting records and returns.

Civvals Ltd

CIVVALS LIMITED
Statutory Auditors
& Chartered Accountants

50 Seymour Street
London
W1H 7JG

5 April 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/

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/

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

YES/

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 | <i>Mark Tullett</i> |
| Name | Mark Tullett <i>On behalf of Civvals Ltd</i> |
| Address | Civvals Limited 50 Seymour Street London W1H 7JG |
| Date | 07/06/2017 |
| Contact name and telephone number | Mark Tullett 0207 258 3461 |

FDA

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2016

FDA

STATEMENT OF COMPREHENSIVE INCOME

FOR THE YEAR ENDED 31 DECEMBER 2016

| | Notes | 2016 | | 2015 | |
|--|-------|-----------------|--------------------|---------------|------------------|
| | | £ | £ | £ | £ |
| <u>INCOME</u> | | | | | |
| Members' Subscriptions | | | 3,071,508 | | 3,077,688 |
| Affiliated Associations Subscriptions | | | 130,167 | | 116,443 |
| Bank Interest received | | 40 | | 113 | |
| Dividends and Other Interest Received | | 29,178 | | 29,477 | |
| Rent received | | 11,198 | | - | |
| | | <u>40,416</u> | | <u>29,590</u> | |
| Less: Corporation Tax on dividends & other interest | | <u>69</u> | | <u>64</u> | |
| | | | 40,347 | | 29,526 |
| Miscellaneous Receipts: | | | | | |
| - PSM | | | 2,523 | | 4,287 |
| - Income from Diaries | | | 5,480 | | 5,518 |
| - Other | | | - | | 1,417 |
| - Executive Reps Scheme | | | 17,077 | | - |
| | | | <u>3,267,102</u> | | <u>3,234,879</u> |
| <u>EXPENSES</u> | | | | | |
| Branch Expenses | | 15,154 | | 13,398 | |
| Section Rebates and Additional Support | | 452,173 | | 445,357 | |
| Employment expenses | | 1,338,455 | | 1,248,282 | |
| Pension Contributions | | 307,685 | | 295,930 | |
| Printing & Stationery | | 8,896 | | 3,065 | |
| Advertising, Information & Publications | | 26,664 | | 20,637 | |
| Postage & Delivery | | 7,353 | | 7,311 | |
| Communications, including Website costs | | 45,636 | | 47,147 | |
| Meetings & Hospitality inc. associated Travel & Subsistence | | 90,187 | | 147,404 | |
| Recruitment Initiatives incl. Fast Stream Annual Event | | 109,470 | | 142,814 | |
| Affiliation & Membership Fees | | 42,343 | | 46,679 | |
| Audit Fee | | 6,600 | | 6,600 | |
| Legal & Professional Fees | | 143,545 | | 178,875 | |
| Honoraria, Gifts & Donations | | 1,025 | | 750 | |
| Campaign and Ballot Fund | | 9,359 | | 40,230 | |
| Delegate Conference | | 19,406 | | 23,294 | |
| Depreciation | | 42,594 | | 52,333 | |
| Office Rent, Rates & Services | | 439,804 | | 403,442 | |
| Property insurance | | 14,274 | | - | |
| PSM Production Costs | | 63,790 | | 89,170 | |
| Member Products | | 19,121 | | 19,867 | |
| Equipment Hire, Leasing & Maintenance | | 13,858 | | 9,710 | |
| Computer Costs | | 23,116 | | 24,996 | |
| Bank Charges & Subscription Collection Costs | | 8,100 | | 6,274 | |
| Annual Membership Cards | | 9,457 | | 9,602 | |
| Mortgage Interest and similar charges | | 82,989 | | - | |
| Sundry expenses | | <u>108</u> | | <u>1,446</u> | |
| | | | <u>3,341,162</u> | | <u>3,284,613</u> |
| <u>(DEFICIT) / SURPLUS OF INCOME OVER EXPENDITURE</u> | | | <u>(74,060)</u> | | <u>(49,734)</u> |
| Add: Profit on sale of Investments | | 370,482 | | - | |
| Less: Corporation Tax thereon | | <u>(55,352)</u> | | - | |
| | | | <u>315,130</u> | | <u>-</u> |
| <u>NET OPERATIONAL FUND SURPLUS / (DEFICIT)</u> | | | <u>241,070</u> | | <u>(49,734)</u> |
| <u>OTHER INCOME</u> | | | | | |
| Sections and branches fund surplus | 3 | | 86,814 | | 72,964 |
| Distribution from Managers in Partnership | 4 | | 156,683 | | 197,419 |
| Change in Fair value of investments | 5 | 557,569 | | | |
| Less: Deferred Tax provision thereon | | <u>(83,000)</u> | | | |
| | | | 474,569 | | - |
| <u>NET INCOME FOR THE YEAR</u> | | | <u>959,136</u> | | <u>220,649</u> |
| Actuarial (loss) / gain on pension scheme | 5 | | <u>(1,726,000)</u> | | <u>471,000</u> |
| <u>TOTAL (DEFICIT) / SURPLUS FOR THE YEAR</u> | | | <u>(766,864)</u> | | <u>691,649</u> |
| <u>RESERVES BROUGHT FORWARD</u> | | | | | |
| | | | <u>3,164,456</u> | | <u>2,472,807</u> |
| <u>RESERVES CARRIED FORWARD</u> | | | | | |
| | | | <u>2,397,592</u> | | <u>3,164,456</u> |

FDA


STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2016

| | | 2016 | | 2015 | |
|---|-------|-----------|-------------|-----------|-------------|
| | Notes | £ | £ | £ | £ |
| TOTAL ACCUMULATED FUND | 2 | | 2,397,592 | | 3,164,456 |
| <u>REPRESENTED BY:</u> | | | | | |
| INVESTMENTS | 6 | | 3,101,265 | | 3,226,624 |
| FIXED ASSETS | 7 | | 5,002,454 | | 56,086 |
| | | | 8,103,719 | | 3,282,710 |
| CURRENT ASSETS | | | | | |
| Section and Branch Funds | 3 | 974,263 | | 887,449 | |
| Debtors & Prepayments | 8 | 599,239 | | 603,028 | |
| Cash on Deposit, at Bank and in Hand | | 583,862 | | 1,209,747 | |
| | | 2,157,364 | | 2,700,224 | |
| LESS: CURRENT LIABILITIES | | | | | |
| Creditors due within one year | 9 | 1,371,260 | | 1,161,478 | |
| NET CURRENT ASSETS | | | 786,104 | | 1,538,746 |
| TOTAL ASSETS LESS CURRENT LIABILITIES | | | 8,889,823 | | 4,821,456 |
| Creditors due after more than one year | 10 | | (3,026,231) | | - |
| DEFERRED TAX LIABILITY | | | (83,000) | | - |
| NET ASSETS EXCLUDING PENSION LIABILITY | | | 5,780,592 | | 4,821,456 |
| PENSION LIABILITY | 5 | | (3,383,000) | | (1,657,000) |
| NET ASSETS INCLUDING PENSION LIABILITY | | | 2,397,592 | | 3,164,456 |

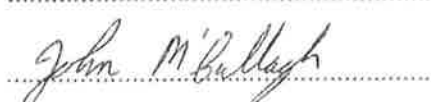
Approved by:


.....

G Hills - President, Executive Committee


.....

D Penman - General Secretary


.....

J McCullagh - Hon. Treasurer

5 April 2017

FDA

RESPONSIBILITY FOR FINANCIAL STATEMENTS

The Trade Union and Labour Relations (Consolidation) Act 1992 as amended by the Employment Relations Act 1999 requires the FDA to prepare financial statements for each financial year which give a true and fair view. In preparing these financial statements the FDA is required to:

- keep proper accounting records in respect of the transactions and the assets and liabilities of the Union;
- establish and maintain a satisfactory system of control of the Union's accounting records, cash holding and all receipts and remittances;
- ensure that such records are maintained so as to give a true and fair view of the state of affairs of the Union and to explain its transactions;
- prepare an annual return for the Certification Officer giving a true and fair view of the Revenue Account and Balance Sheet; and
- provide members with a statement of income and expenditure for the year.

The maintenance and integrity of the FDA website is the responsibility of the FDA's officers. The work carried out by the auditors does not involve the consideration of these matters and, accordingly, the auditors accept no responsibility for any changes that may have occurred in the accounts since they were initially presented on the website.


..... G Hills - President, Executive Committee


..... D Penman - General Secretary


..... J McCullagh - Hon. Treasurer

5 April 2017

FDA

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2016

1. ACCOUNTING POLICIES

- (a) The financial statements of the Union have been prepared in accordance with Financial Reporting Standard 102 Section 1A applicable in the United Kingdom and Republic of Ireland and the Trade Union and Labour Relations Act 1992. These are the first financial statements with full adoption of FRS 102 Section 1A. The date of transition is 1 January 2016.
- (b) FDA prepares its accounts using the historical cost convention with the exception of:
- Listed investment stated at fair value
 - Pension scheme is based on actuarial assumptions
- (c) These accounts have been prepared on a going concern basis as the officers' have a reasonable expectation that the Union has adequate resources to continue for the foreseeable future.
- (d) Subscription income is accounted for on a receivable basis for the current year.
- (e) Expenditure is accounted for on an accruals basis. Any amounts of irrecoverable VAT are added to expenditure incurred.
- (f) Funds held by sections and branches have been incorporated in the financial statements based upon the latest reported information.
- (g) Depreciation is provided at rates estimated to reduce book value to realisable value on disposal. The rates used are as follows:

| | |
|------------------------------|--|
| Office furniture & equipment | 33 1/3% straight line |
| Website development costs | 33 1/3% straight line |
| Computer hardware & software | 33 1/3% straight line |
| Leasehold improvements | remaining period of lease |
| Freehold property | No depreciation until the property improvement works are completed |

- (h) Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against income on a straight line over the period of the lease.
- (i) The share of net income arising from its sections and the joint venture with Managers in Partnership is accounted for in the statement of comprehensive income.
- (j) Under the transitional provisions of FRS 102 Section 1A, listed investments are stated at fair value at the year end with any gains or losses accounted for through the Statement of Comprehensive income, whether on disposal or due to market fluctuation. Previously these were carried at cost. Unlisted investments are stated at cost less impairment as the fair value of these cannot be reliably measured.
- On transition to FRS 102 Section 1A, the Union has taken advantage of exemption from full retrospective application of using the fair value as the deemed cost for listed investments. Based on this exemption the prior year figures for listed investments have been stated at cost under the previous UK GAAP used in that period.
- (k) Under FRS 102 1A provisions, deferred tax has been provided on the potential tax liability on the future disposal of the listed investments at fair value.
- (l) FDA operates a defined benefit pension scheme. The disclosures required to be made under the provisions of FRS 102 are made in note 5. The net actuarial gains or losses are shown separately below net income / expenditure for the year. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent currency and term to the scheme liabilities. Full actuarial valuations are obtained every three years and are updated at each balance sheet date. The resulting benefit scheme liability is shown separately on the face of the balance sheet.

FDA

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2016

2. ACCUMULATED FUND

| | FDA Operational Fund Reserve | Section & Branch Fund Reserve | MIP Fund Reserve | Pension Deficit | Fair Value Reserve | Total |
|----------------------------------|------------------------------------|-------------------------------------|---------------------|--------------------|-----------------------|------------------|
| | £ | £ | £ | £ | £ | £ |
| Balance at beginning of the year | 1,562,999 | 887,449 | 2,371,008 | (1,657,000) | - | 3,164,456 |
| Surplus/ (Deficit) for the year | 241,070 | 86,814 | 156,683 | (1,726,000) | 474,569 | (786,864) |
| Balance at end of year | <u>1,804,069</u> | <u>974,263</u> | <u>2,527,691</u> | <u>(3,383,000)</u> | <u>474,569</u> | <u>2,397,592</u> |

3. SECTION AND BRANCH FUNDS

| | At start of year £ | Surplus/ (Deficit) £ | At end of year £ |
|----------------------------------|-----------------------|----------------------------|------------------------|
| Crown Prosecution Service | 133,492 | 42,120 | 175,612 |
| Northern Ireland Senior Officers | 6,707 | 3,116 | 9,823 |
| OFSTED | 149,575 | 392 | 149,967 |
| HMI Wales | 37,073 | 3,111 | 40,184 |
| HMI Scotland | 56,333 | 629 | 56,962 |
| Procurators Fiscal Society | 67,356 | 2,928 | 70,284 |
| DSA | 434,781 | 34,618 | 469,399 |
| Land Registry | 2,132 | (100) | 2,032 |
| | <u>887,449</u> | <u>86,814</u> | <u>974,263</u> |

Included in funds held by DSA is an amount of £254,223 (2015 - £215,693) held by FDA on their behalf. Included in funds held by Crown Prosecution Service is £61,043 (2015 - £53,196) held by FDA on their behalf.

4. JOINT VENTURE

In 2005 the FDA entered into a joint venture with UNISON, known as Managers in Partnership. The partnership provides support for senior managers within the health service.

| | 2016 £ | 2015 £ |
|---|------------------|------------------|
| Accumulated surplus at beginning of year | 2,371,008 | 2,173,589 |
| Half share of surplus retained for the year | 156,683 | 197,419 |
| Accumulated surplus at end of year | <u>2,527,691</u> | <u>2,371,008</u> |

There was an amount due to the joint venture partner at 31 December 2016 of £409,636 (2015 - £406,100), representing the amount due to balance the net income to a half share.

FDA
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2016

5. PENSION LIABILITY

As at 31 December 2016 the FDA operated a pension scheme known as The FDA Retirement Benefits Scheme. The Scheme is a defined benefit scheme and is open to new entrants. A full actuarial valuation was carried out by a qualified independent actuary as at 1 April 2015. That valuation has been projected forward by the actuary to the accounting date on a basis compliant with FRS 102 in order to assess the liabilities of the scheme. Scheme assets are stated at their fair values at the respective balance sheet dates.

The Scheme is governed by the Trustees, who are responsible for ensuring that there are sufficient funds to meet current and future obligations. Responsibility for governance of the Scheme, including setting contribution rates, lies jointly with the FDA and the Trustees.

At the last triennial funding valuation, FDA agreed to pay regular contributions into the Scheme based on a percentage of active employees' salaries, plus additional contributions to attempt to eliminate the deficit revealed at the valuation payable up to 31 March 2030. The Scheme's assets are held in a separate fund from FDA's assets.

The amount and timings of future payments under the current schedule of contributions are as follows.

- 5.7% p.a. of Pensionable salaries paid by active members of the Scheme;
- 24.4% p.a. of Pensionable Salaries for the FDA, in respect of accrual of future service benefits; and
- £50,000 p.a. up to 30 June 2019 and £104,200 p.a. up to 31 March 2030 in respect of the shortfall in funding (in accordance with the Recovery Plan dated 8 September 2016)

The key FRS 102 assumptions used by the actuary were:

| | 2016 | 2015 |
|---|-------|-------|
| Discount rate | 2.80% | 4.05% |
| Rate of increase in salaries | 3.95% | 3.80% |
| Rate of revaluation in deferment | 2.45% | 2.30% |
| Rate of increase in pensions in payment - pre 1.1.97 service | 3.45% | 3.30% |
| Rate of increase in pensions in payment - post 1.1.97 service | 2.45% | 2.30% |
| RPI Inflation assumption | 3.45% | 3.30% |
| CPI Inflation assumption | 2.45% | 2.30% |
| AVC's and transferred in service pension increases | 2.45% | 2.30% |

Mortality assumptions:

The mortality assumptions are based on standard mortality tables which allow for future mortality improvements. The assumptions are that a current pensioner now aged 65 will live on average 28.2 years if male and 29.3 years if female and that a future pensioner now aged 45 will live on average 29.9 years if male and 31.3 years if female.

The assets in the scheme and the expected rate of return as at 31 December 2016 were:

| | 2016 | 2015 |
|-------------------------------------|-------------|-------------|
| | Value £ | Value £ |
| Equities | 4,653,000 | 5,988,000 |
| Fixed Interest Gilts | 798,000 | 342,000 |
| Index Linked Gilts | 2,907,000 | 1,695,000 |
| Corporate Bonds | 3,099,000 | 1,153,000 |
| Cash | 12,000 | 611,000 |
| Total market value of assets | 11,469,000 | 9,789,000 |
| Present value of scheme liabilities | 14,852,000 | 11,448,000 |
| Deficit in scheme | (3,383,000) | (1,657,000) |

FDA
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2016

5. **PENSION LIABILITY** (continued)

The movement in the deficit during the year was as follows:

| | £ | £ |
|---|-------------|-------------|
| Deficit in scheme at beginning of year | | (1,657,000) |
| Movement in year: | | |
| Current employer service cost | (316,000) | |
| Administration expenses | (98,000) | |
| Contributions | 333,000 | |
| | (81,000) | (81,000) |
| Net return: | | |
| Expected return on pension scheme assets | 1,269,000 | |
| Interest on pension scheme liabilities | (61,000) | |
| | 1,208,000 | 1,208,000 |
| Actuarial gain: | | |
| Experience gains/losses arising on scheme liabilities | 395,000 | |
| Changes in assumptions underlying the present value of the scheme liabilities | (3,248,000) | |
| | (2,853,000) | (2,853,000) |
| Deficit in scheme at end of year | | (3,383,000) |

History of experience gains and losses (£'000's)

| | Year ended 31 December | | | | |
|--|------------------------|---------|---------|---------|---------|
| | 2016 | 2015 | 2014 | 2013 | 2012 |
| Present value of scheme liabilities | 14,852 | 11,446 | 11,604 | 9,423 | 8,564 |
| Fair value of scheme assets | (11,469) | (9,789) | (9,478) | (8,615) | (7,483) |
| Deficit in the scheme | 3,383 | 1,657 | 2,128 | 808 | 1,081 |
| Experience gains and (losses) arising on scheme liabilities: | | | | | |
| Amount | 395 | 162 | (49) | (180) | (125) |
| Percentage of scheme liabilities | 2.7% | 1.4% | (0.4%) | (1.9%) | (1.5%) |
| Experience gains and (losses) arising on scheme assets: | | | | | |
| Amount | 1,269 | (74) | 325 | 387 | 827 |
| Percentage of scheme assets | 11.1% | (0.8%) | 3.4% | 4.5% | 11.1% |

FDA

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2016

6. INVESTMENTS

| | Listed investments £ | Unlisted investments £ | Uninvested cash £ | TOTAL £ |
|---------------------------|----------------------------|------------------------------|-------------------------|------------------|
| COST | | | | |
| At beginning of the year | 3,153,063 | 20,500 | 53,061 | 3,226,624 |
| Additions | 17,051 | - | - | 17,051 |
| Disposals | (659,603) | - | (40,376) | (699,979) |
| Revaluation to fair value | 557,569 | - | - | 557,569 |
| At end of the year | <u>3,068,080</u> | <u>20,500</u> | <u>12,685</u> | <u>3,101,265</u> |

The above investments were held as follows:

| Holding Description | Cost £ | Market Value £ |
|--|------------------|----------------------|
| 13,000 Edinburgh Dragon Trust Plc | 3,481 | 30,200 |
| 9,300 Edinburgh Investment Trust Plc | 19,509 | 66,588 |
| 9,500 Scottish Mortgage Investment Trust Plc | 9,786 | 76,920 |
| 82,000 Standard Life Wealth Bridge Fund Inc. | 143,077 | 221,577 |
| 25,000 Standard Life Wealth Faicon Fund Inc. | 48,962 | 81,772 |
| 1,865,251 Aberdeen Multi-Manager Diversity Fund CL A | 2,273,441 | 2,476,539 |
| 4,300 TR European Growth Trust | 3,497 | 33,304 |
| 16,500 Witan Investment Trust Plc | 8,758 | 81,180 |
| | <u>2,510,511</u> | <u>3,068,080</u> |
| 10,500 Unity Trust Plc | 20,500 | 20,500 |
| Uninvested cash | 12,685 | 12,685 |
| | <u>2,543,696</u> | <u>3,101,265</u> |

7. FIXED ASSETS

| | Freehold Property £ | Office Furniture & Equipment £ | Computer Hardware & Software £ | Leasehold Improvements £ | Website £ | TOTAL £ |
|--------------------------|---------------------------|--------------------------------------|---|--------------------------------|----------------|------------------|
| COST | | | | | | |
| At beginning of the year | - | 303,747 | 442,432 | 105,462 | 138,984 | 990,625 |
| Additions | 4,983,113 | - | 5,849 | - | - | 4,988,962 |
| Disposals | - | - | - | - | - | - |
| At end of the year | <u>4,983,113</u> | <u>303,747</u> | <u>448,281</u> | <u>105,462</u> | <u>138,984</u> | <u>5,979,587</u> |
| DEPRECIATION | | | | | | |
| At beginning of the year | - | 280,421 | 428,421 | 95,190 | 130,507 | 934,539 |
| Charge for the year | - | 19,935 | 8,996 | 10,272 | 3,391 | 42,594 |
| Eliminated on disposal | - | - | - | - | - | - |
| At end of the year | <u>-</u> | <u>300,356</u> | <u>437,417</u> | <u>105,462</u> | <u>133,898</u> | <u>977,133</u> |
| NET BOOK VALUES | | | | | | |
| At end of the year | <u>4,983,113</u> | <u>3,391</u> | <u>10,864</u> | <u>-</u> | <u>5,086</u> | <u>5,002,454</u> |
| At beginning of the year | <u>-</u> | <u>23,326</u> | <u>14,011</u> | <u>10,272</u> | <u>-</u> | <u>56,086</u> |

FDA

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2016

| | | |
|---|------------------|------------------|
| 8. <u>DEBTORS & PREPAYMENTS</u> | 2016 | 2015 |
| | £ | £ |
| Subscriptions Receivable | 332,961 | 336,988 |
| Other Debtors | 181,584 | 143,105 |
| Prepayments | 84,694 | 122,935 |
| | <u>599,239</u> | <u>603,028</u> |
| | | |
| 9. <u>CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR</u> | 2016 | 2015 |
| | £ | £ |
| Amounts due on Joint Venture | 409,636 | 406,100 |
| Corporation tax | 55,352 | - |
| Other taxes & Social Security | 57,641 | 35,838 |
| Other Creditors | 109,185 | 109,070 |
| Bank loan | 123,769 | - |
| Accruals | 615,677 | 610,470 |
| | <u>1,371,260</u> | <u>1,161,478</u> |
| | | |
| 10. <u>CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR</u> | 2016 | 2015 |
| | £ | £ |
| Bank loan repayable more than 5 years by instalments | 3,026,231 | - |

Bank loan is secured by a first charge on the freehold property held by FDA.

11. LEASING COMMITMENTS

The lease of the Union's current Headquarters expired in 2016 and FDA has entered into a short term six month lease agreement on a nearby premises for operational use until the move to its freehold property on completion of refurbishment works.

At the year end FDA does not have any long term lease commitments.

12. CONTINGENT LIABILITIES

The Union is involved in ongoing legal cases on behalf of its members, the outcomes of which are inevitably uncertain. Provision has been made for the estimated unbilled costs where the Union considers that they may not be totally recovered.

13. POST BALANCE SHEET EVENTS

The Union acquired a freehold property in January 2016 with the intention of moving its operations to the new property on completion of major refurbishment works on the new premises. These refurbishment works will be carried out during the year ended 31 December 2017 and the expenditure on this will be reflected in that year's financial statements.