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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:	Aircrew Officers Association Europe
Year ended:	31 March 2017
List no:	825T
Head or Main Office:	Brackendale The Green Croxley Green Hertfordshire WD3 3JA
Website address (if available)	http://www.aoaeurope.org/public/home/
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:	Mr. Christopher Beebe
Telephone Number:	+852 2736 0823
Contact name for queries regarding	Paul Weatherilt
Telephone Number:	+852 2736 0823
E-mail:	paul.weatherilt@aoaeurope.org

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)

The General Committee membership as at 31 March 2016

Names of the General Committee Members and Period of Positions Held during the Financial Period			
Name	Position	Date Started	Date of resignation (where not in post for the full period)
Russell Fryett	Chairman	Sep 2015	
Andy Greig	Vice Chairman	Sep 2015	Nov 2016
Jesper Andersen		Nov 2016	
Paul Weatherilt	Treasurer & Trustee	Sep 2015	
Benjamin Grant	Trustee	Sep 2015	Jan 2017
David Lewis	Secretary	Sep 2015	
Darrin Adcock	Committee member	Sep 2015	
Rudy Lenting	Committee member	Sep 2015	
Damien O'Connor	Committee member	Sep 2015	
Noel Gaffney	Committee member	Sep 2015	
Simon Wall	Committee member	Sep 2015	
Ridsert Hoekstra	Committee member	Sep 2015	
Andrew Spiret	Committee member	Sep 2015	

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	78	1	19	96	194
FEMALE	1	-	-	1	2
TOTAL	79	1	19	97	196

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

-
196

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

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
The General Committee	See attached page A		

State whether the union is:

a. A branch of another trade union?

Yes

No

If yes, state the name of that other union:

b. A federation of trade unions?

Yes

No

If yes, state the number of affiliated unions:

and names:

GENERAL FUND

(see notes 13 to 18)

	£	£
INCOME		
From Members: Contributions and Subscriptions		447,304
From Members: Other income from members (specify)		
Total other income from members		
Total of all income from members		447,304
Investment income (as at page 12)		
Other Income		
Total of other income (as at page 4)		
	TOTAL INCOME	447,304
EXPENDITURE		
Benefits to members (as at page 5)		418,153
Administrative expenses (as at page 10)		12,341
Federation and other bodies (specify)		
Total expenditure Federation and other bodies		
Taxation		
	TOTAL EXPENDITURE	430,494
Surplus (deficit) for year		16,810
Amount of general fund at beginning of year		-
Amount of general fund at end of year		16,810

ANALYSIS OF INCOME FROM FEDERATION AND OTHER BODIES AND OTHER INCOME

(see notes 19 and 20)

DESCRIPTION	£	£
Federation and other bodies		
TOTAL FEDERATION AND OTHER BODIES		
Other income		
TOTAL OTHER INCOME		
TOTAL OF ALL OTHER INCOME		

ANALYSIS OF BENEFIT EXPENDITURE SHOWN AT GENERAL FUND

(see notes 21 to 23)

	£		£
Representation – Employment Related Issues Legal Representation	61,758	brought forward Education and Training services	418,153
Representation – Non Employment Related Issues HKAOA service charge	356,396	Negotiated Discount Services	
Communications		Salary Costs	
Advisory Services		Other Benefits and Grants (specify)	
Dispute Benefits			
Other Cash Payments			
carried forward	418,153	Total (should agree with figure in General Fund)	418,153

(See notes 24 and 25)

FUND 2		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 3		Fund Account	
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		
	Amount of fund at the end of year (as Balance Sheet)		

Number of members contributing at end of year

(See notes 24 and 25)

FUND 4		Fund Account	
Name:		£	£
Income			
From members			
Investment income (as at page 12)			
Other income (specify)			
Total other income as specified			
Total Income			
Expenditure			
Benefits to members			
Administrative expenses and other expenditure (as at page 10)			
Total Expenditure			
Surplus (Deficit) for the year			
Amount of fund at beginning of year			
Amount of fund at the end of year (as Balance Sheet)			
Number of members contributing at end of year			

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

Number of members contributing at end of year

(See notes 24 and 25)

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

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

Number of members contributing at end of year

(see notes 26 to 31)

POLITICAL FUND ACCOUNT 1		To be completed by trade unions which maintain their own fund	
		£	£
Income	Members contributions and levies		
	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)

	£'000
Administrative Expenses	
Remuneration and expenses of staff	
Salaries and Wages included in above	<input style="width: 100px; height: 20px;" type="text"/>
Auditors' fees	
Legal and Professional fees	
Occupancy costs	
Stationery, printing, postage, telephone, etc.	
Expenses of Executive Committee (Head Office)	
Expenses of conferences	
Other administrative expenses (specify)	
Regional expenses	
Miscellaneous	
Edge expenditure	
Other Outgoings	
Interest payable:	
Bank loans (including overdrafts)	
Mortgages	
Other loans	
Depreciation	
Taxation	
Outgoings on land and buildings (specify)	
Loss on disposal of fixed assets	
Other outgoings (specify)	
Bank charges	
Net pension cost in the year	
Net revaluation gains in the year	
Total	
Charged to:	
General Fund (Page 3)	
Fund (Account)	
Fund (Account)	
Total	

ANALYSIS OF OFFICIALS SALARIES AND BENEFITS

(see notes 34 to 44 below)

Office held	Gross Salary £	Employers N.I. contributions £	Pension Contributions s £	Benefits		Total £
				Other Benefits		
				Description	Value £	

ANALYSIS OF INVESTMENT INCOME

(see notes 45 and 46)

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

BALANCE SHEET as at

31 March 2017

(see notes 47 to 50)

Previous Year		£	£
	Fixed Assets (at page 14)		
	Investments (as per analysis on page 15)		
	Quoted (Market value £ 1,344)		
	Unquoted		
	Total Investments		
	Other Assets		
	Loans to other trade unions		
	Sundry debtors	3,511	
	Cash at bank and in hand	210,897	
	Income tax to be recovered		
	Stocks of goods		
	Others (specify)		
	Others (specify)		
	Total of other assets		214,408
	TOTAL ASSETS		214,408
	Fund (Account General)		16,810
	Fund (Account)		
	Superannuation Fund (Account)		
	Political Fund (Account)		
	Revaluation Reserve		
	LIABILITIES		
	Amount held on behalf of central trade union political fund		
	Loans: From other trade unions		
	Loans: Other		
	Bank overdraft		
	Tax payable		
	Sundry creditors	155,693	
	Accrued expenses	41,905	
	Provisions		
	Other liabilities		
	TOTAL LIABILITIES		197,598
	TOTAL ASSETS		16,810

FIXED ASSETS ACCOUNT

(see notes 51 to 55)

	Land and Buildings Freehold /Leasehold		Furniture and Equipment £	Motor Vehicles £	Not used for union business £	Total £
	£	£				
Cost or Valuation						
At start of year						
Additions						
Disposals						
Revaluation/Transfer s						
At end of year						
Accumulated Depreciation						
At start of year						
Charges for year						
Disposals						
Revaluation/Transfer s						
At end of year						
Net book value at end of year						
Net book value at end of previous year						

ANALYSIS OF INVESTMENTS

(see notes 56 and 57)

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

ANALYSIS OF INVESTMENT INCOME (CONTROLLING INTERESTS)

(see notes 58 and 59)

Does the union, or any constituent part of the union, have a controlling interest in any limited company?		YES <input type="checkbox"/>	NO <input checked="" type="checkbox"/>
If YES name the relevant companies:			
COMPANY NAME	COMPANY REGISTRATION NUMBER (if not registered in England & Wales, state where registered)		
Are the shares which are controlled by the union registered in the names of the union's trustees?		YES <input type="checkbox"/>	NO <input checked="" 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	447,304		447,304
From Investments			
Other Income (including increases by revaluation of assets)			
Total Income			
EXPENDITURE (including decreases by revaluation of assets)			
Total Expenditure	430,494		430,494
Funds at beginning of year (including reserves)	-		-
Funds at end of year (including reserves)	16,810		16,810
ASSETS			
Fixed Assets			
Investment Assets			
Other Assets			214,408
Total Assets			214,408
LIABILITIES			
Total Liabilities			197,598
NET ASSETS (Total Assets less Total Liabilities)			16,810

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.

Notes to the accounts are attached to this return.

ACCOUNTING POLICIES



(see notes 74 and 75)

Notes to the accounts are attached to this return.

SIGNATURES TO THE ANNUAL RETURN

(see notes 76 and 77)

including the accounts and balance sheet contained in the return.

Secretary's Signature:  Name: Patrick Paul Weatherill Date: 2 November 2017	Chairman's Signature:  Name: Russell Peter Fryett Date: 2 November 2017
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CHECK LIST

(see notes 78 to 80)

(please tick as appropriate)

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

AUDITOR'S REPORT (section one)

The auditor's report is attached to this return.

Signature(s) of auditor or auditors:

*Crowe Clark
Whitehill LLP*

Name(s):

Crowe Clark Whitehill
LLP

Profession(s) or Calling(s):

Statutory Auditor

Address(es):

St Bride's House
10 Salisbury Square
London
EC4Y 8EH

Date:

2 November 2017

Contact name and telephone number:

Tina Allison
020 7842 7276

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

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?

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

SECTION TWO

For a trade union with no more than 10,000 members at the end of the reporting period preceding the one to which this audit relates.

To the best of your knowledge and belief has the trade union during this reporting period complied with its duty to compile and maintain a register of the names and addresses of its members and secured, so far as is reasonably practicable, that the entries in the register are accurate and up-to-date?

YES

If "NO" Please explain below:

Signature	
Name	Patrick Paul Weatherilt
Office held	Treasurer / Trustee
Date	2 November 2017

AIRCREW OFFICERS ASSOCIATION EUROPE

FINANCIAL STATEMENTS

FOR THE PERIOD FROM 13 AUGUST 2015 TO 31 MARCH 2017

AIRCREW OFFICERS ASSOCIATION EUROPE

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AIRCREW OFFICERS ASSOCIATION EUROPE

THE GENERAL COMMITTEE'S REPORT PERIOD ENDED 31 MARCH 2017

Principal Activities

Aircrew Officers Association Europe (AOA Europe) is an unincorporated entity registered as a trade union as per Trade Union and Labour Relations Act 1992. The registered office is Brackendale, The Green, Croxley Green, Hertfordshire, WD3 3JA.

AOA Europe is the representative trade union for Europe based pilots employed by Cathay Pacific and one of several trade unions comprising the Aircrew Officers' Association Group.

Introduction

We have pleasure in presenting the first annual report to the Association together with the accounts from August 2015 (date when AOAE was formally recognised as a Trade Union under UK law) to 31 March 2017.

We need to start by acknowledging the great support I have had from Elaine Yu in the HKG office who had the challenging task of completing our initial audit just as she arrived in post and following the unexpected departure of key staff.

Financing members Representation

Our operations are financed by your subscriptions. At the end of the reporting period our membership stood at 196. Our subscription income for the 20 month reporting period was £447,304.

Prior to April 2016 subscriptions were collected by the HKAOA on our behalf. Subscription rates at that time were based on career path and length of service and approximated to 1.25% of Basic Salary.

Since April 2016 subscriptions have been collected by Cathay and are detailed on members pay slips at a rate of 1.25% of your Basic Salary.

Service Agreement with HKAOA

The bulk of our expenditure is used to pay for a Service Agreement (SA) that we have with HKAOA who staff and run our operations. 80% of your subscriptions are used for this. For the 20 month reporting period we paid £356,396 to HKAOA in respect of the SA.

This arrangement allows us to pool our resources with our Hong Kong colleagues and greatly reduces the administrative burden of running a relatively small union. Most of our expenses are met by the HKAOA through the SA.

Results

The Association produced an operating surplus of £16,810 for the 20 month reporting period ending 31 March 2017.

However, because of our Service Agreement with HKAOA it should be noted that our operations are not limited by our own funds but by the pooled funds and the terms of the SA. At the end of the period March 2017, HKAOA reported HK\$ 21,827,207 in reserves.

AIRCREW OFFICERS ASSOCIATION EUROPE

THE GENERAL COMMITTEE'S REPORT PERIOD ENDED 31 MARCH 2017

Committee members during the period

Names of the General Committee Members and Period of Positions Held during the Financial Period			
Name	Position	Date Started	Date of resignation (where not in post for the full period)
Russell Fryett	Chairman	Sep 2015	
Andy Greig	Vice Chairman	Sep 2015	Nov 2016
Jesper Andersen		Nov 2016	
Paul Weatherilt	Treasurer & Trustee	Sep 2015	
Benjamin Grant	Trustee	Sep 2015	Jan 2017
David Lewis	Secretary	Sep 2015	
Darrin Adcock	Committee member	Sep 2015	
Rudy Lenting	Committee member	Sep 2015	
Damien O'Connor	Committee member	Sep 2015	
Noel Gaffney	Committee member	Sep 2015	
Simon Wall	Committee member	Sep 2015	
Ridsert Hoekstra	Committee member	Sep 2015	
Andrew Spiret	Committee member	Sep 2015	

AIRCREW OFFICERS ASSOCIATION EUROPE

STATEMENT OF RESPONSIBILITIES OF THE GENERAL COMMITTEE PERIOD ENDED 31 MARCH 2017

The General Committee are responsible for preparing the Annual Report and the Financial Statements in accordance with applicable law and regulations.

Trade Union law requires The General Committee to prepare financial statements for each financial year in accordance with the Financial Reporting Standard applicable to the United Kingdom and Republic of Ireland (FRS 102) and applicable law.

Under Trade Union law The General Committee must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the entity and of the surplus or deficit of the entity for that period. In preparing these financial statements, The General Committee are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the entity will continue in business.

The General Committee are responsible for ensuring that adequate accounting records are maintained that are sufficient to show and explain the entity's transactions and disclose with reasonable accuracy at any time the financial position of the entity and enable them to ensure that the financial statements comply with the Trade Union and Labour Relations Act 1992. They are also responsible for safeguarding the assets of the entity and ensuring their proper application in accordance with entity law, and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

So far as each of The General Committee members is aware, there is no relevant audit information of which the entity's auditors are unaware. Each member has taken all the steps that he/she ought to have taken as a member of The General Committee in order to make himself/herself aware of any relevant audit information and to establish that the entity's auditors are aware of that information.

Auditor

Crowe Clark Whitehill LLP has indicated its willingness to be reappointed as statutory auditor and a resolution proposing reappointment will be submitted to the forthcoming Annual General Meeting.

The General Committee acknowledge their responsibility to comply with the Trade Union and Labour Relations Act 1992 with respect to accounting records and the preparation of accounts. The accounts have been prepared in accordance with the provisions applicable to the small entities regime.

The General Committee report was approved by the members and signed on their behalf by



Patrick Paul Weatherilt
Trustee

Date: 2 November 2017

AIRCREW OFFICERS ASSOCIATION EUROPE

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF THE AIRCREW OFFICERS ASSOCIATION EUROPE

PERIOD ENDED 31 MARCH 2017

We have audited the financial statements of Aircrew Officers Association Europe for the period ended 31 March 2017, which comprise the Income Statement, the Statement of Financial Position and the related notes numbered 1 to 11. These financial statements have been prepared under the historical cost convention and the accounting policies set out therein.

This report is made solely to the Association's members, as a body. Our audit work has been undertaken so that we might state to the Association'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 Association and the Association's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of the Association's General Committee and auditors

As explained more fully in the Statement of Responsibilities of The General Committee on page 4, the Association's General Committee is responsible for the preparation of 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

A description of the scope of an audit of financial statements is provided on the Financial Reporting Council's website at www.frc.org.uk/auditscopeukprivate.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the Association's affairs as at 31 March 2017 and of its transactions for the period 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 Act 1992.

AIRCREW OFFICERS ASSOCIATION EUROPE

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF THE AIRCREW OFFICERS ASSOCIATION EUROPE

PERIOD ENDED 31 MARCH 2017

Matters on which we are required to report by exception

We have nothing to report to you in respect of the following matters where the Trade Union and Labour Relations Act 1992 require us 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 or returns.

Crowe Clark Whitehill LLP

Crowe Clark Whitehill LLP

Statutory Auditor
St Bride's House
10 Salisbury Square
London
EC4Y 7AD

2 November 2017

AIRCREW OFFICERS ASSOCIATION EUROPE

INCOME STATEMENT PERIOD ENDED 31 MARCH 2017

	Note	£	Period to 31 March 2017 £
OPERATING INCOME			
Membership Subscriptions			447,304
OPERATING EXPENDITURE			
Membership activity	2	418,153	
Executive activity	3	12,200	
Professional costs	4	141	
			<u>(430,494)</u>
NET OPERATING RESULT FOR THE YEAR			16,810
Other finance income/(expenditure)			-
NET INCOME			<u>16,810</u>
NET CHANGE IN FUNDS FOR THE YEAR			16,810
FUNDS AT 13 AUGUST 2015			<u>-</u>
FUNDS AT 31 MARCH 2017			<u>16,810</u>

The statement of comprehensive income has been prepared on the basis that all operations are continuing. The accounting policies and notes 1 to 11 form part of the financial statements.

AIRCREW OFFICERS ASSOCIATION EUROPE

STATEMENT OF FINANCIAL POSITION PERIOD ENDED 31 MARCH 2017

	Note	2017 £	£
CURRENT ASSETS			
Debtors	5	3,511	
Cash at bank		210,897	
		<hr/>	
		214,408	
CURRENT LIABILITIES			
Creditors	6	(197,598)	
		<hr/>	
NET CURRENT ASSETS			<u>16,810</u>
NET ASSETS			16,810
Represented by:			<hr/> <hr/>
GENERAL FUNDS			16,810
			<hr/> <hr/>

The accounting policies and notes 1 to 11 form part of the financial statements.

The General Committee acknowledge their responsibility to comply with the Trade Union and Labour Relations Act 1992 with respect to accounting records and the preparation of accounts. These accounts have been prepared in accordance with the provisions of FRS 102 Section 1A – small entities.

Approved and authorised for issue by The General Committee on 2 November 2018 and signed on their behalf by:



Patrick Paul Weatherilt
Trustee

AIRCREW OFFICERS ASSOCIATION EUROPE

NOTES TO THE FINANCIAL STATEMENTS PERIOD ENDED 31 MARCH 2017

1. ACCOUNTING POLICIES

A) STATUTORY INFORMATION

Aircrew Officers Association Europe is an unincorporated entity registered as a trade union as per Trade Union and Labour Relations Act 1992. The registered office is Brackendale, The Green, Croxley Green, Hertfordshire, WD3 3JA.

B) BASIS OF FINANCIAL STATEMENTS

The trade union was registered with the UK Certification Officer for Trade Unions on 13 August 2015. This is the first set of financial statements, which covers a long accounting period from 13 August 2015 to 31 March 2017.

The financial statements are prepared in accordance with the Trade Union and Labour Relations Act 1992 requirements and FRS 102, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland, as applicable to small entities. FRS 102 Section 1A has been applied.

The financial statements are prepared on the historical cost basis. The financial statements are prepared in Sterling (£).

C) SUBSCRIPTIONS INCOME

Members' subscriptions are recognised on the basis of subscriptions are due for the period 13 August 2015 to 31 March 2017 and it is accounted for on an accruals basis.

D) EXPENDITURE

All expenditure in the accounts is inclusive of VAT where applicable.

E) GOING CONCERN

After reviewing the forecasts and projections of AOA, the members of The General Committee have a reasonable expectation that AOA has adequate resources to continue in operational existence for the foreseeable future. We believe that there are no material uncertainties that call in doubt AOA's ability to continue. AOA therefore continues to adopt the going concern principle in preparing its financial statements.

AIRCREW OFFICERS ASSOCIATION EUROPE

NOTES TO THE FINANCIAL STATEMENTS PERIOD ENDED 31 MARCH 2017

2	MEMBERSHIP ACTIVITY	2017
		£
	Legal representation (including staff costs)	61,757
	Support services – HKAOA service charge	356,396
		<hr/>
		418,153
		<hr/>
3	EXECUTIVE ACTIVITY	2017
		£
	Executive meetings and professional fees	12,100
	Training	100
		<hr/>
		12,200
		<hr/>
4	PROFESSIONAL COSTS	2017
		£
	Bank charges and interest	141
		<hr/>
5	DEBTORS	2017
		£
	<i>Amounts due within one year;</i>	
	Trade debtors	3,323
	Other debtors	188
		<hr/>
		3,511
		<hr/>

AIRCREW OFFICERS ASSOCIATION EUROPE

NOTES TO THE FINANCIAL STATEMENTS PERIOD ENDED 31 MARCH 2017

6	CREDITORS	2017
		£
	<i>Amounts due within one year;</i>	
	Trade creditors	155,693
	Accruals and deferred income	41,905
		<hr/>
		197,598
		<hr/>

7	SURPLUS ON ORDINARY ACTIVITIES	2017
		£
	<i>This is stated after charging:</i>	
	Statutory audit fee to auditors	5,000

8 EMPLOYMENT COSTS

None of the Directors received any remuneration for their services to the Trade Union during the year. There were no reimbursement made on expenses during the period. Other salary costs are absorbed within the amounts charged by Hong Kong Aircrew Officers Association (HKAOA) as disclosed in Note 2.

9 RELATED PARTIES

Aircrew Officers Association Europe has the same or similar key management personnel as Hong Kong Aircrew Officers Association. Both are also represented on the AOA Executive Council. During the period, Aircrew Officers Association Europe incurred support services amounting to £356,396 from Hong Kong Aircrew Officers Association, which related to administrative services, advice, information, research and data to AOA Europe. At the period end, Aircrew Officers Association Europe had an outstanding creditors balance with Hong Kong Aircrew Officers Association amounting to £155,693.

10 PRESENTATION

AOA Europe has prepared financial statements for the period 13 August 2015 to 31 March 2017 and has not reported any comparative information. These are the first financial statements of AOA Europe.

11 POST BALANCE SHEET NON-ADJUSTING EVENT

On 31 October 2017 a decision was made by Hong Kong Aircrew Officers Association (HKAOA) to reimburse the Aircrew Officers Association Europe (AOAE) for legal and professional expenses incurred during the current accounting period for the amount of £73,957. This is consistent with the existing terms under the Service Agreement between HKAOA and AOAE.