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- PRINT ON ONE SIDE ONLY**

FORM AR21

Trade Union and Labour Relations (Consolidation) Act 1992

ANNUAL RETURN FOR A TRADE UNION

Name of Trade Union:	Broadcasting, Entertainment, Cinematograph & Theatre Union
Year ended:	31 DECEMBER 2016
List no:	718 T
Head or Main Office:	373-377 CLAPHAM ROAD LONDON SW9 9BT
Website address (if available)	www.bectu.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:	GERRY MORRISSEY
Telephone Number:	020 7346 0900
Contact name for queries regarding	PHILIP CLARK
Telephone Number:	020 7509 9305
E-mail:	philip.clark@moorestephens.com

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 2011)

ANNEXE TO AR21 FOR THE YEAR ENDED 31 DECEMBER 2016

OFFICERS IN POST

I certify that the following is a complete list of officers of this trade union in post as at 31 December 2016

Gerry Morrissey

General Secretary

Broadcasting Entertainment Cinematograph & Theatre Union 718T

Name	Position	Member stood down
Gerry Morrissey	General Secretary	
Luke Crawley	Assistant General Secretary	
Spencer MacDonald	Assistant General Secretary	
Ann Jones	President	Jane Perry
Kevin Carson	NEC member	
Steve Grey	NEC member	
Glenn Keane	NEC member	Douglas McGill
Michael Houlden	NEC member	
Andrea Gauld	NEC member	
Carmen Locke	NEC member	
Glynn Thomas	NEC member	Nicola Savage
Ian Stewart	NEC member	Keith Stokes
Nicole Young	NEC member } Job share	Karen Cohen
Vidya Krishnamurthy	NEC member }	
Peter McInerney	NEC member	
Nick Ray	NEC member	
Mike Dick	NEC member	
Andrew Evans	NEC member	
John Handley	NEC member	
Liz Hardwick	NEC member	Ann Jones
Chritine Bond	NEC member	
Mark Rivers	Trustee	
Phil Hooley	Trustee	Mark Scrimshaw

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	18689	304	29	0	19022
FEMALE	8529	153	9	0	8691
TOTAL	27218	457	38	0	A 27713

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

249

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

27713

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
President	Jane Perry	Ann Jones	12 September 2016
NEC Member	Douglas McGill	Glenn Keane	18 September 2016
NEC Member	Nicola Savage	Glynn Thomas	16 November 2016
NEC Member	Ann Jones	Liz Hardwick	28 October 2016
NEC Member	Karen Cohen	Vidya Krishnamurthy	14 May 2016
NEC Member	Keith Stokes	Ian Stewart	14 May 2016
Trustee	Mark Scrimshaw	Phil Hooley	14 May 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:

GENERAL FUND

(see notes 13 to 18)

	£	£
INCOME		
From Members: Contributions and Subscriptions		5,040,081
From Members: Other income from members (specify)		
Total other income from members		
Total of all income from members		5,040,081
Investment income (as at page 12)		24,064
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	80,192	
Total of other income (as at page 4)		104,256
		TOTAL INCOME
		5,144,337
EXPENDITURE		
Benefits to members (as at page 5)		-
Administrative expenses (as at page 10)		8,130,188
Federation and other bodies (specify)		
Trade Union Congress	72,076	
General Federation of Trade Unions	5,500	
Media Entertainment International	69,443	
Federation of Entertainment Unions	2,500	
Scottish Trades Union Congress	2,371	
Irish Congress of Trade Union	2,786	
Various	8,469	
Total expenditure Federation and other bodies		163,145
Taxation		8,293,333
		TOTAL EXPENDITURE
		8,334,917
Surplus (deficit) for year		(3,148,996)
Amount of general fund at beginning of year		(2,036,152)
Amount of general fund at end of year		(5,185,148)

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		
Compromise agreements	24,350	
Sundry income	17,882	
Training income	37,960	
TOTAL OTHER INCOME		80,192
TOTAL OF ALL OTHER INCOME		80,192

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:	Death Benefit Fund	£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
Expenditure			
	Benefits to members	3,500	
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		3,500
	Surplus (Deficit) for the year		(3,500)
	Amount of fund at beginning of year		17,950
	Amount of fund at the end of year (as Balance Sheet)		14,450
	Number of members contributing at end of year		N/A

FUND 3		Fund Account	
Name:	Investment Revaluation Reserve	£	£
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)		578
	Total Expenditure		
	Surplus (Deficit) for the year		(578)
	Amount of fund at beginning of year		5,128
	Amount of fund at the end of year (as Balance Sheet)		4,550
	Number of members contributing at end of year		N/A

FUND 4		Fund Account	
Name:	Property Revaluation Reserve	£	£
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	460,004
		Amount of fund at the end of year (as Balance Sheet)	460,004
		Number of members contributing at end of year	N/A

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		42,162
	Investment income (as at page 12)		
	Other income (specify) Donations	617	
	Total other income as specified		617
	Total income		42,779
Expenditure	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify) Affiliations	25,125	
	Parliamentary grants and donations	-	
	Administration expenses in connection with political objects (specify) Delegates' expenses	435	
		2,039	
	Non-political expenditure		
	Total expenditure		27,599
	Surplus (deficit) for year		15,180
	Amount of political fund at beginning of year		37,611
	Amount of political fund at the end of year (as Balance Sheet)		52,791
	Number of members at end of year contributing to the political fund		27,027
Number of members at end of the year not contributing to the political fund		686 495	
Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund		191	

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		3,675,176
Salaries and Wages included in above	£2,584,238	
Auditors' fees		30,625
Legal and Professional fees		101,005
Occupancy costs		412,417
Stationery, printing, postage, telephone, etc.		174,564
Expenses of Executive Committee (Head Office)		
Expenses of conferences		113,773
Other administrative expenses (specify)		
Organising		500,276
Training courses		32,580
Journal		113,823
Publicity		52,541
Ballot		21,613
Other Outgoings		
Interest payable:		
Bank charges (including overdrafts)		31,878
Mortgages		
Other loans		
Costs of merger with Prospect		69,975
Transfer to Political Fund		
Depreciation		65,657
Taxation		
Property repairs		30,094
Grants and donations		10,191
Items relating to FRS 102 defined benefit pension		(174,000)
Pension scheme actuarial (gain)/loss		2,868,000
Total		8,130,188
Charged to:		
	General Fund (Page 3)	8,130,188
	Fund (Account)	
	Fund (Account)	
Total		8,130,188

ANALYSIS OF OFFICIALS SALARIES AND BENEFITS

(see notes 34 to 44 below)

Office held	Gross Salary £	Employers N.I. contributions £	Benefits			Total £
			Pension Contribution s £	Other Benefits		
				Description	Value £	
General Secretary – G Morrissey	70,806	7,932	8,039			86,777
Asst. General Secretary – Luke Crawley	61,999	6,656	7,040			75,695
Asst. General Secretary – Spencer MacDonald	61,999	6,920	6,455			75,374

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		24,064
Other investment income (specify)		
Total investment income		24,064
Credited to:		
	General Fund (Page 3)	24,064
	Fund (Account)	
	Fund (Account)	
	Fund (Account)	
	Fund (Account)	
	Fund (Account)	
	Political Fund	
Total Investment Income		24,064

BALANCE SHEET as at 31 December 2016

(see notes 47 to 50)

Previous Year		£	£
3,280,442	Fixed Assets (at page 14)		3,295,725
	Investments (as per analysis on page 15)		
1,578	Quoted (Market value £ 1,578)	-	
29,750	Unquoted	29,750	
31,328	Total Investments		29,750
	Other Assets		
	Loans to other trade unions		
339,322	Sundry debtors	332,957	
1,841,871	Cash at bank and in hand	1,665,827	
	Income tax to be recovered		
	Stocks of goods		
	Others (specify)		
2,181,193	Total of other assets		1,998,784
5,492,963	TOTAL ASSETS		5,324,259
(2,041,280)	General Fund (Account)		(5,189,698)
17,950	Death Benefit Fund (Account 2)		14,450
	Fund (Account)		
	Superannuation Fund (Account)		
37,611	Political Fund (Account 1)		52,791
5,128	Revaluation Reserve		4,550
460,004	Property Revaluation Reserve		460,004
	LIABILITIES		
	Amount held on behalf of central trade union political fund		
	Loans: From other trade unions		
	Tax payable		
88,151	Sundry creditors		198,939
265,399	Accrued expenses		429,223
	Provisions		
6,660,000	Other liabilities (pension liability)		9,354,000
8,361,567	TOTAL LIABILITIES		9,982,162
5,412,768	TOTAL ASSETS		5,324,259

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	3,250,00		124,134			3,374,134
Additions			81,240			81,240
Disposals			(23,584)			(23,584)
Revaluation/Transfer s						
At end of year	3,250,000		181,790			3,431,790
Accumulated Depreciation						
At start of year	26,000		67,992			93,992
Charges for year	26,000		39,657			65,657
Disposals			(23,584)			(23,584)
Revaluation/Transfer s						
At end of year	52,000		84,065			136,065
Net book value at end of year	3,198,000		97,725			3,295,725
Net book value at end of previous year	3,224,000		56,142			3,280,142

ANALYSIS OF INVESTMENTS

(see notes 56 and 57)

		All Funds Except Political Funds £	Political Fund £
QUOTED			
	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	29,750	
	Government Securities (Gilts)		
	Mortgages		
	Bank and Building Societies		
	Other unquoted investments (to be specified)		
	TOTAL UNQUOTED (as Balance Sheet)	29,750	
	Market Value of Unquoted Investments	29,750	

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	5,040,081	42,162	5,082,243
From Investments	24,064		24,064
Other Income (including increases by revaluation of assets)	80,192	617	80,809
Total Income	5,144,337	42,779	5,187,116
EXPENDITURE (including decreases by revaluation of assets)			
Total Expenditure	8, 296,833	27,599	8,324,432
Funds at beginning of year (including reserves)	(1,558,198)	37,611	(1,520,587)
Funds at end of year (including reserves)	(4,710,694)	52,791	(4,657,903)
ASSETS			
Fixed Assets			3,295,725
Investment Assets			29,750
Other Assets			1,998,784
		Total Assets	5,324,259
LIABILITIES		Total Liabilities	9,982,162
NET ASSETS (Total Assets less Total Liabilities)			(4,657,903)

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.

See attached

BROADCASTING ENTERTAINMENT CINEMATOGRAPH AND THEATRE UNION

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2016

1 ACCOUNTING POLICIES

a Basis of Accounts

The accounts have been prepared in accordance with Financial Reporting Standard 102 (FRS 102), the Financial Reporting Standard applicable in the United Kingdom and the Republic of Ireland.

b Subscriptions

Subscriptions are shown in the accounts on the basis of those amounts collected and due from members in respect of the year under review.

c Tangible Fixed Assets

Tangible fixed assets are stated at historical cost less accumulated depreciation. Historical cost includes expenditure that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

In accordance with the transitional exemption available in FRS 102, the Union has chosen to adopt its previous valuation of freehold property as its deemed cost at the transition date of 1 January 2014. Depreciation is provided at 2% straight line on the value of the building whilst land is not depreciated.

Depreciation is provided on a straight line basis on furniture and fittings at 20% per annum on cost and on computer equipment at 33% per annum on cost in order to write these assets off over their estimated useful life, with a full year's charge in the year of acquisition. Assets which were fully depreciated at 1 January 2016 have been eliminated from these accounts.

d Finance and operating leases

Rental payments in respect of operating leases where substantially all the benefits and risks of ownership remain with the lessor are charged to the Statement of Comprehensive Income on a straight line basis over the lease term.

Assets obtained under finance leases, hire purchase contracts and similar loan agreements are capitalised as tangible fixed assets as substantially all of the benefits and risks of ownership are assumed by the Union. Assets acquired under hire purchase contracts and similar loan agreements are depreciated over their useful lives.

e Investments

Quoted investments are stated at market value. Investments in unlisted company shares, which have been classed as fixed asset investments as the Union intends to hold them on a continuing basis, are remeasured to market value at each Balance Sheet date. Gains and losses on remeasurement are recognised in the Statement of Comprehensive Income for the period.

f Members' legal expenses

Members' legal expenses are charged in these accounts net of reimbursements obtained in respect of certain cases, on an invoiced basis.

g Value Added Tax

VAT is only partially recoverable. All expenditure is shown exclusive of VAT where applicable.

BROADCASTING ENTERTAINMENT CINEMATOGRAPH AND THEATRE UNION

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2016

1 ACCOUNTING POLICIES (continued)

h Pension Scheme

The Union's pension scheme is a defined benefit scheme.

For the defined benefit schemes the amounts charged to the operating profit are the costs arising from the employee services rendered during the period and the costs of plan introductions, benefit changes, settlements and curtailments. They are included in staff costs. The net interest cost on the defined benefit liability is charged to the profit or loss. Re-measurement comprising actuarial gains and losses and the return on scheme assets (excluding amounts included in the net interest on the net defined benefit liability) are recognised immediately in other comprehensive income.

The assets of the scheme are held separately from those of the Union in a separate trustee administered fund. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method and a discounted rate equivalent to the current rate of return on high quality corporate bonds of equivalent currency and term to the scheme liabilities.

i Critical Accounting Assumptions and Judgements

The preparation of financial statements requires management to make judgements, estimates and assumptions in the application of accounting policies that affect the reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates. Estimates and judgements are continuously evaluated and are based on historical experience and other factors including expectations of future events that are believed to be reasonable. Revision to accounting estimates are recognised in the period in which the estimates are revised and any future period affected.

In preparing these financial statements, the Union has made the following judgements:

Determine whether there are any indicators of impairment of the union's tangible fixed assets. Factors taken into consideration in reaching such a decision include the economic viability and expected future financial performance of the asset and where it is a component of a larger cash-generating unit, the viability and expected future performance of that unit.

Other key sources of estimation uncertainty

- Tangible fixed assets (see note 11) and depreciation as stated above
- Pension scheme (see note above)

BROADCASTING ENTERTAINMENT CINEMATOGRAPH AND THEATRE UNION

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2016

2	OTHER INCOME	2016	2015
		£	£
	Investment income	24,064	26,712
	Compromise agreements	24,350	20,010
	Training income	37,960	-
	Sundry income	17,882	300
		<u>104,256</u>	<u>47,022</u>
3	STAFF COSTS	2016	2015
		£	£
	Salaries	1,722,834	1,638,118
	National insurance contributions	861,404	724,531
		<u>2,584,238</u>	<u>2,362,648</u>
	Redundancy costs	373,169	-
		<u>2,957,407</u>	<u>2,362,648</u>
	Staff retirement scheme	672,589	670,310
	Stakeholder pension	20,166	24,810
	Auto-enrolment pension	1,026	873
	Death in service	23,988	23,861
		<u>717,769</u>	<u>719,854</u>

Key management personnel include the Officers of the Union who have the authority and responsibility for planning, directing and controlling the activities of the Union. The total employee benefits paid to key management for services provided to the Union was £237,846 (2015: £229,161).

BROADCASTING ENTERTAINMENT CINEMATOGRAPH AND THEATRE UNION

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2016

4 PENSION COSTS

The union operates a final salary defined benefit pension scheme. Benefits are linked to members' final pensionable salaries and service at their retirement (or date of leaving if earlier).

The most recent formal actuarial valuation was carried out at 31 October 2015 and updated to 31 December 2016 by a qualified independent actuary.

The assumptions used by the actuary were:

<u>FINANCIAL ASSUMPTIONS</u>	2016	2015
Discount rate	2.87%	3.93%
Retail Price inflation	3.19%	2.98%
Consumer Price inflation	2.29%	2.08%
Salary increases	0%	0%

The overall expected return on assets has been derived by calculating the weighted average of the expected rate of return for each asset class.

Cash, bank base rate	%	1.00%
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<u>DEMOGRAPHIC ASSUMPTIONS</u>	2016	2015
Mortality (pre-retirement)	SAPS1 Tables	SAPS1 Tables
Mortality (post-retirement)	SAPS1 Tables	SAPS1 Tables

The assets of the scheme are invested in a diversified portfolio.

In the current year they are valued at bid market value. In previous years they have been quoted at mid market value.

<u>ASSET CLASS</u>	2016		2015		2014	
			£'000	% of total assets	£'000	% of total assets
Equities (including property)	13,473	71%	11,920	71%	11,361	69%
Bonds	5,313	28%	4,700	28%	4,901	30%
Cash	190	1%	168	1%	67	1%
	<u>18,976</u>		<u>16,788</u>		<u>16,329</u>	
Actual return	2,040		611		1,325	

BROADCASTING ENTERTAINMENT CINEMATOGRAPH AND THEATRE UNION

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2016

4 PENSION COSTS (continued)

BALANCE SHEET RECONCILIATION

	2016	2015
	£'000	£'000
Market value of assets	18,976	16,788
Present value of liabilities	28,330	23,448
Pension (liability) recognised in balance sheet	<u>(9,354)</u>	<u>(6,660)</u>

ANALYSIS OF CHANGES IN VALUE OF SCHEME LIABILITIES

Value at 1 January	23,448	24,393
Service cost	291	292
Interest cost	916	914
Members' contributions	-	-
Benefits paid	(570)	(843)
Actuarial (gains) / losses	4,245	(1,308)
Value at 31 December	<u>28,330</u>	<u>23,448</u>

ANALYSIS OF CHANGES IN THE VALUE OF SCHEME ASSETS

Value at 1 January	16,788	16,329
Expected return	663	616
Actuarial (losses) / gains	1,377	(5)
Employer's contributions	790	776
Members' contributions	-	-
Expenses paid	(72)	(85)
Benefits paid	(570)	(843)
Value at 31 December	<u>18,976</u>	<u>16,788</u>

CHARGE TO INCOME AND EXPENDITURE

Current service cost	(291)	(292)
Net interest cost	(253)	(298)
Administrative expenses	(72)	(85)
	<u>(616)</u>	<u>(675)</u>
Employer contributions	790	776
	<u>174</u>	<u>101</u>

CHARGE TO OTHER COMPREHENSIVE INCOME

Actual return on Scheme assets	2,040	611
Less: amount already recognised as expected return	(663)	(616)
Other actuarial gains / (losses)	(4,245)	1,308
	<u>(2,868)</u>	<u>1,303</u>

BROADCASTING ENTERTAINMENT CINEMATOGRAPH AND THEATRE UNION

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2016

4 PENSION COSTS (continued)

HISTORY OF ASSETS, LIABILITIES, EXPERIENCE GAINS AND LOSSES

	2016	2015	2014	2013	2012
	£'000	£'000	£'000	£'000	£'000
<u>At 31 December</u>					
Market value of scheme assets	18,976	16,788	16,329	15,097	13,268
Value of scheme liabilities	(28,330)	(23,448)	(24,393)	(20,737)	(20,867)
(Deficit) in the scheme	<u>(9,354)</u>	<u>(6,660)</u>	<u>(8,064)</u>	<u>(5,640)</u>	<u>(7,599)</u>

BROADCASTING ENTERTAINMENT CINEMATOGRAPH AND THEATRE UNION

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2016

	2016	2015
	£	£
5 ORGANISING		
Head office and general organising	48,571	62,017
Divisional and other organising	328,815	318,626
Regional offices	87,832	77,928
NEC and committees	19,059	17,023
Miscellaneous committees	15,999	15,523
	<u>500,276</u>	<u>491,117</u>
6 AFFILIATION FEES		
Trades Union Congress	72,076	67,388
General Federation of Trade Unions	5,500	5,500
Media Entertainment International	69,443	50,691
Federation of Entertainment Unions	2,500	2,500
Scottish Trades Union Congress	2,371	2,226
Irish Congress of Trade Union	2,786	2,855
Various	8,469	8,757
	<u>163,145</u>	<u>139,917</u>
7 DEATH BENEFIT FUND		

In accordance with rules 5(s) and 22 the Death Benefit Fund is maintained at a sum equivalent to twice the highest total annual amount of death benefit claims paid in any of the five years immediately preceding by an allocation from or (to) the General Fund of the union.

BROADCASTING ENTERTAINMENT CINEMATOGRAPH AND THEATRE UNION

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2016

	2016	2015
	£	£
8 POLITICAL FUND AFFILIATION FEES		
Labour Party	21,699	21,199
Various	3,426	3,176
	<u>25,125</u>	<u>24,375</u>

9 ACCUMULATED FUNDS

	Total	General Fund	Death Benefit	Political Fund
	£	£	£	£
Balance at 1 January 2016	(1,520,587)	(1,576,148)	17,950	37,611
Surplus/(Deficit) for the year	(3,137,316)	(3,148,996)	(3,500)	15,180
Balance at 31 December 2016	<u>(4,657,903)</u>	<u>(4,725,144)</u>	14,450	<u>52,791</u>

	2016
	£
10 HARDSHIP FUND	
Balance at 1 January 2016	6,801
Receipts	4,801
Grants paid	(1,314)
Balance at 31 December 2016	<u>10,288</u>

The income and expenditure of the above forms part of the general fund as detailed on pages 3 and 4.

BROADCASTING ENTERTAINMENT CINEMATOGRAPH AND THEATRE UNION
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2016

11 **TANGIBLE FIXED ASSETS**

	Freehold Property 373/377 Clapham Road London SW9	Computer Equipment	Furniture and Fittings	Total
	£	£	£	£
Cost at 1 January	3,250,000	93,873	30,261	3,374,134
Additions	-	35,886	45,354	81,240
Disposals	-	(23,584)	-	(23,584)
Cost at 31 December	3,250,000	106,175	75,615	3,431,790
Depreciation at 1 January	26,000	60,136	7,856	93,992
Charged in year	26,000	28,947	10,710	65,657
Disposals	-	(23,584)	-	(23,584)
Depreciation at 31 December	52,000	65,499	18,566	136,065
Net Book Value at:				
31 December 2016	3,198,000	40,676	57,049	3,295,725
31 December 2015	3,224,000	33,737	22,405	3,280,142

The Union's freehold property was valued at £3,250,000 as at 7 March 2013 by Frederick philHolt & Company, Chartered Surveyors, at market value in accordance with the Royal Institution of Chartered Surveyors' Valuation – Professional Standards. Under the transitional exemption under Section 35 of FRS 102, this has been treated as the property's deemed cost for the purposes of these accounts.

Included within the net book value of £3,295,725 is £13,044 (2015: £26,089) relating to assets held under hire purchase agreements. The depreciation charged to the accounts in respect of such assets was £13,045.

BROADCASTING ENTERTAINMENT CINEMATOGRAPH AND THEATRE UNION
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2016

		2016	2015
12	INVESTMENTS	£	£
	Market value at 1 January 2016	31,328	11,328
	Acquisitions at cost	-	20,000
	Disposals	(1,578)	-
	Market value at 31 December 2016	<u>29,750</u>	<u>31,328</u>
	Historical cost of investments	<u>26,200</u>	<u>26,200</u>
	Investments held by the Union comprise:		
	Quoted: British Government Stock at market value	-	1,578
	Unquoted: Equities at market value	29,750	29,750
		<u>29,750</u>	<u>31,328</u>
		2016	2015
13	DEBTORS	£	£
	Contributions receivable	57,949	52,834
	Prepayments & other debtors	186,796	191,943
	Staff loans	18,849	21,006
	Deposits with solicitors	69,363	73,539
		<u>332,957</u>	<u>339,322</u>

BROADCASTING ENTERTAINMENT CINEMATOGRAPH AND THEATRE UNION

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2016

	2016	2015
14 CREDITORS:	£	£
Amounts falling due within one year		
Overdraft	97,581	-
Trade creditors	84,335	59,779
Accruals & other creditors	429,223	257,792
Deferred income	-	7,607
Obligations under hire purchase contracts	11,349	11,349
	<hr/>	<hr/>
	622,488	336,527
	<hr/>	<hr/>
Amounts falling due after more than one year		
<i>Between two and five years:</i>		
Obligations under hire purchase contracts	5,674	17,023
	<hr/>	<hr/>

16 **COMMITMENT – NON-CANCELLABLE OPERATING LEASES**

At 31 December 2016, the Union had the following total commitments under operating leases:

<i>Amounts due:</i>	Land and buildings £	Other £
Within one year	29,700	43,836
Within 2 – 5 years	20,461	65,676
	<hr/>	<hr/>
	50,161	109,512
	<hr/>	<hr/>

ACCOUNTING POLICIES

(see notes 74 and 75)

SIGNATURES TO THE ANNUAL RETURN

(see notes 76 and 77)

including the accounts and balance sheet contained in the return.

Secretary's Signature: <u><i>G. Morrissey</i></u> Name: <u>G. MORRISSEY</u> Date: <u>17/5/17</u>	Chairman's Signature: <u><i>Ann Jones</i></u> (or other official whose position should be stated) Name: <u>ANN JONES</u> Date: <u>17/5/17</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 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 (continued)

See attached

Signature(s) of auditor or auditors:	Moore Stephens LLP	
Name(s):	Philip Clark MOORE STEPHENS LLP	
Profession(s) or Calling(s):	FCA	
Address(es):	Moore Stephens LLP 150 Aldersgate Street London EC1A 4AB	
Date:	24 May 2017	
Contact name and telephone number:	Philip Clark 0207 509 9305	

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

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE
BROADCASTING ENTERTAINMENT CINEMATOGRAPH AND THEATRE UNION**

We have audited the financial statements of the Broadcasting Entertainment Cinematograph And Theatre Union for the year ended 31st December 2016 which comprise the Statement of Comprehensive Income of the General Fund, the Income and Expenditure Accounts for the Political Fund and Death Benefit Funds, 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 'the Financial Reporting Standard in the UK and Republic of Ireland'.

This report is made solely to the Union's members, as a body, in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the Union's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the union and the union's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of the National Executive Committee and auditor

As explained more fully in the Statement of the National Executive Committee's Responsibilities, the National Executive Committee is responsible for the preparation of the accounts, which have been prepared in accordance with applicable law and accounting standards.

We have been appointed as auditors and 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 (APB's) Ethical Standards for Auditor.

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 National Executive Committee; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Agenda for the 2016 Conference to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the union's affairs as at 31st December 2016 and of its surplus for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Trade Union and Labour Relations (Consolidation) Act 1992.

Matters on which we are required to report by exception

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the union has not maintained a satisfactory system of control over its transactions in accordance with the requirements of section 28 of the Trade Union and Labour Relations (Consolidation) Act 1992; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures within the form AR21 of Officers' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Moore Stephens LLP

MOORE STEPHENS LLP
Chartered Accountants and Statutory Auditor
London, UK

Date: 24 May 2017

MEMBERSHIP AUDIT CERTIFICATE

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

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

YES/NO

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

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

MEMBERSHIP AUDIT CERTIFICATE

SECTION ONE

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

5. 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


6. 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 5 or 6 is 'NO' the assurer must:

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

MEMBERSHIP AUDIT CERTIFICATE (continued)

Signature of assurer	
Name	Steve Williams
Address	150 Aldersgate Street London EC1A 4AB
Date	11 / 05 / 2017
Contact name and telephone number	Steve Williams 020 7334 9191

BROADCASTING, ENTERTAINMENT, CINEMATOGRAPH & THEATRE UNION

**STATEMENT TO MEMBERS ISSUED IN ACCORDANCE WITH THE UNION'S ANNUAL RETURN FOR
THE YEAR ENDED 31 DECEMBER 2016**

**AS REQUIRED BY SECTION 32A OF THE TRADE UNION AND LABOUR RELATIONS
(CONSOLIDATION) ACT 1992**

Income and expenditure

	£
Total income	5,187,116
Total expenditure	8,324,432

£5,040,081 of total income comprised payments in respect of membership.

Political Income and Expenditure

The figures above include £42,779 of income and £27,599 of expenditure in respect of the political fund.

Salaries and Benefits

	Salary	Employer's National Insurance contributions	Pension contributions	Benefits	Total
	£	£	£	£	£
G Morrissey General Secretary	70,806	7,932	8,039	-	86,777
L Crawley Asst Gen Secretary	61,999	6,656	7,040		75,695
S MacDonald Asst Gen Secretary	61,999	6,656	6,455		75,374

Irregularity Statement

A member who is concerned that some irregularity may be occurring, or has occurred, in the conduct of the financial affairs of the union may take steps with a view to investigating further, obtaining clarification and if necessary securing regularisation of that conduct.

The member may raise any such concern with such one or more of the following as it seems appropriate to raise it with: the officials of the union, the trustees of the property of the union, the auditor or auditors of the union, the Certification Officer (who is an independent officer appointed by the Secretary of State) and the police.

Where a member believes that the financial affairs of the union have been or are being conducted in breach of the law or in breach of the rules of the union and contemplates bringing civil proceedings against the union or responsible officials or trustees, he should consider obtaining independent legal advice.



**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE
BROADCASTING ENTERTAINMENT CINEMATOGRAPH AND THEATRE UNION**

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This report is made solely to the Union's members, as a body, in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the Union's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the union and the union's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of the National Executive Committee and auditor

As explained more fully in the Statement of the National Executive Committee's Responsibilities, the National Executive Committee is responsible for the preparation of the accounts, which have been prepared in accordance with applicable law and accounting standards.

We have been appointed as auditors and 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 (APB's) Ethical Standards for Auditor.

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 National Executive Committee; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Agenda for the 2016 Conference to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

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- the union has not maintained a satisfactory system of control over its transactions in accordance with the requirements of section 28 of the Trade Union and Labour Relations (Consolidation) Act 1992; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures within the form AR21 of Officers' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Moore Stephens LLP

MOORE STEPHENS LLP
Chartered Accountants and Statutory Auditor
London, UK

Date: 24 May 2017