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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:	The PPU
Year ended:	31st December 2016
List no:	812T
Head or Main Office:	Chester House 68 Chestergate Macclesfield Cheshire SK11 6DY
Website address (if available)	www.theppu.co.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:	Unfilled
Telephone Number:	0161 408 0787
Contact name for queries regarding	Tracey Mullen
Telephone Number:	01727 896000
E-mail:	ppu@theppu.co.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)



Annex to AR21 – Annual Return for a Trade Union

The PPU Officers in post at the end of 2016

Board Members

Barry Eustance	(Chairman)
John Tobin	(Secretary)
John Fenton	
Steve Johnson	(Vice Chairman)
Will Scott	

Trustees

Tim Robinson
Jon Clancy

Advisors

Robin Chester
Roy Wheatley
Keith Cameron

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	468	0	15	31	514
FEMALE	9	0	0	7	16
TOTAL	477	0	15	38	A 530

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

0

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

530

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 annex to AR21 Form			

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		373,531
From Members: Other income from members (specify)		
Total other income from members		0
Total of all income from members		373,531
Investment income (as at page 12)		
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)		
Total of other income (as at page 4)		0
	TOTAL INCOME	373,531
EXPENDITURE		
Benefits to members (as at page 5)		
Administrative expenses (as at page 10)		338,633
Federation and other bodies (specify)		
Total expenditure Federation and other bodies		338,633
Taxation		
	TOTAL EXPENDITURE	338,633
Surplus (deficit) for year		34,898
Amount of general fund at beginning of year		296,316
Amount of general fund at end of year		331,214

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		brought forward	
		Education and Training services	
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		Total (should agree with figure in General Fund)	

(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 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		
Salaries and Wages included in above	£0	
Auditors' fees		3,882
Legal and Professional fees		55,258
Occupancy costs		
Stationery, printing, postage, telephone, etc.		6,841
Expenses of Executive Committee (Head Office)		7,406
Expenses of conferences		
Other administrative expenses (specify)		
Please see attached for Administrative expenses breakdown		265,246
Other Outgoings		
Interest payable:		
Bank loans (including overdrafts)		
Mortgages		
Other loans		
Depreciation		
Taxation		
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
Total		338,633
Charged to:		
General Fund (Page 3)		338,633
Fund (Account)		
Fund (Account)		
Fund (Account)		
Fund (Account)		
Total		338,633

Administrative Expenses for the year ended 31/12/2016

Insurance	£176,535
Other accountancy costs	£19,399
Bank charges	£3,851
Affiliation fees	£4,119
Board election costs	£300
Other insurance	£405
IT, Advertising, Promotion & Entertainment	£32,919
Miscellaneous Expenses	£555
Online Voting	£4,348
Room Hire	£3,675
Website Hosting	£360
Outsourced staff & training costs	£18,780
	<hr/>
	£265,246

(see notes 34 to 44 below)

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ANALYSIS OF INVESTMENT INCOME

(see notes 45 and 46)

[illegible]

BALANCE SHEET as at

31.12.16

(see notes 47 to 50)

Previous Year		£	£
	Fixed Assets (at page 14)		
	Investments (as per analysis on page 15)		
	Quoted (Market value £)		
	Unquoted		
	Total Investments		
	Other Assets		
	Loans to other trade unions		
4,155	Sundry debtors	2,919	
317,481	Cash at bank and in hand	371,073	
	Income tax to be recovered		
	Stocks of goods		
	Others (specify)		
321,636	Total of other assets		373,992
321,636	TOTAL ASSETS		373,992
	<div style="text-align: right;">Fund (Account)</div> <div style="text-align: right;">Fund (Account)</div> <div style="text-align: right;">Fund (Account)</div> <div style="text-align: right;">Superannuation Fund (Account)</div> <div style="text-align: right;">Political Fund (Account)</div> <div style="text-align: right;">Revaluation Reserve</div>		
	LIABILITIES		
	Amount held on behalf of central trade union political fund		
	Loans: From other trade unions		
	Loans: Other		
	Bank overdraft		
	Tax payable		
15,740	Sundry creditors		20,063
9,580	Accrued expenses		22,715
	Provisions		
	Other liabilities		
25,320	TOTAL LIABILITIES		42,778
321,636	TOTAL ASSETS		373,992

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						
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)		

ANALYSIS OF INVESTMENT INCOME (CONTROLLING INTERESTS)

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

YES ☐NO ☒

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 ☐NO ☐

If NO, state the names of the persons in whom the shares controlled by the union are registered.

COMPANY NAME	NAMES OF SHAREHOLDERS

(see notes 58 and 59)

SUMMARY SHEET

(see notes 60 to 71)

	All funds except Political Funds £	Political Funds £	Total Funds £
INCOME			
From Members	373,531		373,531
From Investments			
Other Income (including increases by revaluation of assets)			
Total Income	373,531		373,531
EXPENDITURE (including decreases by revaluation of			
Total Expenditure	338,633		338,633
Funds at beginning of year (including reserves)	296,316		296,316
Funds at end of year (including reserves)	331,214		331,214
ASSETS			
Fixed Assets			
Investment Assets			
Other Assets			373,992
Total Assets			373,992
LIABILITIES			
Total Liabilities			42,778
NET ASSETS (Total Assets less Total Liabilities)			331,214

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.

Attached

ACCOUNTING POLICIES

(see notes 74 and 75)

Attached

SIGNATURES TO THE ANNUAL RETURN

(see notes 76 and 77)

including the accounts and balance sheet contained in the return.

Secretary's
Signature: _____

Name: _____ Will Scott _____

Date: _____

Chairman's
Signature: _____
(or other official whose position should be stated)

Name: _____ Barry Eustance _____

Date: _____

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 type="checkbox"/>	TO FOLLOW	<input checked="" 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/~~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:		
Name(s):	Kingston Smith LLP	
Profession(s) or Calling(s):	Chartered Accountants	
Address(es):	4 Victoria Square St Albans Hertfordshire AL1 3TF	
Date:	31.05.17	
Contact name and telephone number:	Magda Bobon 01727 896000	
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

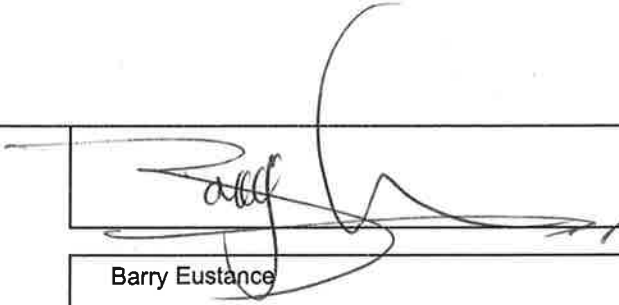
SECTION TWO

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	Barry Eustance
Office held	Chairman
Date	16th June 2017

The PPU



Annual Accounts

For the year ended 31 December 2016

The PPU

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The PPU

Trustees' Report

Dear Members,

The PPU Trustees present their Annual Report.

MEMBERSHIP AND RECRUITMENT

As at Year End 2016, the audited membership stood at 530. Membership numbers continue to hold up well. There have been a small number of leavers for a variety of reasons, including retirements and disquiet over industrial action. To balance this, there have been a number of new joiners. This audited membership level somewhat dispels the myth that members are returning to BALPA in significant numbers.

The PPU recruitment campaign 'Drive For 75' was successful in increasing membership and raising the profile of the union. The PPU does not currently enjoy the same opportunity as BALPA for meeting potential members. Historically, it has been word-of-mouth recruitment that has been most successful in attracting new members as other channels are restricted. The Board wish to encourage members to continue to get involved in expanding the Membership, and building our Union. For example, by taking the opportunity to talk with their colleagues away from the flight deck about the PPU, its aims, and the benefits of membership.

To help re-energise the recruitment process, the Board will look to producing a fact sheet for the Membership to share with their colleagues, and will explore Cadet and New Joiner discount schemes. **These bold statements are intended to take the 'Drive To 95', and cement the PPU position as the overwhelming majority pilot union in Virgin Atlantic.**

The PPU held eight GMMs in July. While these were well attended, it has been proven that the Webinar format is more efficient, both in terms of cost and of members participating. The Board are intending to launch Webinar events for non-members as a recruitment tool alongside the measures listed above.

FINANCIAL PERFORMANCE

The PPU annual accounts are detailed elsewhere in this return; however the overall financial position continues to be robust.

The cash at bank figure in the audited accounts as at 31/12/16 is £371,073. It should be noted that the PPU enjoys significant resources in other areas. For example, the aggregated Members' Legal Protection is circa £100M, and the Union itself has significant legal protection.

There are currently two Board members who are signatories to the PPU bank account. Small, day-to-day, transactions may be authorised by the PPU Admin Officer.

RECOGNITION AND INDUSTRIAL RELATIONS

We are now entering our third year of seeking a Voluntary Recognition Agreement with the Company. The Board has balloted our Members to define their mandate on no less than five occasions now. The support for a Sole VRA is overwhelming, and remains undiminished over time. The Board has gone to great lengths to explain its position to the Company, including why a Single Table Bargaining Unit would not work for us, and would be against our Members' wishes.

In the past, the Company has stated that it is only willing to negotiate with one union. This view has evolved into a stand of negotiating with one body. Now, the Company favour the formation of an 'all-party' committee of pilot representatives. This is contrary to the mandate given to the Board, and is unacceptable to the vast majority of our members.

The PPU

Trustees' Report (Continued)

Sadly, the lack of progress with, and change of direction by, the Company has left us in the same position at the end of 2016 as the start of the year. The Board have attended meetings with the Company that have been attended by ACAS and BALPA. These, sadly, amounted to little more than a statement of position. ACAS withdrew from further meetings as it stated it could no longer be a part of a process to derecognise a certified union (BALPA). The PPU position has always been made clear from the outset: sole recognition as the majority pilot union in Virgin Atlantic. An STBU solution does not meet our Members' mandate; our dispute is with the Company, not BALPA.

ASOS

The ballot from 16th December 2016 mandated that the PPU is now undertaking ASOS in pursuit of a sole recognition agreement with Virgin Atlantic (VA). That has also been the mandate of the preceding four ballots of members since January 2015.

ASOS is the withdrawal of Goodwill; effectively a Work To Rule conducted by PPU members. Whilst its duration is open-ended, the Board are actively seeking avenues of progress towards fulfilling the Members' mandate. Lines of communication with all parties remain open, and the Board are working tirelessly towards finding a solution to end this dispute.

TRUSTEES

After four years in post, it is time to bid farewell to Trustee Captain Tim Robinson as he reaches the regulated end of his tenure.

On behalf of the Board and Membership, we would like to extend the warmest of welcomes to our new Trustee, Captain Andy Slater. Andy is a current Airbus captain who brings with him a wealth of experience not only as a line operator, but also as a previous member of the JRG. Both Trustees can be reached at the dedicated email address:

trustees@theppu.co.uk

CONCLUSION

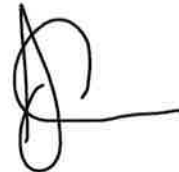
The PPU continues as a viable, functioning representative body in strong financial health representing the vast majority of Virgin Atlantic pilots.

NOTE OF THANKS

After four years in post, it is time to bid farewell to Trustee Captain Tim Robinson as he reaches the regulated end of his tenure. Tim has been in post since the inception of the PPU, and he has diligently served the Membership to an unimpeachable standard, displaying an integrity and commitment of the highest order. Tim has always promoted the values of the PPU, and, where necessary, has not hesitated robustly to defend and safeguard them. On behalf of the PPU Board and Membership, we formally thank Tim for his sterling effort over the past four years, and hope he will continue to be involved with the PPU at the most prominent level.



Capt Tim Robinson
Trustee



Senior First Officer Jon Clancy
Trustee

The PPU

Independent Auditors' report to the members of The PPU

We have audited the financial statements of The PPU for the year ended 31 December 2016 which comprise the Income and Expenditure Account, the Balance Sheet and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102.

This report is made solely to the Union's members, as a body. 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 any party other than the Union and Union's members as a body, for our audit work, for this report, or for the opinion we have formed.

Respective responsibilities of officers and auditor

The Union's officers are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. The Trade Union and Labour Relations (Consolidation) Act 1992 (Amended) requires the officers of the Union to;

- keep proper accounting records which give a true and fair view of the state of affairs of The PPU and explain its transactions;
- establish and maintain a satisfactory system of control of the accounting records, cash holdings and all the receipts and remittances;
- prepare an annual return for the Certification Officer giving a true and fair view of the revenue account and balance sheet; and
- provide members of The PPU with a statement of income and expenditure for the year.

We have been appointed as auditor under section 33 of the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended) and report in accordance with section 36 of that Act.

Our Responsibility is to audit and express 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 officers; and the overall presentation of the financial statements. In addition we read all the financial and non-financial information in the Annual Accounts to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

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 then ended; and
- 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 (Amended).

The PPU

Independent Auditors' Report to the members of the PPU (continued)

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) requires 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 and returns.



Kingston Smith LLP
Statutory auditor

4 Victoria Square
St Albans
Hertfordshire
AL1 3TF
Date: 31.05.17

Kingston Smith LLP is eligible to act as auditor in terms of Section 1212 of the Companies Act 2006.

The PPU

Income and Expenditure Account
For the year ended 31 December 2016

		2016		2015	
	Notes	£	£	£	£
Income					
Membership subscriptions		236,717		240,581	
Legal insurance subscriptions		136,814		136,838	
			373,531		377,419
Expenditure					
Insurance		176,535		160,502	
Accountancy		19,399		19,405	
Audit fees		3,882		3,856	
Office costs	2	79,708		22,247	
Legal and professional fees		55,258		30,310	
Bank charges		3,851		3,680	
			338,633		240,000
Surplus for the year					
			34,898		137,419
Balance brought forward at 1 January 2016					
			296,316		158,897
Balance carried forward at 31 December 2016					
			331,214		296,316

All recognised gains and losses for the year are included in the Income and Expenditure Account.

The overall result for the year arose on the Union's continuing activities.

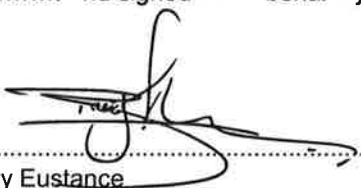
The notes on pages 7 - 8 form part of these accounts.

The PPU

Balance Sheet at 31 December 2016

	Note	2016 £	2015 £
Current Assets			
Debtors	3	2,919	4,155
Cash at bank		371,073	317,481
Current Liabilities			
Creditors due within one year	4	(42,778)	(25,320)
Net Assets		<u>331,214</u>	<u>296,316</u>
Funds			
Income and Expenditure account		<u>331,214</u>	<u>296,316</u>
Total Members' Funds		<u>331,214</u>	<u>296,316</u>

The Annual Accounts were approved and authorised for issue by the Board on 16/05/17 and signed on its behalf by:


Barry Eustance
Chairman


Will Scott
Board Member

The notes on pages 8 - 9 form part of these accounts.

The PPU

Notes to the financial statements
For the year ended 31 December 2016

1 Accounting Policies

1.1 Accounting Convention

These financial statements have been prepared in accordance with Section 1a of the FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102").

The financial statements have been prepared under the historical cost convention.

1.2 Going concern

After making enquiries, the board has a reasonable expectation that the Union has adequate resources to continue its activities for the foreseeable future. Accordingly, they continue to adopt the going concern basis in preparing the financial statements

1.3 Subscriptions

Subscriptions represent amounts receivable in respect of membership subscriptions and legal insurance subscriptions levied to members.

1.4 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.5 Financial instruments

The PPU has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

The financial instruments are recognised in the balance sheet when the Union becomes party to the contractual provisions of the instrument.

Basic financial assets

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest.

Classification of financial liabilities

Basic financial liabilities, including trade payables are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest.

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade payables are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

The PPU

Notes to the financial statements

For the year ended 31 December 2016 (continued)

	2016	2015
	£	£
2 Office Costs		
Affiliation fees	4,119	2,376
Board election	300	240
Board members' expenses	7,406	8,667
Insurance	405	337
IT, advertising, promotion & entertainment	32,919	5,945
Miscellaneous expenses	555	385
Room hire	4,348	255
Online voting	3,675	600
Printing, postage & stationery	52	455
Telephone & fax	6,789	2,627
Website hosting	360	360
Outsourced Staff & training costs	18,780	-
	<u>79,708</u>	<u>22,247</u>
3 Debtors		
	2016	2015
	£	£
Trade debtors	2,919	2,919
Prepayments	-	1,236
	<u>2,919</u>	<u>4,155</u>
4 Creditors: Amounts falling due within one year		
	2016	2015
	£	£
Trade Creditors	20,063	15,740
Other Creditors	22,715	9,580
	<u>42,778</u>	<u>25,320</u>