

Trade Union's details

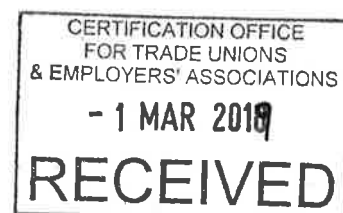
Name of Trade Union:	University & College Union
Year ended:	31 st August 2018
List number:	792T
Head or Main Office address:	Carlow Street London NW1 7LH
Has the address changed during the year to which the return relates?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> (Tick as appropriate)
Website address (if available)	www.ucu.org.uk
General Secretary:	Sally Hunt
Telephone Number:	020 7756 2500
Contact name for queries regarding the completion of this return:	David Hales
Telephone Number:	020 7756 2500
E-mail:	DHales@ucu.org.uk

Please follow the guidance notes in the completion of this return. Any difficulties or problems in the completion of this return should be directed to the Certification Officer as below or by telephone to: 0330 109 3602.

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, Lower Ground Floor, Fleetbank House, 2-6 Salisbury Square, London EC4Y 8JX.

-For Unions based in Scotland: Certification Office for Trade Unions and Employers' Associations, Melrose House, 69a George Street, Edinburgh EH2 2JG.



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	57,050	1,522	8	67	58,647
Female	60,082	1,767	9	59	61,917
Total	117,132	3,289	17	126	A 120,564

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

103,583

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

932

Change of officers

Please complete the following to record any changes of officers during the twelve months covered by this return.

Position held	Name of Officer ceasing to hold office	Name of Officer Appointed	Date of change
President	Dr Joanna de Groot	Ms Vicky Knight	1.6.18
President-Elect	Ms Vicky Knight	Dr Douglas Chalmers	1.6.18
Vice-President	Dr Douglas Chalmers	Ms Nita Sanghera	1.6.18
Immediate Past President	Mr Robin Goodfellow	N/A	1.6.18
Honorary Treasurer	Dr Steve Sangwine	Dr Steve Sangwine	1.6.18

State whether the union is:

a. A branch of another trade union?

Yes

No

If yes, state the name of that other

b. A federation of trade unions?

Yes

No

If yes, state the number of affiliated

and names:

OFFICERS OF THE UNIVERSITY AND COLLEGE UNION - 2017/2018

Officers of the Union at 31st August 2017:

President	Dr Joanna de Groot
President Elect	Ms Vicky Knight
Vice-president	Dr Douglas Chalmers
Honorary Treasurer	Dr Steve Sangwine
Immediate Past President	Mr Robin Goodfellow

Officers of the Union at 31st August 2018

Ms Vicky Knight
Dr Douglas Chalmers
Ms Nita Sanghera
Dr Steve Sangwine
N/A

Members of the National Executive Committee from 1st September 2017 and at 1 June 2018 (until the end of Congress):

Dr Joanna de Groot (President)
Ms Vicky Knight (President Elect)
Dr Douglas Chalmers (Vice President)
Mr Robin Goodfellow (Immediate Past President)
Dr Steve Sangwine (Honorary Treasurer)
Dr Sue Abbott
Ms Janice Aitken*
Mr David Anderson
Ms Vicky Blake
Miss Ariane Bogain
Mr Steve Boyce
Ms Mandy Brown
Professor Sarah Brown
Ms Carolyn Campbell
Ms Alison Chapman
Ms Julia Charlton
Dr Rachel Cohen
Ms Pauline Collins
Ms Anya Cook
Professor Jimmy Donaghey
Mr Mark Dunkerley
Mr Paul Errington
Ms Janet Farrar**
Dr Jeff Fowler
Ms Ann Gow
Mr Brian Hamilton
Dr Joan Harvey
Dr Julie Hearn
Ms Elane Heffernan
Dr Marion Hersh**
Ms Margot Hill
Ms Pat Hornby Atkinson
Mr Chris Jones
Ms Amy Jowett
Ms Lesley Kane
Ms Dominique Lauterburg***
Mr David Limb
Ms Rhiannon Lockley
Ms Lesley McGorrigan
Dr Justine Mercer
Dr Eleni Michalopoulou**
Dr Carlo Morelli

Mr David Muritu
Mr Terry Murphy
Mr Denis Nicole
Dr Adam Ozanne
Ms Christina Paine
Mrs Emma-Jane Phillips
Dr Catherine Prendergast
Ms Jenny Prideaux
Mr Ryan Prout
Mr David Ridley
Ms Julia Roberts
Ms Nita Sanghera
Dr Victoria Showunmi
Miss Melanie Stouph
Mr John Paul Sullivan
Mr Sean Vernell
Mr Sean Wallis
Ms Elaine White
Mr Christopher Whyley****
Mrs Amanda Williams
Mr Justin Wynne

General Secretary

Ms Sally Hunt

Trustees

Mr Philip Burgess
Dr Alastair Hunter
Ms Angela McConnell
Ms Laura Miles
Ms Kathy Taylor

* elected November 2017

** elected March 2018

*** resigned September 2017

**** resigned October 2017

Members of the National Executive Committee from 1 June 2018 (after end of Congress) and at 31st August 2018:

Ms Vicky Knight (President)
Dr Douglas Chalmers (President Elect)
Ms Nita Sanghera (Vice President)
Dr Steve Sangwine (Honorary Treasurer)
Mr Mark Abel
Dr Sue Abbott
Ms Janice Aitken
Professor Paul Anderson
Ms Pura Ariza
Ms Vicky Blake
Ms Cecily Blyther

Miss Ariane Bogain
Mr Steve Boyce
Ms Mandy Brown
Ms Carolyn Campbell
Mr Michael Carley
Ms Alison Chapman
Ms Julia Charlton
Mr Robert Clunas
Ms Pauline Collins
Ms Anya Cook
Mr Paul Errington
Ms Janet Farrar
Mr Robin Goodfellow
Ms Ann Gow
Ms Vida Greaux
Dr Joanna de Groot
Mr Brian Hamilton
Dr Joan Harvey
Dr Julie Hearn
Ms Elane Heffernan
Dr Marion Hersh
Ms Margot Hill
Ms Pat Hornby Atkinson
Ms Ioanna Ioannou
Mr Chris Jones
Ms Lesley Kane
Mr David Limb
Ms Rhiannon Lockley
Dr Steve Lui
Ms Jo McNeill
Dr Justine Mercer
Dr Eleni Michalopoulou
Dr Carlo Morelli
Mr David Muritu
Mr Denis Nicole
Dr Adam Ozanne
Ms Christina Paine
Mrs Emma-Jane Phillips
Dr Catherine Prendergast
Mr Ryan Prout
Mr David Ridley
Ms Julia Roberts
Miss Melanie Stouph
Mr John Paul Sullivan
Mr Sean Vernell
Mr Sean Wallis
Ms Elaine White
Mrs Amanda Williams
Mr Justin Wynne

General Secretary

Ms Sally Hunt

Trustees

Mr Philip Burgess

Dr Alastair Hunter

Ms Laura Miles

Ms Angela McConnell

Ms Kathy Taylor

General fund
(see notes 13 to 18)

	£	£
Income		
From Members: Contributions and Subscriptions		21,347,334
From Members: Other income from members (specify)		
Donations	278,312	
		278,312
Total other income from members		278,312
Total of all income from members		21,625,646
Investment income (as at page 12)		19,894
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	154,771	
		154,771
Total of other income (as at page 4)		154,771
		Total income
		21,800,311
Expenditure		
Benefits to members (as at page 5)		1,046,953
Administrative expenses (as at page 10)		16,339,230
Federation and other bodies (specify)		
Subscriptions to TUC	262,144	
Subscriptions to Education International	130,671	
Other subscriptions	82,906	
Total expenditure Federation and other bodies		475,721
Taxation		7,560
Transfer to Pension Fund (Fund 3)		1,950,000
		Total expenditure
		19,819,464
		1,980,847
Surplus (deficit) for year		1,980,847
		32,981,922
Amount of general fund at beginning of year		32,981,922
		34,962,769
Amount of general fund at end of year		34,962,769

Analysis of benefit expenditure shown at general fund
(see notes 21 to 23)

	£		£
Representation – Employment Related Issues	463,639	brought forward	475,994
		Education and Training services	126,255
Representation – Non Employment Related Issues	12,355		
		Negotiated Discount Services	
Communications			
		Salary Costs	
Advisory Services			
		Other Benefits and Grants (specify)	
		Equality, health & safety & pensions events	91,914
Dispute Benefits		Hardship payments	347,690
		Other	5,100
Other Cash Payments			
carried forward	475,994	Total (should agree with figure in General Fund)	1,046,953

Accounts other than the revenue account/general fund

(see notes 21 to 23)

Fund 2		Fund Account	
Name:	Fighting Fund	£	£
Income			
	From members		221,609
	Investment income (as at page 12)		
	Other income (specify)		
	Donations from members	429,190	
	Total other income as specified		429,190
		Total Income	650,799
Expenditure			
	Benefits to members		1,113,957
	Administrative expenses and other expenditure (as at page 10)		118,073
	Total Expenditure		1,232,030
			(581,231)
			1,986,893
			1,405,662
	Number of members contributing at end of year		103,583

Fund 3		Fund Account	
Name:	Pension Fund	£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Pension contributions received in the year.	2,160,000	
	Actuarial gain on pension scheme net assets.	2,442,000	
	Total other income as specified		4,602,000
		Total Income	4,602,000
Expenditure			
	Pension financial costs	210,000	
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		210,000
			4,392,000
			(9,456,000)
			(5,064,000)
	Number of members contributing at end of year		N/A

(See notes 21 to 23)

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			

Political fund account

(see notes 24 to 33)

Political fund account 1		To be completed by trade unions which maintain their own political fund	
Income	Members contributions and levies	£	163,704
	Investment income (as at page 12)	£	
	Other income (specify)	£	
	Total other income as specified		
	Total income		163,704
Expenditure under section (82) of the Trade Union and Labour Relations (Consolidation) Act 1992 on purposes set out in section (72) (1) where consolidation of expenditures from the political funds exceeds £2,000 during the period			
Expenditure A (as at page i)		£	
Expenditure B (as at page ii)		£	
Expenditure C (as at page iii)		£	
Expenditure D (as at page iv)		£	
Expenditure E (as at page v)		£	
Expenditure F (as at page vi)		£	
Non-political expenditure (as at page vii)		£	161,986
	Total expenditure		161,986
	Surplus (deficit) for year		1,718
	Amount of political fund at beginning of year		11,874
	Amount of political fund at the end of year (as Balance Sheet)		13,592
	Number of members at end of year contributing to the political fund		86,354
	Number of members at end of the year not contributing to the political fund		34,210
	Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund		31,522
Political fund account 2		To be completed by trade unions which act as components of a central trade	
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		
	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		

Political fund account expenditure (c)

Expenditure under section 72 (1) (c) of the Trade Union and Labour Relations (Consolidation) Act.

To be completed where total expenditure from the political fund exceeds £2,000
during the period to which return relates.

Expenditure in connection with the registration of electors, the candidature of any person, the selection of any candidate or the holding of any ballot by the union in connection with any election to a political office

Title and Date of election	Name of political party/organisation	Name of candidate, organisation or political party (see note 33(iii))	£
Total			

Expenditure from the political fund not falling within section 72(1) of the trade union & labour relations (consolidation) act 1992

For expenditure not falling within section 72(1) the required information is-

(a) the nature of each cause or campaign for which money was expended, and the total amount expended in relation to each one	£
Total	
Total expenditure	161,986
(b) the name of each organisation to which money was paid (otherwise than for a particular cause or campaign), and the total amount paid to each one	£
Trades Union Congress – proportion of affiliation	33,000
National Pensioners' Convention affiliation	2,250
IER annual donation	2,009
TU Coordinating Group affiliation	5,641
Wales TUC affiliation	605
Results UK membership	500
Burma Campaign affiliation	300
CODIR affiliation	250
Public Service Pensioners' Council subscription	270
Venezuela Solidarity Campaign affiliation	240
Cuba Solidarity Campaign affiliation	200
NAFAFC UK donation	200
IWD donation	250
Fairshare Educational Foundation – Share Action membership	3,042
Total	48,757
Total expenditure	161,986
(c) the total amount of all other money expended	£
Miscellaneous political lobbying	765
DeHavilland - political monitoring service	18,031
Ballot on retention of Political Fund	77,387
Conferences	17,046
Total	113,229
Total expenditure	161,986

Analysis of administrative expenses and other outgoings excluding amounts charged to political fund accounts

(see notes 34 and 35)

		£
Administrative Expenses		
Remuneration and expenses of staff		9,987,219
Salaries and Wages included in above	£7,683,141	
Auditors' fees		35,263
Legal and Professional fees		517,519
Occupancy costs		1,480,287
Stationery, printing, postage, telephone, etc.		470,609
Expenses of Executive Committee (Head Office)		234,818
Expenses of conferences		598,746
Other administrative expenses (specify)		
Equipment & systems maintenance		948,362
Campaigns & policy		493,976
Bargaining & negotiations		127,485
Higher & further education		220,063
Ballot		241,353
Miscellaneous		135,750
Other Outgoings		
Interest payable:		
Bank loans (including overdrafts)		
Mortgages		
USS Discount unwind		47,138
Depreciation		597,426
Taxation		
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
Payments to charities		(99)
Other donations		111,388
Pension scheme		210,000
	Total	16,457,303
Charged to:		
	General Fund (Page 3)	16,339,230
	Fighting Fund (Account 2)	118,073
	Fund (Account)	
	Total	16,457,303

Balance sheet as at

31st August 2018

(see notes 49 to 52)

Previous Year		£	£
14,676,318	Fixed Assets (at page 14)		14,429,085
	Investments (as per analysis on page 15)		
992,250	Quoted (Market value £1,091,250)	1,091,250	
180,000	Unquoted	180,000	
1,172,250	Total Investments		1,271,250
	Other Assets		
	Loans to other trade unions		
755,133	Sundry debtors	729,907	
23,056,451	Cash at bank and in hand	24,560,247	
	Income tax to be recovered		
	Stocks of goods		
50	Others (specify) deposits with building societies	50	
23,811,634	Total of other assets		25,290,204
39,660,202	Total assets		40,990,539
32,981,922	General Fund (Account 1)		34,962,769
1,986,893	Fighting Fund (Account 2)		1,405,662
(9,456,000)	Pension Fund (Account 3)		(5,064,000)
806,159	Investment Reserve (Account 4)		887,153
11,874	Political Fund (Account 1)		13,592
	Revaluation Reserve		
	Liabilities		
	Amount held on behalf of central trade union political fund		
9,456,000	Pension liability	5,064,000	
1,885,511	Pension liability multi-employer scheme	1,792,980	
	Loans: Other		
	Bank overdraft		
11,742	Tax payable	7,560	
1,852,224	Sundry creditors	1,778,940	
	Accrued expenses		
123,877	Provisions – deferred tax	141,883	
	Other liabilities		
13,329,354	Total liabilities		8,785,363
39,660,202	Total assets		40,990,539

Fixed assets account
(see notes 53 to 57)

	Land and Buildings		Furniture and Equipment £	Motor Vehicles £	Not used for union business £	Total £
	Freehold £	Leasehold £				
Cost or Valuation						
At start of year	17,359,819	89,690	2,535,430			19,984,939
Additions	125,050		225,141			350,191
Disposals			(3,892)			(3,892)
Revaluation/Transfers						
At end of year	17,484,869	89,690	2,756,679			20,331,238
Accumulated Depreciation						
At start of year	3,260,506	34,979	2,013,136			5,308,621
Charges for year	348,030	1,794	247,600			597,424
Disposals			(3,892)			(3,892)
Revaluation/Transfers						
At end of year	3,608,536	36,773	2,256,844			5,902,153
Net book value at end of year	13,876,333	52,917	499,835			14,429,085
Net book value at end of previous year	14,099,313	54,711	522,294			14,676,318

Analysis of investments
(see notes 58 and 59)

Quoted		All Funds Except Political Funds £	Political Fund £
	Equities (e.g. Shares)	1,091,250	
	Government Securities (Gilts)		
	Other quoted securities (to be specified)		
	Total quoted (as Balance Sheet)	1,091,250	
	Market Value of Quoted Investment	1,091,250	
Unquoted	Equities	180,000	
	Government Securities (Gilts)		
	Mortgages		
	Bank and Building Societies		
	Other unquoted investments (to be specified)		
	Total unquoted (as Balance Sheet)	180,000	
	Market Value of Unquoted Investments	180,000	

Analysis of investment income (controlling interests)
(see notes 60 and 61)

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 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 62 to 73)

	All funds except Political Funds £	Political Funds £	Total Funds £
Income			
From Members	22,276,445	163,704	22,440,149
From Investments	19,894	--	19,894
Other Income (including increases by revaluation of assets)	4,855,771	--	4,855,771
Total Income	27,152,110	163,704	27,315,814
Expenditure (including decreases by revaluation of assets)	21,279,500	161,986	21,441,486
Total Expenditure	21,279,500	161,986	21,441,486
Funds at beginning of year (including reserves)	26,318,974	11,874	26,330,848
Funds at end of year (including reserves)	32,191,584	13,592	32,205,176
Assets			
Fixed Assets			14,429,085
Investment Assets			1,271,250
Other Assets			25,290,204
		Total Assets	40,990,539
Liabilities			
		Total Liabilities	8,785,363
Net assets (Total Assets less Total Liabilities)			32,205,176

Information on Industrial action ballots

(see notes 74 to 80)

Did the union hold any ballots in respect of industrial action during the return period?

YES

If Yes How many ballots were held: **246**

For each ballot held please complete the information below: **See continuation sheets 19.1-19.6**

Ballot 1

Number of individuals who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of Individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

*** 1-3 should total "Number of votes cast in the ballot"**

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot **Y / N**

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? **Y / N**

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot **Y / N**

Ballot 2

Number of individuals who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of Individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

*** 1-3 should total "Number of votes cast in the ballot"**

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot **Y / N**

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? **Y / N**

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot **Y / N**

For additional ballots please continue on next page

Ballot 3

Number of individuals who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of Individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

*** 1-3 should total "Number of votes cast in the ballot"**

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot Y / N

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? Y / N

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot Y / N

Ballot 4

Number of individuals who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of Individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

*** 1-3 should total "Number of votes cast in the ballot"**

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot Y / N

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? Y / N

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot Y / N

Ballot 5

Number of individuals who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of Individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

*** 1-3 should total "Number of votes cast in the ballot"**

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot Y / N

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? Y / N

If yes, were the number of individuals answering "Yes" to the question(or each question) at least 40% of the number of individuals who were entitled to vote in the ballot Y / N

Use a continuation sheet if necessary

UNIVERSITY AND COLLEGE UNION (CO/1792T)

Information on Industrial action ballots

Ballot number:	Workplace/Institution:	Date ballot closed:	Ballot on:	Number of individuals who were entitled to vote in the ballot:	Number of votes cast:	Number of individuals answering "YES" to the question:	Number of individuals answering "NO" to the question:	Number of invalid or otherwise spoiled voting papers returned:	Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot: YES/NO	Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? YES/NO	If section 226(2B) applies, were the number of individuals answering "YES" to the question at least 40% of the number of individuals who were entitled to vote in the ballot? YES/NO
1	University of Brighton	03/11/2017	Strike Action	693	370	314	55	1	YES	NO	N/A
2	University of Brighton	03/11/2017	Action short of strike action	693	370	341	29	0	YES	NO	N/A
3	University of Manchester	04/10/2017	Strike Action	1,820	1,051	909	140	2	YES	NO	N/A
4	University of Manchester	04/10/2017	Action short of strike action	1,820	1,051	976	72	3	YES	NO	N/A
5	Aberystwyth University	19/01/2018	Strike Action	407	218	186	29	3	YES	NO	N/A
6	Aberystwyth University	19/01/2018	Action short of strike action	407	218	207	10	1	YES	NO	N/A
7	Aston University	19/01/2018	Strike Action	270	184	149	33	2	YES	NO	N/A
8	Aston University	19/01/2018	Action short of strike action	270	184	168	15	1	YES	NO	N/A
9	Bangor University	19/01/2018	Strike Action	424	226	195	31	0	YES	NO	N/A
10	Bangor University	19/01/2018	Action short of strike action	424	226	210	12	4	YES	NO	N/A
11	University of Bath	19/01/2018	Strike Action	525	319	288	28	3	YES	NO	N/A
12	University of Bath	19/01/2018	Action short of strike action	525	319	305	12	2	YES	NO	N/A
13	Birkbeck College	19/01/2018	Strike Action	415	223	209	14	0	YES	NO	N/A
14	Birkbeck College	19/01/2018	Action short of strike action	415	223	212	11	0	YES	NO	N/A
15	Brunel University	19/01/2018	Strike Action	381	195	156	38	1	YES	NO	N/A
16	Brunel University	19/01/2018	Action short of strike action	381	195	179	15	1	YES	NO	N/A
17	Cardiff University	19/01/2018	Strike Action	1,175	642	566	70	6	YES	NO	N/A
18	Cardiff University	19/01/2018	Action short of strike action	1,175	642	592	44	6	YES	NO	N/A
19	Courtauld Institute of Art	19/01/2018	Strike Action	19	12	12	0	0	YES	NO	N/A
20	Courtauld Institute of Art	19/01/2018	Action short of strike action	19	12	12	0	0	YES	NO	N/A
21	Granfield University	19/01/2018	Strike Action	219	116	92	23	1	YES	NO	N/A
22	Granfield University	19/01/2018	Action short of strike action	219	116	105	9	2	YES	NO	N/A
23	Durham University	19/01/2018	Strike Action	853	489	429	58	2	YES	NO	N/A
24	Durham University	19/01/2018	Action short of strike action	853	489	455	33	1	YES	NO	N/A
25	Heriot-Watt University	19/01/2018	Strike Action	359	274	238	35	1	YES	NO	N/A
26	Heriot-Watt University	19/01/2018	Action short of strike action	359	274	257	14	3	YES	NO	N/A
27	Imperial College London	19/01/2018	Strike Action	523	306	266	39	1	YES	NO	N/A
28	Imperial College London	19/01/2018	Action short of strike action	523	306	291	13	2	YES	NO	N/A
29	Institute of Education	19/01/2018	Strike Action	367	225	202	22	1	YES	NO	N/A
30	Institute of Education	19/01/2018	Action short of strike action	367	225	216	6	3	YES	NO	N/A
31	Kings College London	19/01/2018	Strike Action	1,007	508	466	41	1	YES	NO	N/A
32	Kings College London	19/01/2018	Action short of strike action	1,007	508	481	26	1	YES	NO	N/A
33	Keele University	19/01/2018	Strike Action	398	231	194	34	3	YES	NO	N/A
34	Keele University	19/01/2018	Action short of strike action	398	231	210	20	1	YES	NO	N/A
35	University of Lancaster	19/01/2018	Strike Action	668	490	433	54	3	YES	NO	N/A
36	University of Lancaster	19/01/2018	Action short of strike action	668	490	462	23	5	YES	NO	N/A
37	Liverpool School of Tropical Medicine	19/01/2018	Strike Action	56	31	28	3	0	YES	NO	N/A
38	Liverpool School of Tropical Medicine	19/01/2018	Action short of strike action	56	31	30	1	0	YES	NO	N/A
39	London School of Economics (re-balloated, see ballot no.149)	19/01/2018	Strike Action	545	251	226	25	0	NO	NO	N/A
40	London School of Economics (re-balloated, see ballot no.150)	19/01/2018	Action short of strike action	545	251	228	22	1	NO	NO	N/A
41	London School of Hygiene and Tropical Medicine	19/01/2018	Strike Action	250	145	127	18	0	YES	NO	N/A
42	London School of Hygiene and Tropical Medicine	19/01/2018	Action short of strike action	250	145	132	9	4	YES	NO	N/A
43	Loughborough University	19/01/2018	Strike Action	596	417	369	46	2	YES	NO	N/A
44	Loughborough University	19/01/2018	Action short of strike action	596	417	395	22	0	YES	NO	N/A
45	Newcastle University	19/01/2018	Strike Action	1,034	642	576	64	2	YES	NO	N/A

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Ballot number	Workplace/Institution:	Date ballot closed:	Ballot on:	Number of individuals who were entitled to vote in the ballot:	Number of votes cast:	Number of individuals answering "YES" to the question:	Number of individuals answering "NO" to the question:	Number of invalid or otherwise spoiled voting papers returned:	Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot: YES/NO	Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 75-80)? YES/NO	If section 226(2B) applies, were the number of individuals answering "YES" to the question at least 40% of the number of individuals who were entitled to vote in the ballot? YES/NO
46	Newcastle University	19/01/2018	Action short of strike action	1,034	642	598	39	5	YES	NO	N/A
47	Open University	19/01/2018	Strike Action	1,735	967	832	132	3	YES	NO	N/A
48	Open University	19/01/2018	Action short of strike action	1,735	967	916	48	3	YES	NO	N/A
49	Queen Mary University of London	19/01/2018	Strike Action	706	371	337	34	0	YES	NO	N/A
50	Queen Mary University of London	19/01/2018	Action short of strike action	706	371	352	19	0	YES	NO	N/A
51	Royal Holloway, University of London	19/01/2018	Strike Action	435	241	205	36	0	YES	NO	N/A
52	Royal Holloway, University of London	19/01/2018	Action short of strike action	435	241	226	15	0	YES	NO	N/A
53	University of London Royal Veterinary College	19/01/2018	Strike Action	44	25	20	5	0	YES	NO	N/A
54	University of London Royal Veterinary College	19/01/2018	Action short of strike action	44	25	25	0	0	YES	NO	N/A
55	Ruskin College (re-balloted, see ballot no.139)	19/01/2018	Strike Action	40	15	15	0	0	NO	NO	N/A
56	Ruskin College (re-balloted, see ballot no.140)	19/01/2018	Action short of strike action	40	15	14	1	0	NO	NO	N/A
57	Swansea University (re-balloted, see ballot no.147)	19/01/2018	Strike Action	628	312	276	36	0	NO	NO	N/A
58	Swansea University (re-balloted, see ballot no.148)	19/01/2018	Action short of strike action	628	312	283	26	3	NO	NO	N/A
59	University of Aberdeen	19/01/2018	Strike Action	615	429	367	61	1	YES	NO	N/A
60	University of Aberdeen	19/01/2018	Action short of strike action	615	429	398	30	1	YES	NO	N/A
61	University of Stirling	19/01/2018	Strike Action	314	231	199	31	1	YES	NO	N/A
62	University of Stirling	19/01/2018	Action short of strike action	314	231	211	19	1	YES	NO	N/A
63	University College London	19/01/2018	Strike Action	1,668	939	834	103	2	YES	NO	N/A
64	University College London	19/01/2018	Action short of strike action	1,668	939	882	50	7	YES	NO	N/A
65	University of Birmingham (re-balloted, see ballot no.145)	19/01/2018	Strike Action	1,035	497	416	79	2	NO	NO	N/A
66	University of Birmingham (re-balloted, see ballot no.146)	19/01/2018	Action short of strike action	1,035	497	446	49	2	NO	NO	N/A
67	University of Bradford (re-balloted, see ballot no.141)	19/01/2018	Strike Action	361	175	145	27	3	NO	NO	N/A
68	University of Bradford (re-balloted, see ballot no.142)	19/01/2018	Action short of strike action	361	175	149	23	3	NO	NO	N/A
69	University of Bristol	19/01/2018	Strike Action	1,149	737	666	70	1	YES	NO	N/A
70	University of Bristol	19/01/2018	Action short of strike action	1,149	737	691	44	2	YES	NO	N/A
71	University of Cambridge	19/01/2018	Strike Action	784	451	403	48	0	YES	NO	N/A
72	University of Cambridge	19/01/2018	Action short of strike action	784	451	429	19	3	YES	NO	N/A
73	University of Dundee	19/01/2018	Strike Action	416	254	208	45	1	YES	NO	N/A
74	University of Dundee	19/01/2018	Action short of strike action	416	254	231	20	3	YES	NO	N/A
75	University of East Anglia	19/01/2018	Strike Action	596	392	341	50	1	YES	NO	N/A
76	University of East Anglia	19/01/2018	Action short of strike action	596	392	360	29	3	YES	NO	N/A
77	University of Edinburgh	19/01/2018	Strike Action	1,364	848	740	105	3	YES	NO	N/A
78	University of Edinburgh	19/01/2018	Action short of strike action	1,364	848	806	37	5	YES	NO	N/A
79	University of Essex	19/01/2018	Strike Action	519	319	290	28	1	YES	NO	N/A
80	University of Essex	19/01/2018	Action short of strike action	519	319	294	23	2	YES	NO	N/A
81	University of Exeter	19/01/2018	Strike Action	687	395	365	29	1	YES	NO	N/A
82	University of Exeter	19/01/2018	Action short of strike action	687	395	374	20	1	YES	NO	N/A
83	University of Glasgow	19/01/2018	Strike Action	1,198	687	616	71	0	YES	NO	N/A
84	University of Glasgow	19/01/2018	Action short of strike action	1,198	687	640	45	2	YES	NO	N/A

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85	University of Hull	19/01/2018	Strike Action	577	305	249	52	4	YES	NO	N/A
86	University of Hull	19/01/2018	Action short of strike action	577	305	286	19	0	YES	NO	N/A
87	University of Hull	19/01/2018	Strike Action	676	387	339	48	0	YES	NO	N/A
88	University of Kent	19/01/2018	Action short of strike action	676	387	359	24	4	YES	NO	N/A
89	University of Leeds	19/01/2018	Strike Action	1,663	920	796	119	5	YES	NO	N/A
90	University of Leeds	19/01/2018	Action short of strike action	1,663	920	842	72	6	YES	NO	N/A
91	University of Leicester	19/01/2018	Strike Action	723	502	428	71	3	YES	NO	N/A
92	University of Leicester	19/01/2018	Action short of strike action	723	502	460	39	3	YES	NO	N/A
93	University of Liverpool	19/01/2018	Strike Action	965	531	448	83	0	YES	NO	N/A
94	University of Liverpool	19/01/2018	Action short of strike action	965	531	475	56	0	YES	NO	N/A
95	City, University of London	19/01/2018	Strike Action	485	313	272	38	3	YES	NO	N/A
96	City, University of London	19/01/2018	Action short of strike action	485	313	294	17	2	YES	NO	N/A
97	Goldsmiths, University of London	19/01/2018	Strike Action	552	326	311	15	0	YES	NO	N/A
98	Goldsmiths, University of London	19/01/2018	Action short of strike action	552	326	315	5	6	YES	NO	N/A
99	University of London Senate House	19/01/2018	Strike Action	132	68	59	9	0	YES	NO	N/A
100	University of London Senate House	19/01/2018	Action short of strike action	132	68	61	6	1	YES	NO	N/A
101	University of London SOAS	19/01/2018	Strike Action	453	247	228	19	0	YES	NO	N/A
102	University of London SOAS	19/01/2018	Action short of strike action	453	247	229	17	1	YES	NO	N/A
103	University of London St George's (re-balloted, see ballot no.137)	19/01/2018	Strike Action	67	32	25	7	0	NO	NO	N/A
104	University of London St George's (re-balloted, see ballot no.138)	19/01/2018	Action short of strike action	67	32	26	6	0	NO	NO	N/A
105	University of Manchester	19/01/2018	Strike Action	2,024	1,104	994	108	2	YES	NO	N/A
106	University of Manchester	19/01/2018	Action short of strike action	2,024	1,104	1,038	61	5	YES	NO	N/A
107	University of Nottingham	19/01/2018	Strike Action	1,135	657	577	77	3	YES	NO	N/A
108	University of Nottingham	19/01/2018	Action short of strike action	1,135	657	612	44	1	YES	NO	N/A
109	University of Oxford	19/01/2018	Strike Action	996	514	438	74	2	YES	NO	N/A
110	University of Oxford	19/01/2018	Action short of strike action	996	514	480	31	3	YES	NO	N/A
111	University of Reading	19/01/2018	Strike Action	606	420	361	58	1	YES	NO	N/A
112	University of Reading	19/01/2018	Action short of strike action	606	420	385	30	4	YES	NO	N/A
113	University of Salford	19/01/2018	Strike Action	539	275	249	26	0	YES	NO	N/A
114	University of Salford	19/01/2018	Action short of strike action	539	275	251	23	1	YES	NO	N/A
115	University of Sheffield	19/01/2018	Strike Action	1,333	847	754	90	3	YES	NO	N/A
116	University of Sheffield	19/01/2018	Action short of strike action	1,333	847	872	61	4	YES	NO	N/A
117	University of Southampton	19/01/2018	Strike Action	1,096	730	637	91	2	YES	NO	N/A
118	University of Southampton	19/01/2018	Action short of strike action	1,096	730	670	55	5	YES	NO	N/A
119	University of St Andrews	19/01/2018	Strike Action	437	278	251	25	2	YES	NO	N/A
120	University of St Andrews	19/01/2018	Action short of strike action	437	278	263	13	2	YES	NO	N/A
121	University of Strathclyde	19/01/2018	Strike Action	548	309	249	59	1	YES	NO	N/A
122	University of Strathclyde	19/01/2018	Action short of strike action	548	309	269	38	2	YES	NO	N/A
123	University of Suffolk (re-balloted, see ballot no.143)	19/01/2018	Strike Action	71	28	19	8	1	NO	NO	N/A
124	University of Suffolk (re-balloted, see ballot no.144)	19/01/2018	Action short of strike action	71	28	22	6	0	NO	NO	N/A
125	University of Surrey	19/01/2018	Strike Action	284	155	123	31	1	YES	NO	N/A
126	University of Surrey	19/01/2018	Action short of strike action	284	155	137	16	2	YES	NO	N/A
127	University of Sussex	19/01/2018	Strike Action	655	404	370	34	0	YES	NO	N/A
128	University of Sussex	19/01/2018	Action short of strike action	655	404	381	19	4	YES	NO	N/A
129	University of Wales	19/01/2018	Strike Action	25	15	14	1	0	YES	NO	N/A

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130	University of Wales	19/01/2018	Action short of strike action	25	15	15	0	0	YES	NO	N/A
131	University of Warwick	19/01/2018	Strike Action	816	463	421	40	2	YES	NO	N/A
132	University of Warwick	19/01/2018	Action short of strike action	816	463	440	21	2	YES	NO	N/A
133	University of York	19/01/2018	Strike Action	742	374	374	56	0	YES	NO	N/A
134	University of York	19/01/2018	Action short of strike action	742	430	396	33	1	YES	NO	N/A
135	Institute of Development Studies	16/02/2018	Strike Action	52	35	27	8	0	YES	NO	N/A
136	Institute of Development Studies	16/02/2018	Action short of strike action	52	35	33	2	0	YES	NO	N/A
137	University of London, St George's (as re-balloated)	16/02/2018	Strike Action	62	31	22	9	0	YES	NO	N/A
138	University of London, St George's (as re-balloated)	16/02/2018	Action short of strike action	62	31	23	8	0	YES	NO	N/A
139	Ruskin College (as re-balloated)	16/02/2018	Strike Action	37	20	18	1	1	YES	NO	N/A
140	Ruskin College (as re-balloated)	16/02/2018	Action short of strike action	37	20	20	0	0	YES	NO	N/A
141	University of Bradford (as re-balloated)	16/02/2018	Strike Action	330	177	148	27	2	YES	NO	N/A
142	University of Bradford (as re-balloated)	16/02/2018	Action short of strike action	330	177	152	24	1	YES	NO	N/A
143	University of Suffolk (as re-balloated)	16/02/2018	Strike Action	74	34	23	11	0	NO	NO	N/A
144	University of Suffolk (as re-balloated)	16/02/2018	Action short of strike action	74	34	26	7	1	NO	NO	N/A
145	University of Birmingham (as re-balloated)	16/02/2018	Strike Action	1,057	509	434	75	0	NO	NO	N/A
146	University of Birmingham (as re-balloated)	16/02/2018	Action short of strike action	1,057	509	468	40	1	NO	NO	N/A
147	Swansea University (as re-balloated)	16/02/2018	Strike Action	640	312	284	28	0	NO	NO	N/A
148	Swansea University (as re-balloated)	16/02/2018	Action short of strike action	640	312	292	18	2	NO	NO	N/A
149	London School of Economics (as re-balloated)	16/02/2018	Strike Action	570	264	235	28	1	NO	NO	N/A
150	London School of Economics (as re-balloated)	16/02/2018	Action short of strike action	570	264	252	10	2	NO	NO	N/A
151	Bradford College	03/05/2018	Strike Action	360	220	192	27	1	YES	YES	YES
152	Capital City College	12/02/2018	Strike Action	483	302	291	11	0	YES	YES	YES
153	Furness College	27/04/2018	Strike Action	76	34	25	9	0	NO	YES	NO
154	Furness College	27/04/2018	Action short of strike action	76	34	31	3	0	NO	YES	YES
155	Croydon College	12/02/2018	Strike Action	60	41	36	5	0	YES	YES	YES
156	Epping Forest College	12/02/2018	Strike Action	39	22	22	0	0	YES	YES	YES
157	Gower College Swansea - Gorsseinon	26/01/2018	Strike Action	76	25	19	6	0	NO	YES	NO
158	Gower College Swansea - Gorsseinon	26/01/2018	Action short of strike action	76	25	24	1	0	NO	YES	NO
159	GRWP NPTC - Brecon	26/01/2018	Strike Action	10	7	5	2	0	YES	YES	YES
160	GRWP NPTC - Brecon	26/01/2018	Action short of strike action	10	7	6	1	0	YES	YES	YES
161	Hull College - Harrogate	18/04/2018	Strike Action	45	27	22	5	0	YES	YES	YES
162	Hull College - Harrogate	18/04/2018	Action short of strike action	45	27	25	1	1	YES	YES	YES
163	Havering College	12/02/2018	Strike Action	79	46	36	10	0	YES	YES	YES
164	Hull College	18/04/2018	Strike Action	333	187	148	36	3	YES	YES	YES
165	Hull College	18/04/2018	Action short of strike action	333	187	176	11	0	YES	YES	YES
166	Kirklees College	03/05/2018	Strike Action	193	116	102	13	1	YES	YES	YES
167	Kirklees College	03/05/2018	Action short of strike action	193	116	109	4	3	YES	YES	YES
168	Lambeth College	12/02/2018	Strike Action	90	59	52	7	0	YES	YES	YES
169	Lewisham Southwark College	27/04/2018	Strike Action	101	58	54	4	0	YES	YES	YES
170	New City College	12/02/2018	Strike Action	354	223	209	14	0	YES	YES	YES
171	Richmond-upon-Thames College	12/02/2018	Strike Action	68	41	38	3	0	YES	YES	YES
172	Sandwell College	12/02/2018	Strike Action	199	126	113	13	0	YES	YES	YES

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173	South Thames Colleges Group	12/02/2018	Strike Action	231	98	80	18	0	NO	YES	NO
174	Sunderland College	12/02/2018	Strike Action	103	68	53	15	0	YES	YES	YES
175	Sussex Coast College Hastings	12/02/2018	Strike Action	73	48	41	7	0	YES	YES	YES
176	United College	12/02/2018	Strike Action	168	100	90	10	0	YES	YES	YES
177	University of the Highlands & Islands	19/01/2018	Strike Action	30	18	17	1	0	YES	NO	N/A
178	University of the Highlands & Islands	19/01/2018	Action short of strike action	30	18	17	1	0	YES	NO	N/A
179	Colleg Cymoedd	06/08/2018	Strike Action	306	141	112	29	0	NO	YES	NO
180	Colleg Cymoedd	06/08/2018	Action short of strike action	306	141	128	13	0	NO	YES	YES
181	Bridgend College - Pencoed Campus	26/01/2018	Strike Action	27	10	10	0	0	NO	YES	NO
182	Bridgend College - Pencoed Campus	26/01/2018	Action short of strike action	27	10	9	1	0	NO	YES	NO
183	Bridgend College	26/01/2018	Strike Action	140	83	75	8	0	YES	YES	YES
184	Bridgend College	26/01/2018	Action short of strike action	140	83	76	6	1	YES	YES	YES
185	Cardiff & Vale College - Barry	26/01/2018	Strike Action	88	47	38	9	0	YES	YES	YES
186	Cardiff & Vale College - Barry	26/01/2018	Action short of strike action	88	47	43	4	0	YES	YES	YES
187	Cardiff & Vale College - Cardiff	26/01/2018	Strike Action	155	78	65	12	1	YES	YES	YES
188	Cardiff & Vale College - Cardiff	26/01/2018	Action short of strike action	155	78	73	4	1	YES	YES	YES
189	Colleg Cambria - Deeside	26/01/2018	Strike Action	159	37	31	6	0	NO	YES	NO
190	Colleg Cambria - Deeside	26/01/2018	Action short of strike action	159	37	34	3	0	NO	YES	NO
191	Colleg Cambria - Llysfasi	26/01/2018	Strike Action	14	1	1	0	0	NO	YES	NO
192	Colleg Cambria - Llysfasi	26/01/2018	Action short of strike action	14	1	1	0	0	NO	YES	NO
193	Colleg Cambria - Vale	26/01/2018	Strike Action	81	42	33	9	0	YES	YES	YES
194	Colleg Cambria - Vale	26/01/2018	Action short of strike action	81	42	37	4	1	YES	YES	YES
195	Colleg Ceredigion (Aberystwyth)	26/01/2018	Strike Action	21	6	6	0	0	NO	YES	NO
196	Colleg Ceredigion (Aberystwyth)	26/01/2018	Action short of strike action	21	6	6	0	0	NO	YES	NO
197	Colleg Ceredigion (Cardigan)	26/01/2018	Strike Action	8	3	3	0	0	NO	YES	NO
198	Colleg Ceredigion (Cardigan)	26/01/2018	Action short of strike action	8	3	3	0	0	NO	YES	NO
199	Colleg Gwent - Crosskeys	26/01/2018	Strike Action	133	67	57	10	0	YES	YES	YES
200	Colleg Gwent - Crosskeys	26/01/2018	Action short of strike action	133	67	65	2	0	YES	YES	YES
201	Colleg Gwent - Ebbw Vale	26/01/2018	Strike Action	86	37	34	3	0	NO	YES	NO
202	Colleg Gwent - Ebbw Vale	26/01/2018	Action short of strike action	86	37	36	1	0	NO	YES	YES
203	Colleg Gwent - Newport	26/01/2018	Strike Action	103	63	61	2	0	YES	YES	YES
204	Colleg Gwent - Newport	26/01/2018	Action short of strike action	103	63	63	0	0	YES	YES	YES
205	Colleg Gwent - Pontypool	26/01/2018	Strike Action	40	12	10	2	0	NO	YES	NO
206	Colleg Gwent - Pontypool	26/01/2018	Action short of strike action	40	12	12	0	0	NO	YES	NO
207	Colleg Gwent - Usk	26/01/2018	Strike Action	9	2	2	0	0	NO	YES	NO
208	Colleg Gwent - Usk	26/01/2018	Action short of strike action	9	2	2	0	0	NO	YES	NO
209	Colleg Sirgar - Ammanford	26/01/2018	Strike Action	52	32	32	0	0	YES	YES	YES
210	Colleg Sirgar - Ammanford	26/01/2018	Action short of strike action	52	32	32	0	0	YES	YES	YES
211	Colleg Sirgar - Graig	26/01/2018	Strike Action	70	31	30	1	0	NO	YES	YES
212	Colleg Sirgar - Graig	26/01/2018	Action short of strike action	70	31	30	1	0	NO	YES	YES
213	Colleg Sirgar - Management Branch	26/01/2018	Strike Action	3	3	2	1	0	YES	YES	YES
214	Colleg Sirgar - Management Branch	26/01/2018	Action short of strike action	3	3	3	0	0	YES	YES	YES
215	Colleg Sirgar - Pibwrllwyd	26/01/2018	Strike Action	27	15	15	0	0	YES	YES	YES
216	Colleg Sirgar - Pibwrllwyd	26/01/2018	Action short of strike action	27	15	14	1	0	YES	YES	YES
217	Colleg Y Cymoedd - Abardare	26/01/2018	Strike Action	22	15	9	6	0	YES	YES	YES
218	Colleg Y Cymoedd - Abardare	26/01/2018	Action short of strike action	22	15	14	1	0	YES	YES	YES
219	Colleg Y Cymoedd - Nantgarw	26/01/2018	Strike Action	127	69	62	7	0	YES	YES	YES
220	Colleg Y Cymoedd - Nantgarw	26/01/2018	Action short of strike action	127	69	68	1	0	YES	YES	YES
221	Colleg Y Cymoedd - Ystrad Mynach	26/01/2018	Strike Action	120	62	54	7	1	YES	YES	YES

UNIVERSITY AND COLLEGE UNION (CO/792T)

Information on Industrial action ballots

Ballot number:	Workplace / Institution:	Date ballot closed:	Ballot on:	Number of individuals who were entitled to vote in the ballot:	Number of votes cast:	Number of individuals answering "YES" to the question:	Number of individuals answering "NO" to the question:	Number of invalid or otherwise spoiled voting papers returned:	Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot: YES/NO	Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? YES/NO	If section 226(2B) applies, were the number of individuals answering "YES" to the question at least 40% of the number of individuals who were entitled to vote in the ballot? YES/NO
222	Colleg Y Cymoedd - Ystrad Mynach	26/01/2018	Action short of strike action	120	62	61	1	0	YES	YES	YES
223	Colleg Llandrillo/Colwyn Bay	26/01/2018	Strike Action	145	54	45	9	0	NO	YES	NO
224	Colleg Llandrillo/Colwyn Bay	26/01/2018	Action short of strike action	145	54	46	6	2	NO	YES	NO
225	Colleg Llandrillo/Dolgellau	26/01/2018	Strike Action	32	9	7	2	0	NO	YES	NO
226	Colleg Llandrillo/Dolgellau	26/01/2018	Action short of strike action	32	9	8	1	0	NO	YES	NO
227	Colleg Llandrillo/Glynlifon	26/01/2018	Strike Action	19	2	1	1	0	NO	YES	NO
228	Colleg Llandrillo/Glynlifon	26/01/2018	Action short of strike action	19	2	2	0	0	NO	YES	NO
229	Colleg Llandrillo/Menai	26/01/2018	Strike Action	117	51	29	22	0	NO	YES	NO
230	Colleg Llandrillo/Menai	26/01/2018	Action short of strike action	117	51	43	8	0	NO	YES	NO
231	Pembrokeshire College	26/01/2018	Strike Action	73	21	11	9	1	NO	YES	NO
232	Pembrokeshire College	26/01/2018	Action short of strike action	73	21	20	1	0	NO	YES	NO
233	Merthyr Tydfil College	26/01/2018	Strike Action	54	37	33	4	0	YES	YES	YES
234	Merthyr Tydfil College	26/01/2018	Action short of strike action	54	37	34	3	0	YES	YES	YES
235	GRWP NPTC - Newtown	26/01/2018	Strike Action	37	9	3	6	0	NO	YES	NO
236	GRWP NPTC - Newtown	26/01/2018	Action short of strike action	37	9	5	4	0	NO	YES	NO
237	GRWP NPTC - Neath	26/01/2018	Strike Action	140	43	38	5	0	NO	YES	NO
238	GRWP NPTC - Neath	26/01/2018	Action short of strike action	140	43	41	2	0	NO	YES	NO
239	Gower College Swansea - Swansea	26/01/2018	Strike Action	36	12	10	2	0	NO	YES	NO
240	Gower College Swansea - Swansea	26/01/2018	Action short of strike action	36	12	12	0	0	NO	YES	NO
241	Colleg y Cymoedd - Rhondda	26/01/2018	Strike Action	37	20	18	2	0	YES	YES	YES
242	Colleg y Cymoedd - Rhondda	26/01/2018	Action short of strike action	37	20	20	0	0	YES	YES	YES
243	Colleg Sirgar - Jobs Well	26/01/2018	Strike Action	15	10	9	1	0	YES	YES	YES
244	Colleg Sirgar - Jobs Well	26/01/2018	Action short of strike action	15	10	10	0	0	YES	YES	YES
245	Gwent Further Education - Crosskeys, Ebbw Vale, Newport, Pontypool & Usk	29/03/2018	Strike Action	374	215	202	11	2	YES	YES	YES
246	Gwent Further Education - Crosskeys, Ebbw Vale, Newport, Pontypool & Usk	29/03/2018	Action short of strike action	374	215	209	4	2	YES	YES	YES

Information on Industrial action

See continuation sheets 21.1 to 21.5

(see note 81)

*Categories of Nature of Trade Dispute :

A: terms and conditions of employment, or the physical conditions in which any workers are required to work;

B: engagement or non-engagement, or termination or suspension of employment or the duties of employment, of one or more workers;

C: allocation of work or the duties of employment between workers or groups of workers;

D: matters of discipline;

E: a worker's membership or non-membership of a trade union;

F: facilities for officials of trade unions;

G: machinery for negotiation or consultation, and other procedures, relating to any of the above matters, including the recognition by employers or employers' associations of the right of a trade union to represent workers in such negotiation or consultation or in the carrying out of such procedures

Did Union members take industrial action during the return period in response to any inducement on the part of the Union? (YES) / NO

If YES, for each industrial action taken please complete the information below:

Industrial Action 1

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken:

3. Number of days of industrial action:

4. Nature of industrial action. Strike Action / Action Short of a Strike (delete one as appropriate)

Industrial Action 2

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken:

3. Number of days of industrial action:

4. Nature of industrial action. Strike Action / Action Short of a Strike (delete one as appropriate)

Industrial Action 3

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken:

3. Number of days of industrial action:

4. Nature of industrial action. Strike Action / Action Short of a Strike (delete one as appropriate)

use a continuation page if necessary- See continuation sheets 21.1 to 21.5

Industrial Action 4

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken:
3. Number of days of industrial action:
4. Nature of industrial action. Strike Action / Action Short of a Strike (delete one as appropriate)

Industrial Action 5

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken:
3. Number of days of industrial action:
4. Nature of industrial action. Strike Action / Action Short of a Strike (delete one as appropriate)

Industrial Action 6

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken:
3. Number of days of industrial action:
4. Nature of industrial action. Strike Action / Action Short of a Strike (delete one as appropriate)

Industrial Action 7

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken:
3. Number of days of industrial action:
4. Nature of industrial action. Strike Action / Action Short of a Strike (delete one as appropriate)

Industrial Action 8

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken:
3. Number of days of industrial action:
4. Nature of industrial action. Strike Action / Action Short of a Strike (delete one as appropriate)

UNIVERSITY AND COLLEGE UNION (CO/792T)

Information on industrial action taken:

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- C: allocation of work or the duties of employment between workers or groups of workers;
- D: matters of discipline;
- E: a worker's membership or non-membership of a trade union;
- F: facilities for officials of trade unions;
- G: machinery for negotiation or consultation, and other procedures, relating to any of the above matters, including the recognition by employers or employers' associations of the right of a trade union to represent workers in such negotiation or consultation or in the carrying out of such procedures

Industrial Action:	Workplace/ Institution:	Nature of trade dispute by category:	Dates of industrial action taken:	Number of days of industrial action:	Nature of industrial action:
1	University of Brighton	B	1.5 days from 1pm 23/11/2017 + 24/11/2017	1.5	Strike Action
2	University of Manchester	B	23/10/2017 to 24/10/2017	2	Strike Action
3	Aberystwyth University	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
4	Aston University	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
5	Bangor University	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
6	University of Bath	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
7	Birkbeck College	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
8	Brunel University	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
9	Cardiff University	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
10	Courtauld Institute of Art	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
11	Cranfield University	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
12	Durham University	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
13	Heriot-Watt University	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
14	Imperial College London	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
15	Institute of Education	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
16	Kings College London	A	26,27,28 of February 2018; 5,6,7,8, 12,13,14,15, 16, 19 & 20 March 2018	14	Strike Action
17	Keele University	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
18	University of Lancaster	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
19	Liverpool School of Tropical Medicine	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
20	London School of Hygiene and Tropical Medicine	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
21	Loughborough University	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
22	Newcastle University	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
23	Open University	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
24	Queen Mary University of London	A	26,27,28 of February 2018; 5,6,7,8, 12,13,14,15, 16, 19 & 20 March 2018	14	Strike Action
25	Royal Holloway, University of London	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
26	University of London Royal Veterinary College	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
27	University of Aberdeen	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
28	University of Stirling	A	26,27,28 of February 2018; 5,6,7,8, 12,13,14,15, 16, 19 & 20 March 2018	14	Strike Action
29	University College London, School of Pharmacy, IOE	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
30	University of Bristol	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action

UNIVERSITY AND COLLEGE UNION (CO/792T)

Information on industrial action taken:

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- F: facilities for officials of trade unions;
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Industrial Action:	Workplace/ Institution:	Nature of trade dispute by category:	Dates of industrial action taken:	Number of days of industrial action:	Nature of industrial action:
31	University of Cambridge	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
32	University of Dundee	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
33	University of East Anglia	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
34	University of Edinburgh	A	26,27,28 of February 2018; 5,6,7,8, 12,13,14,15, 16, 19, 20 March 2018	14	Strike Action
35	University of Essex	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
36	University of Exeter	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
37	University of Glasgow	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
38	University of Hull	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
39	University of Kent	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
40	University of Leeds	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
41	University of Leicester	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
42	University of Liverpool	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
43	City, University of London	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
44	Goldsmiths, University of London	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
45	University of London Senate House	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
46	University of London SOAS	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
47	University of London St George's (re-balloted)	A	6,7,8,12,13,14,15,16 March 2018 & 19, 20 March	10	Strike Action
48	University of Manchester	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
49	University of Nottingham	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
50	University of Oxford	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
51	University of Reading	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
52	University of Salford	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
53	University of Sheffield	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
54	University of Southampton	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
55	University of St Andrews	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
56	University of Strathclyde	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
57	University of Surrey	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
58	University of Sussex	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
59	University of Wales	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
60	University of Warwick	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action
61	University of York	A	22,23,26,27,28 February 2018, 5,6,7,8,12,13,14,15,16 March 2018	14	Strike Action

UNIVERSITY AND COLLEGE UNION (CO/792T)

Information on industrial action taken:

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- C: allocation of work or the duties of employment between workers or groups of workers;
- D: matters of discipline;
- E: a worker's membership or non-membership of a trade union;
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Industrial Action:	Workplace/ Institution:	Nature of trade dispute by category:	Dates of industrial action taken:	Number of days of industrial action:	Nature of industrial action:
62	Institute of Development Studies (IDS at Sussex)	A	6, 7, 8, 12, 13, 14, 15, 16, 19 and 20 March 2018	10	Strike Action
63	Ruskin College (as re-balloted)	A	6, 7, 8, 12, 13, 14, 15, 16, 19 and 20 March 2018	10	Strike Action
64	University of Bradford (as re-balloted)	A	6, 7, 8, 12, 13, 14, 15, 16, 19 and 20 March 2018	10	Strike Action
65	Capital City College	A	28 Feb-1 March 2018, 27-29 March, 23-25 May 2018	8	Strike Action
66	Croydon College	A	28 Feb-1 March 2018, 27-29 March 2018	5	Strike Action
67	Epping Forest College	A	28 Feb-1 March 2018, 17 May 2018	3	Strike Action
68	Hull College - Harrogate	B	9, 17 18 May 2018	3	Strike Action
69	Havering College	A	28 Feb, 1, 27, 28 March, 5, 7, 8 June 2018	7	Strike Action
70	Hull College	B	9, 17, 18 May 2018	3	Strike Action
71	Kirklees College	B	23/05/2018	1	Strike Action
72	Lambeth College	A	28 Feb, 1, 27, 28, 29 March, 22-24 May 2018	8	Strike Action
73	Lewisham Southwark College	A	22, 23 May 2018	2	Strike Action
74	New City College	A	28 Feb, 1, 27, 28, 29 March, 18 April 2018	6	Strike Action
75	Richmond-upon-Thames College	A	28 Feb, 1 March 2018	2	Strike Action
76	Sandwell College	A	28 Feb, 1, 27, 28, 29 March 2018	5	Strike Action
77	Sunderland College	A	28 Feb, 20 April 2018	2	Strike Action
78	United College	A	28 Feb, 1 March 2018	2	Strike Action
79	Aberystwyth University	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
80	Aston University	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
81	Bangor University	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
82	University of Bath	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
83	Birkbeck College	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
84	Brunel University	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
85	Cardiff University	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
86	Courtauld Institute of Art	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
87	Cranfield University	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
88	Durham University	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
89	Heriot-Watt University	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
90	Imperial College London	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
91	Institute of Education	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
92	Kings College London	A	26 Feb through to 13 April, 2018	33 Working days during period	Action short of strike action
93	Keele University	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
94	University of Lancaster	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
95	Liverpool School of Tropical Medicine	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
96	London School of Hygiene and Tropical Medicine	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action

UNIVERSITY AND COLLEGE UNION (CO/792T)

Information on industrial action taken:

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- D: matters of discipline;
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Industrial Action:	Workplace/ Institution:	Nature of trade dispute by category:	Dates of industrial action taken:	Number of days of industrial action:	Nature of industrial action:
97	Newcastle University	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
98	Open University	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
99	Queen Mary University of London	A	26 Feb through to 13 April, 2018	33 Working days during period	Action short of strike action
100	Royal Holloway, University of London	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
101	Royal Veterinary College	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
102	Ruskin College (as re-balloted)	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
103	University of Aberdeen	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
104	University of Stirling	A	26 Feb through to 13 April, 2018	33 Working days during period	Action short of strike action
105	University College London, School of Pharmacy, IOE	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
106	University of Bradford (re-balloted)	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
107	University of Bristol	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
108	University of Cambridge	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
109	University of Dundee	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
110	University of East Anglia	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
111	University of Edinburgh	A	26 Feb through to 13 April, 2018	33 Working days during period	Action short of strike action
112	University of Essex	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
113	University of Exeter	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
114	University of Glasgow	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
115	University of Hull	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
116	University of Kent	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
117	University of Leeds	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
118	University of Leicester	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
119	University of Liverpool	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
120	City, University of London	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
121	University of London, Goldsmiths	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
122	University of London Senate House	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
123	University of London SOAS	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
124	University of London St George's (as re-balloted)	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
125	University of Manchester	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
126	University of Nottingham	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action

UNIVERSITY AND COLLEGE UNION (CO/792T)

Information on industrial action taken:

*Categories of Nature of Trade Dispute :

- A: terms and conditions of employment, or the physical conditions in which any workers are required to work;
 B: engagement or non-engagement, or termination or suspension of employment or the duties of employment, of one or more workers;
 C: allocation of work or the duties of employment between workers or groups of workers;
 D: matters of discipline;
 E: a worker's membership or non-membership of a trade union;
 F: facilities for officials of trade unions;
 G: machinery for negotiation or consultation, and other procedures, relating to any of the above matters, including the recognition by employers or employers' associations of the right of a trade union to represent workers in such negotiation or consultation or in the carrying out of such procedures

Industrial Action:	Workplace/ Institution:	Nature of trade dispute by category:	Dates of industrial action taken:	Number of days of industrial action:	Nature of industrial action:
127	University of Oxford	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
128	University of Reading	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
129	University of Salford	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
130	University of Sheffield	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
131	University of Southampton	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
132	University of St Andrews	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
133	University of Strathclyde	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
134	University of Surrey	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
135	University of Sussex	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
136	University of Wales	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
137	University of Warwick	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
138	University of York	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
139	Institute of Development Studies (IDS at Sussex)	A	22 Feb through to 13 April, 2018	35 Working days during period	Action short of strike action
140	Institute of Development Studies (IDS at Sussex)	A	6 March through to 13 April 2018	27 Working days during period	Action short of strike action
141	University of London St George's	A	6 March through to 13 April 2018	27 Working days during period	Action short of strike action
142	Ruskin College	A	6 March through to 13 April 2018	27 Working days during period	Action short of strike action
143	University of Bradford	A	6 March through to 13 April 2018	27 Working days during period	Action short of strike action
144	University of Manchester	B	25 Oct 2017 through to 9 January, 2018	52 Working days during period	Action short of strike action
145	University of Leeds	A	22 June 2017 , 11th, 12th & 13th October 2017	4	Strike Action
146	University of Leeds	A	11 Oct 2017 through to 11 April 2018	126 Working days during period	Action short of strike action
147	University of Brighton	B	27 November 2017 through to 1 December 2017	5 Working days during period	Action short of strike action
148	University of the Highlands & Islands, Scottish Association for Marine Science	A	22, 23, 26, 27, 28 Feb, 5, 6, 7, 8, 12, 13, 14, 15, 16 Mar 2018	14	Strike Action
149	Hull College	B	14/06/2018	1	Action short of strike action
150	Harrogate College	B	14/06/2018	1	Action short of strike action

Notes to the accounts

(see notes 82 and 83)

All notes to the accounts must be entered on or attached to this part of the return.

SEE ATTACHED

UNIVERSITY AND COLLEGE UNION

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST AUGUST 2018**

**STATEMENT OF RESPONSIBILITIES OF THE
UNION AND MEMBERS OF THE NATIONAL EXECUTIVE COMMITTEE**

The National Executive Committee is the principal executive committee of the Union and consists of the Officers of the Union (Vice-President; President-elect; President; Immediate Past-President; Honorary Treasurer), the General Secretary and the ordinary members of the Committee elected for constituencies defined in the Union's Rules.

Trade Union law requires the Union and members of the National Executive Committee to prepare financial statements for each financial period which give a true and fair view of the state of affairs of the Union and of the surplus or deficit of the Union for that period. In preparing those financial statements the Union and members of the National Executive Committee are responsible for preparing accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). In doing so the National Executive Committee is required to:

- (a) select suitable accounting policies and then apply them consistently;
- (b) make judgements and estimates that are reasonable and prudent;
- (c) state whether applicable UK Accounting Standards, comprising FRS 102, have been followed, subject to any material departures disclosed and explained in the financial statements; and
- (d) prepare the financial statements on the going concern basis unless it is inappropriate to assume that the Union will continue in operation.

The Union and members of the National Executive Committee are responsible for keeping proper accounting records such as are necessary to give a true and fair view of the state of affairs of the Union and to explain its transactions. The Union and members of the National Executive Committee must also establish and maintain a satisfactory system of control of its accounting records, its cash holdings and all its receipts and remittances and hence are responsible for safeguarding the assets and taking reasonable steps for the prevention and detection of fraud and other irregularities.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST AUGUST 2018**

1. Taxation

Analysis of charge in year

	Year ended 31.8.2018	Year ended 31.8.2017
	£	£
Current tax		
Provision for UK corporation tax on surplus for the year.	7,560	11,743
Adjustments in respect of previous provision.	--	--
Total current tax charge.	<u>7,560</u>	<u>11,743</u>
Deferred tax	<u>18,006</u>	<u>15,252</u>
Total tax charge.	<u>£25,566</u>	<u>£26,995</u>

Factors affecting the tax charge for the year

	Year ended 31.8.2018	Year ended 31.8.2017
	£	£
Surplus on accumulated funds before taxation.	<u>£3,358,894</u>	<u>£3,946,599</u>
Surplus on accumulated funds before taxation multiplied by the main rate of UK corporation tax at 19%. (2017 - 19%/20%).	638,190	772,744
Effects of:		
Income not chargeable to taxation.	(4,283,602)	(3,988,163)
Expenses not deductible for tax purposes.	<u>3,652,972</u>	<u>3,227,162</u>
Current tax charge.	<u>£7,560</u>	<u>£11,743</u>

Deferred taxation

	Year ended 31.8.2018	Year ended 31.8.2017
	£	£
At 1st September.	123,877	108,625
Movement in year: deferred tax charge recognised in Investment Reserve Fund.	<u>18,006</u>	<u>15,252</u>
At 31st August.	<u>£141,883</u>	<u>£123,877</u>

The movement in the provision for deferred taxation from 1st September 2017 to 31st August 2018 of £18,006 represents the deferred tax provision on unrealised gains on the revaluation of quoted investments at the year end recognised in Investment Reserve Fund (2017 - charge £15,252).

UNIVERSITY AND COLLEGE UNION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST AUGUST 2018
(continued)

2. Pension Schemes

Introduction:

The University and College Union participates in the Universities Superannuation Scheme (USS) and also operates a defined benefits scheme, the NATFHE Pension and Life Assurance Scheme. Both schemes are described more fully within this note.

The deficit disclosed in these financial statements in respect of the NATFHE Pension and Life Assurance Scheme was evaluated by the scheme's actuary at 31 August 2017 as £9,456,000 and at 31 August 2018 as £5,064,000.

The former NATFHE agreed to pay additional contributions per month for a period of 15 years from 1 June 2006. These additional monthly amounts were payable in accordance with a schedule of contributions agreed between the Trustees of the NATFHE Pension and Life Assurance Scheme and the Employer (NATFHE). The UCU agreed to continue these payments from 1 June 2006 and the payments were revised from 1 July 2009 as part of a recovery plan agreed between the Trustees of the NATFHE Pension and Life Assurance Scheme and UCU.

The recovery plan payments were amended following the completion of the triennial valuations carried out on 1 April 2011 and 1 April 2014.

As a result of the valuation carried out at 1 April, 2014 the revised recovery plan agreed between the Trustees of the NATFHE Pension and Life Assurance Scheme and the University and College Union set out that the payments due in accordance with the plan were due to be paid as £55,000 per month from 1 April 2015 to 31 October 2025.

Following completion of the triennial valuation of the NATFHE Pension and Life Assurance Scheme on 1 April 2017 a revised recovery plan was agreed between the Trustees of the NATFHE Pension and Life Assurance Scheme and the University and College Union on 10 January, 2018. The payments due in accordance with the plan consist of a single payment of £1,500,000 payable by 31 January, 2018 and monthly payments of £55,000 from 1 January 2018 to 31 December 2027.

The future accrual of benefits under the NATFHE Pension and Life Assurance Scheme ceased from 1st November 2006.

From 1st November 2006 the former employees of NATFHE commenced payment of contributions to the USS and ceased to make contributions to the NATFHE Pension and Life Assurance Scheme.

NATFHE PENSION AND LIFE ASSURANCE SCHEME
FRS102 Section 28 - POST-EMPLOYMENT BENEFITS

The University and College Union "the employer" operates the NATFHE Pension and Life Assurance Scheme which is governed by a Trust Deed dated 1 April 1974, as subsequently amended, and is administered by Trustees, nominated by the former NATFHE and by members of the scheme. The scheme is a defined benefit scheme. The scheme is closed to new members.

The NATFHE Pension and Life Assurance Scheme is subject to triennial valuations and the last triennial valuation was carried out as at 1 April 2017. The next valuation is due at 1 April 2020.

The valuation carried out as at 1 April 2017 revealed a deficit of £7.321m and that the Scheme had assets sufficient to cover 81% of its technical provisions as at that date.

The scheme's actuary was asked to provide figures relevant to the scheme as at 31 August 2017 and 31 August 2018 for the purposes of complying with FRS102.

The figures provided in these financial statements are based on the following actuarial assumptions:

	At 31.8.2018	At 31.8.2017
Discount rate *	2.70% pa	2.50% pa
Inflation assumption (RPI) **	3.40% pa	3.60% pa
Rate of increase in salaries	3.65% pa	3.85% pa
Pension increases:		
Rate of increase in pensions in payment - 5% pa fixed pension increases	5.00% pa	5.00% pa
Rate of increase in pensions in payment - RPI pension increases	3.40% pa	3.60% pa
Rate of increase in pensions revaluation in deferment	3.40% pa	3.60% pa
Standard mortality tables were used as follows:		
Post-retirement mortality	99% S2NA	99% S2NA
	CMI 2017 projection based on individual year of birth, 1.25% pa long term Improvement ***	CMI 2016 projection based on individual year of birth, 1.25% pa long term Improvement ***
Tax-free cash	No allowance	No allowance

* Under FRS102 the discount rate should be based upon the yield available on a high quality corporate bond of appropriate term and currency. The yield on an index of long-dated corporate bonds has been used to determine the discount rate and is consistent with the method used in 2017. The yield is based on the Merrill Lynch nominal AA corporate bond spot curve at the review date, using a duration of 17 years (2017 - 18 years) for the Scheme's liabilities. The discount rate used (2.70%) is higher than that used last year (2.50%) reflecting the increase in yields on bonds of the appropriate term over this period.

** The inflation assumption of 3.4% pa (2017 - 3.6% pa) is based on the unadjusted difference between conventional gilt yields and index-linked gilt yields at the accounting date using data published by the Bank of England. A term of 17 years (2017 - 18 years) has been used to set the inflation assumption as this is considered to be an appropriate duration for the Scheme's liabilities and is consistent with the approach adopted in 2017. The rate of inflation is lower than last year, reflecting changes in expectations for future inflation over the period.

***CMI - Continuous Mortality Investigation into the mortality of Self-Administered Pension Schemes.

UNIVERSITY AND COLLEGE UNION

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST AUGUST 2018**

(continued).

2. Pension Schemes (continued)

No allowance was made for withdrawals from active service before normal retirement date. 90% of members were assumed to be married when they die with husbands being three years older than their wives. Members retiring between their 60th and 65th birthdays with accrued service arising before 1 April 2003 will receive an un-reduced pension in respect of that service. Members with pension service accrued after 1 April 2003 will receive a reduced pension derived from the scheme's early retirement factors. The figures provided in these financial statements assume that those members with pre 1 April 2003 service still employed by UCU (known as Special Deferred members) will retire at age 62 years. 90% of deferred members are assumed to be married at retirement. Any other deferred members with pre 1 April 2003 service are assumed to retire at age 60 years. Members who joined the scheme after 1 April 2003 are assumed to retire at age 65. These assumptions are consistent with those used last year.

Under the mortality tables and projections adopted, the assumed future life expectancy at age 65 is as follows:

	At 31.8.2018	At 31.8.2017
Male currently aged 45	23.7 years	23.8 years
Female currently aged 45	25.8 years	25.9 years
Male currently aged 65	22.3 years	22.4 years
Female currently aged 65	24.3 years	24.4 years

Major asset categories as a percentage of total assets are as follows:

	At 31.8.2018	At 31.8.2017
Equities	44%	46%
Bonds	36%	34%
Gilts	20%	20%
Cash (negligible)	0%	0%
Total	100%	100%

The actual return on the Scheme's assets net of expenses over the year to the Review Date was £1,020,000 (2017 - £1,998,000).

The assets do not include any investment in the Employer.

Reconciliation of Assets and Defined Benefit Obligation:

	At 31.8.2018	At 31.8.2017
	£'000	£'000
Fair value of assets at 1st September 2017	32,574	31,226
Interest on assets	827	649
Contributions from employer*	2,160	660
Benefits paid	(1,118)	(1,310)
Return on plan assets less interest	193	1,349
Fair value of assets at 31st August 2018	£34,636	£32,574

* The Employer expects to contribute £660,000 to the Scheme during the year to 31 August 2019. A special employer's contribution of £1,500,000 was paid to the scheme on 29 January 2018.

Defined Benefit Obligation at 1st September 2017	(42,030)	(44,032)
Interest cost	(1,037)	(911)
Benefits paid	1,118	1,310
Experience (loss) / gain on defined benefit obligation	(284)	148
Changes in demographic assumptions	288	141
Changes in financial assumptions	2,245	1,314
Present value of Defined Benefit obligations at 31st August 2018	£(39,700)	£(42,030)

Amounts recognised in the Balance Sheet:

Fair value of assets at 31st August 2018	34,636	32,574
Present value of defined benefit obligations at 31st August 2018	(39,700)	(42,030)
(Deficit) and net defined benefit liability at 31st August 2018	£(5,064)	£(9,456)

Analysis of the amount charged to financial expenses in the Income and Expenditure Account:

	Year ended	Year ended
	31.8.2018	31.8.2017
	£'000	£'000
Interest on pension scheme assets	827	649
Interest on pension scheme liabilities	(1,037)	(911)
Net financial expense	£(210)	£(262)

The projected net financial expense for the year to 31st August 2019 amounts to £128,000 (2018 - £228,000). Interest on pension scheme liabilities is projected to be £1,057,000 (2018 - £1,034,000) and interest on assets is projected to be £929,000 (2018 - £806,000).

UNIVERSITY AND COLLEGE UNION

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST AUGUST 2018
(continued).**

2. Pension Schemes (continued)

Analysis of amount credited or (charged) in Pension Fund Account (Fund 3) in respect of the actuarial gain / (loss) on the NATFHE Pension and Life Assurance Scheme:	Year ended 31.8.2018 £'000	Year ended 31.8.2017 £'000
Gain on scheme assets in excess of Interest	193	1,349
Experience (loss) / gain arising on the scheme liabilities	(284)	148
Gains from changes to demographic assumptions	288	141
Gains from changes in financial assumptions	2,245	1,314
	<hr/>	<hr/>
Actuarial gain recognised in the Pension Fund Account (Fund 3)	£2,442	£2,952

Movement in scheme deficit during the year:	Year ended 31.8.2018 £'000	Year ended 31.8.2017 £'000
Deficit in scheme at 1 September 2017	(9,456)	(12,806)
Movement in year:		
Contributions received from Employer in the year	2,160	660
Net financial (expense)	(210)	(262)
Actuarial gain	2,442	2,952
	<hr/>	<hr/>
Deficit in scheme at 31 August 2018	£(5,064)	£(9,456)

* Contributions received from the employer include a special employer's contribution of £1,500,000 which was paid to the scheme on 29 January 2018.

The asset values are derived from the bid values of the funds invested.

No allowance for deferred taxation, incapacity benefits or the effects of any GMP equalisation has been made.

No allowance has been made in these figures for possible effects of the cost that might be incurred in respect of the scheme's liability to pay the Pension Protection Fund Levy.

**USS INSTITUTIONS - ACTUARIAL VALUATION AS AT 31 MARCH 2014
FRS102 Section 28 - POST-EMPLOYMENT BENEFITS**

The University and College Union participates in the Universities Superannuation Scheme (USS), a defined benefit scheme which was contracted out of the State Second Pension (S2P) until 5 April 2016. The assets of the scheme are held in a separate fund administered by the trustee, Universities Superannuation Scheme Limited. The University and College Union is required to contribute a specified percentage of payroll costs to the pension scheme to fund the benefits payable to the Union's employees. Under the scheme trust deed and rules, the employer contribution rate is determined by the trustee, acting on actuarial advice. The employer contribution rate was 16% up until 31 March 2016 and 18% thereafter. The Union is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis and therefore accounts for the scheme as if it were a defined contribution scheme in accordance with section 28 of FRS102.

The latest available triennial actuarial valuation of the scheme was at 31 March 2014 ("the valuation date"), which was carried out using the projected unit method. The valuation as at 31 March 2017 is underway but not completed yet.

The 2014 valuation was the third valuation for USS under the scheme-specific funding regime introduced by the Pensions Act 2004, which requires schemes to adopt a statutory funding objective, which is to have sufficient and appropriate assets to cover their technical provisions. At the valuation date, the value of the assets of the scheme was £41.6 billion and the value of the scheme's technical provisions was £46.9 billion indicating a shortfall of £5.3 billion. These figures will be revised once the 2017 Scheme Valuation is complete.

Defined benefit liability numbers for the scheme have been produced using the following assumptions as at 31 March 2017 and 2018:

	2018	2017
Discount rate	2.63%	2.57%
Pensionable salary growth	N/A	N/A
Price Inflation (CPI)	2.02%	2.41%

UNIVERSITY AND COLLEGE UNION

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST AUGUST 2018
(continued).**

2. Pension Schemes (continued)

The main demographic assumption used relates to the mortality assumptions. These assumptions have been updated for the 31 March 2018 accounting position, based on updated analysis of the scheme's experience carried out as part of the 2017 actuarial valuation. The mortality assumptions used in these figures are as follows:

		2018	2017
Mortality base table:	Pre-retirement:		
	Male member's mortality:	71% of AMC00 (duration 0)	98% of SAPS S1NA "light" YOB tables (no age rating)
	Female member's mortality:	112% of AFC00 (duration 0)	99% of SAPS S1NA "light" YOB tables (rated down one year)
	Post-retirement:		
	Male member's mortality:	96.5% of SAPS S1NMA "light"	98% of SAPS S1NA "light" YOB tables (no age rating)
	Female member's mortality:	101.3% of RFV00	99% of SAPS S1NA "light" YOB tables (rated down one year)
Future improvements to mortality:	CMI_2016 with a smoothing parameter of 8.5 and a long term Improvement rate of 1.8%pa for males and 1.6%pa for females.		CMI_2014 with a long term rate of 1.5%pa.

The current life expectancies on retirement at age 65 are:

	2018		2017	
	At age 65 years.	At age 45 years.	At age 65 years.	At age 45 years.
Males	24.5 years	26.5 years	24.4 years	26.5 years
Females	26.0 years	27.8 years	26.6 years	29.0 years

Existing benefits:

Scheme assets	£63.6bn	£60.0bn
Total scheme liabilities	£72.0bn	£77.5bn
FRS 102 total scheme deficit	£8.4bn	£17.5bn
FRS 102 total funding level	88.0%	77.0%

UCU specific rates used in deficit contribution model:

Discount rate	2.7%	2.5%
Salary Inflation rate	3.0%	2.85%

Amounts recognised in the Balance Sheet in respect of the pension scheme liability on the multi-employer defined benefit pension scheme

Present value of deficit contributions payable to USS at 1.9.2017.	1,885,511	2,253,469
Interest payable as contribution deficit unwinds	47,138	47,323
Changes in expected contributions to USS	13	(277,745)
Deficit contributions treated as paid to USS	<u>(139,682)</u>	<u>(137,536)</u>
Present value of deficit contributions payable to USS at 31.8.2018.	<u>£1,792,980</u>	<u>£1,885,511</u>

As part of this valuation, the trustee has determined, after consultation with the employers, a recovery plan to pay off the shortfall by 31 March 2031. The actuarial valuation of the scheme as at 31 March 2014 revealed a shortfall in assets, when measured on the Scheme's technical provisions of £5.3bn after taking account of the impact of changes in the benefit structure effective from 31 March 2016. The scheme's assets were sufficient to cover 89% of its liabilities (known as the funding level of the scheme).

For the period up to 31 March 2016 the employers' deficit funding contributions over this period will amount to 16% of salaries, less the employer's share of the costs of future service benefit accrual and the expenses of administering the Scheme. It is anticipated that contributions payable towards the deficit will equal 0.7% per annum of salaries over the period up to 31 March 2016.

For the period from 1 April 2016 to 31 March 2031 the employers' deficit funding contributions over this period will amount to 18% of salaries, less the sum of: the employer's share of the cost of future service benefit accrual in the Defined Benefit Section, the employer contribution to the Defined Contribution Section and the expenses of administering the Scheme including Pension Protection Fund levies. It is anticipated that contributions payable to the deficit will be equal to 2.5% per annum of salaries over the period from 1 April 2016 to 30 September 2016. The salary threshold and defined contribution section will be introduced from 1 October 2016 and it is anticipated that contributions payable to the deficit will be equal to 2.1% of salaries from 1 October 2016 to 31 March 2031.

The actuary expects the shortfall to be eliminated by 31 March 2031 and that the next actuarial valuation will take place no later than 31 March 2017.

The actuarial method to be used in the calculation of the technical provisions is the Projected Unit method, under which, for the Final Salary section members, the salary increases assumed for each member are projected until that member is assumed to leave active service by death, retirement or withdrawal from service or to 31 March 2016, if earlier.

UNIVERSITY AND COLLEGE UNION

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST AUGUST 2017**

(continued).

2. Pension Schemes (continued)

The key assumptions used in calculating the technical provisions as at 31 March 2014 are:

Investment return	5.2% in year 1, decreasing linearly to 4.7% p.a. over 20 years
Market derived price inflation	3.6% p.a.
Inflation risk premium	0.2% in year 1, decreasing linearly to 0.1% p.a. over 20 years
Price inflation - Retail Prices Index	Market derived price inflation less Inflation risk premium
RPI / CPI gap	0.8% p.a.
Price inflation - Consumer Prices Index	RPI assumption less - RPI / CPI
Salary increases:	
- General pay growth	CPI in year 1, CPI+1.0% in year 2 and RPI+1.0% p.a. subsequently:
- Salary scale for past service *	Scale adopted reflecting recent experience
- Salary scale for future service *	Scale adopted reflecting longer term expectations
Pension increases in payment	CPI assumption (for both pre and post 2011 benefits)
Mortality base table	98% of SAPS S1NA "light" YOB unadjusted for males and 99% of SAPS S1NA "light" with a -1 year age adjustment for females
Future improvements to mortality	CMI 2014 with a long term rate of 1.5% p.a.

* Only up to April 2016

Age related salary scale;	% increase per annum	% increase per annum
Age	Males	Females
35	3.8	3.1
45	2	1.8
55	1.1	1.4

Pension increases In particular, at the 31 March 2014 valuation no adjustment has been made for the fact that pension increases on benefits accrued after 30 September 2011 do not fully reflect inflation once CPI exceeds 5% p.a.

Early retirement The allowance for early retirements will reflect emerging experience of retirements as monitored at each actuarial valuation and any adjustment for future expectations which is considered appropriate. For the 31 March 2014 valuation it has been assumed that for service accrued prior to 1 October 2011, active members will retire from age 62 with no reduction to their benefits. For service accrued after 30 September 2011, it has been assumed that active members will retire at age 65.

Deferred pensioners are assumed to retire at age 60 and allowance is built in for the appropriate reduction for early payment which would apply to each relevant tranche of benefit applicable to members retiring at that age. Allowance has been included for deferred members shown in the valuation data with a Contractual Pension Age prior to age 65 in accordance with the "Contractual Pension Age/Preservation" judgement.

The contributions payable under the recovery plan will be calculated using the same assumptions as those used to calculate the technical provisions, with the exception of the following during the period of the recovery plan:

- The Trustee has agreed to allow for additional investment returns in the recovery plan. As at 31 March 2014 the additional investment was equal to 50% of the excess return between the best estimate assumed return and the return assumed in the technical provisions. For the 31 March 2014 valuation, the best estimate return is assumed to be 2.75% in year 1 and is assumed to reduce linearly to 1.85% p.a. in year 20.

- If, following a review of the Statement of Investment Principles, the investment strategy of the Scheme changes after completion of the valuation then the assumed rate of investment return may also change at subsequent funding updates to reflect the different expected investment returns from the new asset mix.

- The cost of future accrual for the defined benefit element of the new benefit structure was calculated using the same assumptions as those used to calculate the technical provisions but, once the hybrid scheme has been implemented, with an additional assumption that the salary threshold would increase in line with the CPI assumption.

- For the defined contribution element, introduced from 1 October 2016, an assumption has been made of an 80% take up rate for the 1% of salary matched contribution.

USS is a "last man standing" scheme so that in the event of the insolvency of any of the participating employers in USS, the amount of any pension funding shortfall (which cannot otherwise be recovered) in respect of that employer will be spread across the remaining participant employers and reflected in the next actuarial valuation of the scheme.

The trustee's role is to set risk and return parameters which reflect the strength of the sponsoring employers and the nature of the scheme's liabilities. These parameters, taken together with the anticipated returns, form the basis of the trustee's funding strategy. These parameters are informed by advice from its internal investment team, its investment consultant and the scheme actuary, as well as an independent assessment of the support available from the sponsoring employers. The trustee remains confident that it can continue to take a long-term view of scheme funding, backed as it is by a robust Higher Education (HE) sector.

At 31 March 2014, USS had over 167,000 active members and the UCU had 173 active contributing members participating in the scheme. At 31 August 2018 UCU had 187 active contributing members (2017 - 182 members).

The pension cost charged to the General Fund in respect of contributions paid to USS is:

	Year ended 31.8.2018	Year ended 31.8.2017
	£	£
Employers normal pension contributions to USS	1,197,272	1,180,457
Changes in expected contributions to USS	13	(277,745)
Deficit contributions treated as paid to USS	(139,682)	(137,536)
	£1,057,603	£765,176

UNIVERSITY AND COLLEGE UNION

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST AUGUST 2018
(continued).**

3. Operating Leasing Commitments

The operating lease rentals charged in the Income and expenditure account were:

Land and buildings.

Other leases - Plant and machinery.

	Year ended 31.8.2018	Year ended 31.8.2017
	£	£
	237,780	236,051
	326,049	334,246
	£563,829	£570,297

At 31st August, 2018 the University and College Union's future minimum operating lease commitments payable are analysed over the lease term as follows:

	Land and buildings		Other	
	31.8.2018	31.8.2017	31.8.2018	31.8.2017
	£	£	£	£
Within one year	250,696	236,508	294,461	298,462
Within two to five years	616,200	695,860	218,040	464,500
Over five years	230,000	323,600	--	--
	£1,096,896	£1,255,968	£512,501	£762,962

4. Capital Commitments

There were no capital commitments contracted for but not provided for at 31 August 2018 (2017 - £nil).

5. Related Party Transactions

UCU is a participating institution of the Universities Superannuation Scheme and makes pension contributions to the scheme in respect of the employee members of UCU. The appointment of directors to the board of the trustee is determined by the trustee company's Articles of Association. Four of the directors are appointed by Universities UK; three are appointed by the University and College Union, of whom at least one must be a USS pensioner member; and a minimum of three and a maximum of five are independent directors appointed by the board. Under the scheme trust deed and rules, the employer contribution rate is determined by the trustee, acting on actuarial advice.

During the year ended 31st August 2018 employers normal pension contributions payable to USS by UCU were £1,197,272 (2017 - £1,180,457) and the balance of contributions payable by UCU to USS as at 31st August 2018 was £172,420 (2017 - £173,714).

Members of the UCU make payments as Gift Aid payments via UCU to Education Support Partnership (ESP) at the same time as they pay their membership subscriptions to the UCU. ESP is a company limited by guarantee and a registered charity (company registration number 09311354 and charity registration number 1161436). ESP was incorporated on 14th November, 2014 as Education Sector Support UK (ESSUK). ESSUK changed its name to ESP on 24th July, 2015 and was formally launched in September 2015. The objects of the charity are to promote health and wellbeing and to offer benevolence services to the education workforce including those retired from the Education Sector. It also offers a wide range of services to staff working in Further and Higher Education and the education sector in schools. The Trustees and Board of ESP are appointed in accordance with the Articles of Association of the company and up to 21 representatives of member organisations form an Advisory Forum to advise the Board of Trustees.

Members of UCU previously made Gift Aid payments via UCU to "Recourse" (formerly the "College and University Support Network" (CUSN)) at the same time as they paid their subscriptions to the UCU. "Recourse" (formerly CUSN) is a registered charity (charity registration number 1116382) and was incorporated on 12th July 2006. The charity changed its name from CUSN to "Recourse" on 14th July, 2010 following a rebranding exercise. "Recourse" was also a Company Limited by Guarantee (company registration number 05874222) and was a wholly owned subsidiary company of the Teachers Support Network (TSN). On 31st March, 2015 the activities, assets and liabilities of "Recourse" and TSN were transferred to Education Sector Support UK (ESSUK) at which point "Recourse" and TSN effectively became dormant. The company "Recourse" was dissolved on 18th April, 2017. TSN was dissolved on 14th November, 2017. "Recourse" was governed and administered by the Trustees and National Council of TSN and UCU had the right to appoint five members to the National Council of TSN (preferably from within the National Executive Committee of UCU) and in addition subscribing members of UCU had the right to elect members of the National Council of TSN.

During the year ended 31st August 2018 Gift Aid payments payable to ESP (formerly "Recourse" and CUSN) were received from members of UCU and amounted to £286,627 (2017 - £288,507). The balance payable by UCU to ESP as at 31st August 2018 was £22,508 (2017 - £44,220).

The General Secretary of UCU, Sally Hunt, was elected President of the Trades Union Congress (TUC) on 13th September, 2017 and held office until the end of her term as President on 12th September, 2018 at which time Sally Hunt then became first Vice-Chair of the General Council of the TUC for a year. UCU is a member union of the TUC and the UCU's affiliation for 2018 was £295,144 (2017 - £288,402).

6. Future Developments

UCU continues to face significant challenges with regard to the process of "Brexit" and the potential impact of any negotiations that may derive from this that relate to the Further and Higher Education sectors. The union has a long term strategy, the formation of which involves the members of the union and includes the elected representatives of the trade union representing the union's staff. UCU continues to monitor and update that strategy to address the issues that the union and its members face in these uncertain times.

Accounting policies

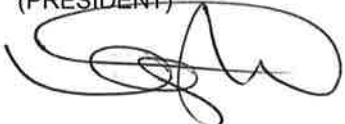

(see notes 84 and 85)

SEE ATTACHED

Signatures to the annual return

(see notes 86 and 87)

including the accounts and balance sheet contained in the return. Please send the return with the original signatures. Copies will not be accepted.

<p>Chairman's Signature: (PRESIDENT)</p>  <p>Name: Ms Vicky Knight</p> <p>Date: 28th February, 2019</p>	<p>Signature: (HONORARY TREASURER)</p>  <p>Name: Dr Steve Sangwine</p> <p>Date: 28th February, 2019</p>
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Checklist

(see notes 88 and 89)

(please tick as appropriate)

Has the return of change of officers been completed? (see Page 2 and Note 12)	Yes	✓	No	
Has the list of officers in post been completed? (see Page 2a and Note 12)	Yes	✓	No	
Has the return been signed? (see Pages 23 and 25 and Notes 86 and 95)	Yes	✓	No	
Has the auditor's report been completed? (see Pages 24 and 25 and Notes 2 and 92)	Yes	✓	No	
Is a rule book enclosed? (see Notes 8 and 88)	Yes	✓	No	
A member's statement is: (see Note 104)	Enclosed		To follow	✓
Has the summary sheet been completed? (see Page 17 and Notes 7 and 62)	Yes	✓	No	
Has the membership audit certificate been completed? (see Page i to iii and Notes 97 to 103)	Yes	✓	No	

UNIVERSITY AND COLLEGE UNION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST AUGUST 2018

1. Principal Accounting Policies

The financial statements comply with relevant accounting standards. The principal accounting policies, which have been consistently applied throughout the year, are set out below.

(a) **Accounting convention**

The financial statements are prepared in accordance with applicable accounting standards including FRS 102 "the Financial Reporting Standard" applicable in the UK and Republic of Ireland. The financial statements have been prepared on the historical cost basis except for the modification to a fair value basis for certain financial Instruments as specified in the accounting policies below.

(b) **Going Concern**

The Union meets its day-to-day working capital requirements through its bank facilities. The Union's forecasts and projections, taking account of reasonably possible changes in operational performance, show that the Union should be able to operate within the level of its current facilities. After making enquiries, the Executive have a reasonable expectation that the Union has adequate resources to continue in operational existence for the foreseeable future. The Union therefore continues to adopt the going concern basis in preparing its financial statements.

(c) **Critical Accounting Judgements and Key Sources of Uncertainty**

The preparation of the financial statements requires the Union's management to make significant judgements and estimates. The items in the financial statements where these judgements and estimates have been made include:

Depreciation.

UCU's management considers the depreciation rates used to evaluate the cost of the Union's assets and the useful life of those assets (as set out below under note 1(e)). Any changes to the rates used, the useful life and residual value of those assets may have a significant effect on the book value of those assets and the amounts shown as depreciation in these financial statements. The Union's management reviews the appropriateness of the depreciation policies used annually.

Employee benefits.

The pension scheme liability as at 31st August 2018 in respect of the NATFHE Pension and Life Assurance Scheme has been calculated in accordance with the details provided by the Scheme's actuary and in consideration of the disclosure requirements under FRS102. The Scheme's liabilities have been calculated by updating the valuation calculations carried out for the Scheme's triennial valuation as at 1st April 2017. Any changes in the assumptions used in evaluating the Scheme's liability may have a significant effect on the amount shown in these financial statements.

The deficit contribution liability shown in these financial statements in respect of the Union's share of the contribution funding deficit in the Universities Superannuation Scheme is based on a deficit recovery plan model provided to the USS and made available to participating institutions. The Union's management is required to make appropriate assessments of the rate of salary growth and the discount rate used in determining the Union's share of the deficit contribution liability. Any changes in the parameters used in the model may have a significant effect on the amounts shown in these financial statements in accordance with FRS102 and therefore constitute a material source of uncertainty.

Provisions for liabilities.

Provisions for liabilities included at the year end have been calculated using the best available information at the time of preparing the financial statements, taking account of information received subsequently. An element of estimation is therefore required when calculating the provisions at the year end.

Taxation.

The taxation charge for the year comprises current and deferred tax. An assessment of the provision for deferred taxation is required to be made by the Union's management, taking account of the likely timing and level of future taxable income and expenses in relation to the deferred tax assets and liabilities of the Union.

(d) **Branches and Local Associations**

For the purpose of the Trade Union and Labour Relations (Consolidation) Act 1992 the Union is regarded as a trade union with branches. The "branches" of the Union comprise of Local Associations of UCU or Branches of UCU. The assets, liabilities and transactions of the Local Associations and Branches for the year ended 31st August, 2018 are included in these financial statements.

(e) **Depreciation**

Depreciation is provided on all tangible fixed assets, other than land, at rates calculated to write off the cost, less estimated residual value, of each asset on a straight line basis over its expected useful life, as follows:

Freehold and long leasehold property.	2%.
Fixtures and fittings.	10% or the remaining period of the lease.
Plant and machinery.	25%.
Furniture.	10% to 12.5%.
Office equipment.	20%.
Computer equipment and software.	33%.
Motor vehicles (leased).	Over the period of the lease.

The rate of depreciation is reduced proportionately in the year of acquisition of an asset.

(f) **Subscriptions**

Subscriptions are accounted for on an accruals basis, although no account is taken of individual members' subscriptions that may be in arrears.

UNIVERSITY AND COLLEGE UNION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST AUGUST 2018
(continued)

(g) **Pension costs**

The UCU continued to make payments to the NATFHE Pension and Life Assurance Scheme to reduce the deficit that existed in that scheme from 1st June 2006. FRS 102 requires the sponsoring employer to account for the NATFHE Pension and Life Assurance Scheme deficit as a liability on its balance sheet mirrored by a pension reserve.

The expected return on assets in the NATFHE Pension and Life Assurance Scheme is reflected by the interest on assets item calculated using the discount rate (i.e. the returns available on high quality corporate bonds) with no allowance made for any outperformance expected from the Scheme's actual asset holding.

Movements on the NATFHE Pension and Life Assurance Scheme's asset or liability, to the extent that they arise from the current service cost of pensions or relate to the interest on pension fund assets net of interest charges on pension fund liabilities, are reflected in the Income and Expenditure Account, the former as a component of employee costs and the latter as a component of financial expenses.

Movements on the NATFHE Pension and Life Assurance Scheme assets and liabilities arising from changes in actuarial assumptions including actual returns on pension fund assets net of expected returns and experience gains and losses arising on Fund liabilities are reflected in these financial statements through the Income and Expenditure Account (Fund 3). The pension scheme liability is shown in the Balance Sheet.

The former Association of University Teachers (AUT) became a participating institution of the Universities Superannuation Scheme (USS), a defined benefit scheme, from 1st March 2005. The scheme is externally funded and was contracted out of the State Second Pension (S2P) until 5 April 2016. The Assets of the scheme are held in a separate trustee-administered fund. The University and College Union (UCU) became a participating institution of USS on 1st June 2006 following the amalgamation of AUT and NATFHE.

Because of the mutual nature of the USS scheme, the scheme's assets are not hypothecated to individual institutions and a scheme-wide contribution rate is set. The UCU is therefore exposed to actuarial risks associated with other institutions' employees and is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis and therefore accounts for the scheme as if it were a defined contribution scheme. As a result, the amount charged to the Income and Expenditure Account as a component of employee costs represents the contributions payable to the scheme in respect of the accounting year.

Under FRS102 the Union (as a participating institution of the USS) is required to recognise a liability for the contributions payable to the USS because the USS scheme is in deficit and a funding plan has been agreed. FRS102 requires that where an employer participates in a defined benefit multi-employer plan and there is insufficient information available to use defined benefit accounting and there is an obligation to fund past deficits within the scheme, the institution must recognise a liability for the contractual contributions payable to the scheme to the extent that there is a deficit in the scheme, and account for the resulting movement in the liability in the Income and Expenditure Account. As a result, the amount charged or credited to the Income and Expenditure Account as a component of employee costs represents the movement in the discounted fair value of the contractual contributions payable to the Scheme by UCU under the funding plan agreement in respect of the accounting year.

The Union's share of the deficit arising in the USS Scheme is based upon a deficit recovery plan model made available to participating institutions via the USS. Movements in the employer's share of the deficit contribution liability due to the USS Scheme are charged or credited to the Income and Expenditure Account as part of the costs of remuneration and expenses of staff. The Union's share of the deficit contribution liability due to the USS Scheme is disclosed in the Balance Sheet as the present value of the contributions payable. As the discount rate used in calculating the present value of the deficit contribution liability unwinds this element is shown as part of the finance costs (interest payable) in the applicable period in the Income and Expenditure Account.

(h) **Operating Leases**

Rental payments under operating leases are charged to the Income and Expenditure Account as payments to the lessor fall due on a straight line basis over the lease term.

(i) **Investments**

Quoted investments held are managed by professional investment managers and brokers and transactions are undertaken under powers delegated to them and they are stated at fair value based on current bid prices where quoted on an active market. Movements in fair value are included in the Investment Reserve Fund as they occur. On disposal, relevant gains and losses recognised previously in the Investment Reserve Fund are transferred to the Income and Expenditure Account. Unquoted investments are stated at cost as there is no active market available, no reliable basis of valuation is available and other valuation techniques are not considered appropriate.

(j) **Value added tax (VAT)**

The figures included in these financial statements are exclusive of VAT to the extent that input VAT is partially or fully recoverable or output VAT is payable.

(k) **Deferred Tax**

Deferred tax is provided on the liability method to take account of timing differences between the treatment of certain items for accounts purposes and their treatment for taxation purposes. Deferred tax is provided for on all material reversing timing differences at the rate of corporation tax applicable to the Union's activities at the financial statement date.

(l) **Holiday Pay Accrual**

FRS 102 requires short term employee benefits, such as holiday pay, to be charged to the Income and Expenditure Account as the employee service is received. As a result movements in holiday pay accruals are recognised and charged or credited to the Income and Expenditure Account as they arise.

Checklist for auditor's report

(see notes 90 to 96)

The checklist below is for guidance. A report is still required either set out overleaf or by way of an attached auditor's report that covers the 1992 Act requirements.

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 92 and 93)

Please explain in your report overleaf or attached.

2. 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 note 92)

Please explain in your report overleaf or attached.


3. Your auditors or auditor must include in their report the following wording:

In our opinion the financial statements:

- **give a true and fair view of the matters to which they relate to.**
- **have been prepared in accordance with the requirements of the section 28 to 36 of the Trade Union and Labour Relations (consolidation) Act 1992.**

Auditor's report (continued)

SEE ATTACHED

Signature(s) of auditor or auditors:		
Name(s):	Knox Cropper	
Profession(s) or Calling(s):	Chartered Accountants & Statutory Auditors	
Address(es):	65 Leadenhall Street London EC3A 2AD	
Date:	28 th February 2019	
Contact name for enquiries and telephone number:	Greg Stevenson 020 7332 6400	

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
UNIVERSITY AND COLLEGE UNION**

Opinion

We have audited the financial statements of the University and College Union for the year ended 31st August 2018 which comprise the Funds Accounts, the Balance Sheet and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 - The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the Union's affairs as at 31st August 2018 and of the Union's income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of Sections 28 to 36 of the Trade Union and Labour Relations (Consolidation) Act 1992, and the rules of the Union.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Union in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Members of the National Executive Committee use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Members of the National Executive Committee have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Union's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The Members of the National Executive Committee are responsible for the other information. The other information comprises the financial and non-financial information disclosed on pages 1 and 2 of the AR21.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information; we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

- proper accounting records have not been kept by Union; or
- the financial statements are not in agreement with the accounting records and returns; or
- a satisfactory system of control has not been maintained over the Union's transactions; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of the Members of the National Executive Committee

As explained more fully in the Statement of Responsibilities of the Union and Members of the National Executive Committee [set out on page 22-1], the Members of the National Executive Committee are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Members of the National Executive Committee determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Members of the National Executive Committee are responsible for assessing the Union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Members of the National Executive Committee either intend to liquidate the Union or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

This report is made solely to the Members of the Union, as a body, in accordance with the Union's rules. Our audit work has been undertaken so that we may 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 its Members as a body, for our audit work, for this report or for the opinions we have formed.

Knox Cropper

**Chartered Accountants and Statutory Auditors
65 Leadenhall Street, London, EC3A 2AD**

2019.

Knox Cropper is eligible for appointment as auditor of the Union by virtue of its eligibility for appointment as auditor of a company under Section 1212 of the Companies Act 2006.

Membership audit certificate
made in accordance with section 24ZD of the
Trade Union and Labour Relations (Consolidation) Act 1992
(See notes 97 to 103)

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

YES

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

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

Membership audit certificate
Section one

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

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

YES

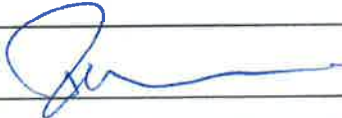
2. In the opinion of the assurer has he/she obtained the information and explanations necessary for the performance of his/her functions?

YES

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

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

Membership audit certificate (continued)

Signature of assurer	
Name	Ian Robinson
Address	Electoral Reform Services The Election Centre 33 Clarendon Road London, N8 0NW
Date	08/01/2019
Contact name and telephone number	Ian Robinson, Director and Head of Quality Control 020 8365 8909

UCU