

Trade Union's details

Name of Trade Union:

UNISON

Year ended:

31 December 2018

List number:

736/T

Head or Main Office address:

Unison Centre
130 Euston Road
London
NW1 2AY

Has the address changed during the year to which the return relates?

Yes

No

(Tick as appropriate)

Website address (if available)

www.unison.org.uk

General Secretary:

Dave Prentis

Telephone Number:

0800 0 857 857

Contact name for queries regarding the completion of this return:

Simon Crane

Telephone Number:

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E-mail:

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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	304,504	10,392			314,896
Female	1,019,428	34,790			1,054,218
Total	1,323,932	45,182			A 1,369,114

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

1,204,500

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

31,745

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

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 in post

(see note 12)

Please insert a complete list of all officers in post at the end of the year to which this return relates.

Name of Officer	Position held
ANDERSON, Andrew	National Executive Council
ANTHONY, James	National Executive Council
ASHLEY, April	National Executive Council
BATISTA, Luisete	National Executive Council
BERRISFORD, Nicole	National Executive Council
BERRY, Jacqui	National Executive Council
BIRD, Josie	National Executive Council
BROWN, Rose	National Executive Council
BRYAN, Janet	National Executive Council
BUTCHER, Jean	National Executive Council
CAMERON, Liz	National Executive Council
CONWAY, Kati	National Executive Council
COOK, Maggie	National Executive Council
CROWE, Sarah	National Executive Council
CROWTHER, Linda	National Executive Council
DAVIES, Helen	National Executive Council
DIXON, Claire	National Executive Council
DOOLAN, Jane	National Executive Council
DOYLE, Evelyn	National Executive Council
EGAN, Andrea	National Executive Council
FIRMAN, Helen (nee Kilpatrick)	National Executive Council
FISHER, Mark	National Executive Council
FERNEYHOUGH, Isaac	National Executive Council
FORBES REID, Jenny	National Executive Council
FOX, Sean	National Executive Council
GILROY, Paul	National Executive Council
GLOVER, Paul	National Executive Council
GOODMAN, Michelle	National Executive Council
GRAY, John	National Executive Council
GREEN, Tony	National Executive Council
HAMILTON, Angela	National Executive Council
HANRAHAN, Chris	National Executive Council

Name of Officer	Position held
HINES, Mike	National Executive Council
HOLMES, Greta	National Executive Council
HOLMES, Paul	National Executive Council
HOWARD, Sonya	National Executive Council
JEFFRIES, Edwin	National Executive Council
JONES, John	National Executive Council
JONES, Stephen	National Executive Council
KUSORO, Abiola	National Executive Council
LE MARINEL, Maureen	National Executive Council
LEACH, Diana	National Executive Council
LOCKE, Mary	National Executive Council
LONG, Alastair	National Executive Council
McFARLANE, Jim	National Executive Council
McKAY, Gordon	National Executive Council
McKEE Margaret	National Executive Council
McKEEVER, Lucia	National Executive Council
NICOLL, Alexander	National Executive Council
NORTH, Steven	National Executive Council
OWEN, Kath	National Executive Council
PERRIN, Vicky	National Executive Council
PIERRE, Hugo	National Executive Council
RAMSDEN, Kate	National Executive Council
RANKIN, Davena	National Executive Council
REISSMANN, Karen	National Executive Council
ROBERTS, Angela	National Executive Council
SARTIN, Dan	National Executive Council
SMELLIE, Stephen	National Executive Council
SMITH, Eleanor	National Executive Council
SMITH, Polly	National Executive Council
STACEY-MARREN, Jo-Ann	National Executive Council
STOCKHAM, Sian	National Executive Council
TANSLEY, Chris	National Executive Council
WILSON, Tony	National Executive Council

General fund
(see notes 13 to 18)

	£'000s	£'000s
Income		
From Members: Contributions and Subscriptions		155,107
From Members: Other income from members (specify)		
Local levy	286	
Total other income from members		286
Total of all income from members		155,393
Investment income (as at page 12)		451
Other Income		
Income from Federations and other bodies (as at page 4)	Nil	
Income from any other sources (as at page 4)	10,110	
Actuarial gain on pension scheme	8,562	
Total of other income (as at page 4)		18,672
	Total income	174,516
Expenditure		
Benefits to members (as at page 5)		10,369
Administrative expenses (as at page 10)		97,930
Federation and other bodies (specify)		
Affiliations	4,801	
Other expenditure (as at page 3a)	58,035	
Total expenditure Federation and other bodies		62,836
Taxation		
	Total expenditure	171,135
Surplus (deficit) for year		3,381
Amount of general fund at beginning of year		70,971
Amount of general fund at end of year		74,352

GENERAL EXPENDITURE – OTHER EXPENDITURE

	£'000s
Membership Participation Unit	414
General Publicity	265
Membership Services	1,912
Information Technology	9,302
International Relations	110
Miscellaneous expenditure	912
Regional Office expenditure	4,073
Branch Organisation	30,521
RMS	488
Pension protection levy	413
International fund	45
Ballots and elections	323
Additional pension costs	9,257
	58,035

Analysis of income from federation and other bodies and other income

(see notes 19 and 20)

Description	£'000s	£'000s
Federation and other bodies		
	Total federation and other bodies	Nil
Other income Distributions from joint ventures Non membership income Change in fair play of investments	336 9,080 694	
	Total other income	10,110
	Total of all other income	10,110

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

	£'000s		£'000s
Representation – Employment Related Issues	3,749	brought forward	7,936
		Education and Training services	1,754
Representation – Non Employment Related Issues		Negotiated Discount Services	
Communications	4,187	Salary Costs	
Advisory Services		Other Benefits and Grants (specify)	
Dispute Benefits		Death, accident and other benefits	379
		Gift aid to UNISON Welfare	300
Other Cash Payments			
carried forward	7,936	Total (should agree with figure in General Fund)	10,369

Accounts other than the revenue account/general fund

(see notes 21 to 23)

Fund 2		Fund Account	
Name:	INDUSTRIAL ACTION	£'000s	£'000s
Income			
	From members		1,243
	Investment income (as at page 12)		103
	Donations by branch members		223
	Other income (specify)		
	Non membership income	614	
		Total other income as specified	614
		Total Income	2,183
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)	1,604	
		Total Expenditure	1,604
		Surplus (Deficit) for the year	579
		Amount of fund at beginning of year	29,726
		Amount of fund at the end of year (as Balance Sheet)	30,305
		Number of members contributing at end of year	N/A

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

(See notes 21 to 23)

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

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

(See notes 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	
		£'000s	£'000s
Income	Members contributions and levies		6,087
	Investment income (as at page 12)		49
	Other income (specify)	18	
	Total other income as specified		18
	Total income		6,154
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)		1,369	
Expenditure B (as at page ii)		Nil	
Expenditure C (as at page iii)		35	
Expenditure D (as at page iv)		Nil	
Expenditure E (as at page v)		488	
Expenditure F (as at page vi)		201	
Non-political expenditure (as at page vii)		3,228	
	Total expenditure		5,321
	Surplus (deficit) for year		833
	Amount of political fund at beginning of year		11,863
	Amount of political fund at the end of year (as Balance Sheet)		12,696
	Number of members at end of year contributing to the political fund		1,159,171
	Number of members at end of the year not contributing to the political fund		209,943
	Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund		5,579
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		

The following pages 9i to 9vii relate to the Political Fund Account Expenditure

Political fund account expenditure (a)

Expenditure under section 72 (1) (a) 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.

Contribution to the funds of, or on the payment of expenses incurred directly or indirectly by a political party

Name of political party in relation to which money was expended	Total amount spent during the period £'000s
The Labour Party	1,369
Total	1,369

Political fund account expenditure (b)

Expenditure under section 72 (1) (b) 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 of money on the provision of any services or property for use by or on behalf of any political party

Name of political party to which payment was made	Total amount paid during the period £
Total	Nil

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))	£'000s
Ballots	The Labour Party	Labour	35
Total			35

Political fund account expenditure (d)

Expenditure under section 72 (1) (d) 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 on the maintenance of any holder of political office	
Name of office holder	£
Total	Nil

Political fund account expenditure (e)

Expenditure under section 72 (1) (e) 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.

The expenditure of money on the holding of any conference or meeting by or on behalf of a political party or of any other meeting the main purpose of which is the transaction of business in connection with a political party

Name of political party	£'000s
The Labour Party	473
Scottish Liberal Democrats	4
Scottish Conservatives	4
SNP	7
Total	488

Political fund account expenditure (f)

Expenditure under section 72 (1) (f) 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.

On the production, publication or distribution of any literature, document, film, sound recording or advertisement the main purpose of which is to persuade people to vote for a political party or candidate or to persuade them not to vote for a political party or candidate

Name of organisation or political party	£'000s
The Labour Party	201
TOTAL	201

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	£'000s
Campaigning to defend and promote the NHS	237
Campaigning against austerity and cuts to public services	217
Campaigning for an equal and inclusive society	141
Campaigning for fair and progressive taxation	17
Anti Trump Demo	20
Total	632
Total expenditure	632
<hr/>	
(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	£'000s
Political Pixel	23
Family and Childcare Trust-Policy research	22
Committee on the Administration of Justice	10
Working Class Movement Library	25
Trade Justice Scotland	5
The Good Agency	1,769
Connect Public Affairs	140
Fair Pensions	28
Felipe Bustos Sierra NAE PASARAN Film UK Cinema release	15
We Own It	24
IPPR	20
IPPR North	25
TUC	40
Total	2,146
Total expenditure	2,146
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(c) the total amount of all other money expended	£'000s
Non political expenditure	450
Total	450
Total expenditure	450

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

(see notes 34 and 35)

Administrative Expenses		£'000s
Remuneration and expenses of staff		70,198
Salaries and Wages included in above	£54,597	
Auditors' fees		114
Legal and Professional fees		5,139
Occupancy costs		10,155
Stationery, printing, postage, telephone, etc.		81
Expenses of Executive Committee (Head Office)		545
Expenses of conferences		2,849
Other administrative expenses (specify)		
Staff travel and other costs		4,706
Insurance		1,032
Other Outgoings		
Interest payable:		
Bank loans (including overdrafts)		272
Mortgages		
Other loans		
Depreciation		2,839
Taxation		
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
	Total	97,930
Charged to:	General Fund (Page 3)	97,930
	Fund (Account)	
	Fund (Account)	
	Fund (Account)	
	Fund (Account)	
	Total	97,930

Analysis of officials' salaries and benefits

(see notes 36 to 46)

Position held	Gross Salary £	Employers N.I. contributions £	Salary Sacrifice £	Benefits		Total £
				Description	Value £	
General Secretary	113,756	15,057	Nil	Taxable subsistence and car benefit	9,718	138,531
President	Nil	Nil	Nil		Nil	Nil
Members of the executive	Nil	Nil	Nil		Nil	Nil
Unison operates a defined benefit pension scheme open to all staff, the General Secretary is a member of this scheme.						
Members of the scheme receive defined benefits under the Trust Deed and Rules						

Analysis of investment income

(see notes 47 and 48)

	Political Fund £'000s	Other Fund(s) £'000s
Rent from land and buildings		
Dividends (gross) from:		
Equities (e.g. shares)		
Interest (gross) from:		
Government securities (Gilts)		
Mortgages		
Local Authority Bonds		
Bank and Building Societies	49	554
Other investment income (specify)		
	49	554
Total investment income		603
Credited to:		
General Fund (Page 3)		451
Industrial Action Fund (Page 6)		103
Fund (Account)		
Fund (Account)		
Fund (Account)		
Fund (Account)		
Political Fund(Page 9)		49
Total Investment Income		603

Balance sheet as at

31 December 2018

(see notes 49 to 52)

Previous Year		£'000s	£'000s
99,185	Fixed Assets (at page 14)		99,934
	Investments (as per analysis on page 15)		
153	Quoted (Market value £)	25	
9,540	Unquoted	10,725	
	Total Investments		10,750
	Other Assets		
	Loans to other trade unions		
20,370	Sundry debtors	18,266	
137,191	Cash at bank and in hand	140,299	
	Income tax to be recovered		
	Stocks of goods		
219	Others (specify) Loans	209	
	Total of other assets		158,774
266,658	Total assets		269,458
70,971	Fund (Account 1)		74,352
29,726	Fund (Account 2)		30,305
	Fund (Account)		
	Superannuation Fund (Account)		
11,863	Political Fund (Account 1)		12,696
	Revaluation Reserve		
	Liabilities		
	Amount held on behalf of central trade union political fund		
	Loans: From other trade unions		
	Loans: Other		
	Bank overdraft		
	Tax payable		
10,506	Sundry creditors	10,757	
	Accrued expenses		
	Provisions		
143,592	Pension scheme liabilities	141,348	
	Total liabilities		152,105
266,658	Total assets		269,458

Fixed assets account

(see notes 53 to 57)

	Land and Buildings		Furniture and Equipment £'000s	Motor Vehicles £'000s	Not used for union business £'000s	Total £'000s
	Freehold £'000s	Leasehold £'000s				
Cost or Valuation						
At start of year	106,677	2,602	10,484	Nil	7,172	126,935
Additions	14		563		3,012	3,589
Disposals						Nil
Revaluation/Transfers						Nil
At end of year	106,691	2,602	11,047	Nil	10,184	130,524
Accumulated Depreciation						
At start of year	15,945	2,334	9,279	Nil	2,857	30,415
Charges for year	1,795	59	566		382	2,802
Disposals						Nil
Revaluation/Transfers						Nil
At end of year	17,740	2,393	9,845	Nil	3,239	33,217
Net book value at end of year	88,951	209	1,202	Nil	6,945	97,307
Held at regions			7			7
Held in branches	1,852	81	687			2,620
Net book value at end of year	90,803	290	1,896	Nil	6,945	99,934
Net book value at end of previous year	92,636	268	1,966	Nil	4,315	99,185

Analysis of investments

(see notes 58 and 59)

Quoted	All Funds Except Political Funds £'000s	Political Fund £'000s
Equities (e.g. Shares)	25	
Government Securities (Gilts)		
Other quoted securities (to be specified)		
Total quoted (as Balance Sheet)	25	
Market Value of Quoted Investment	25	
Unquoted		
Equities		
Government Securities (Gilts)		
Mortgages		
Bank and Building Societies		
Unity trust bank	5,263	
Other unquoted investments (to be specified)		
Intangible assets	5,462	
Total unquoted (as Balance Sheet)	10,725	
Market Value of Unquoted Investments	10,725	

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 £'000s	Political Funds £'000s	Total Funds £'000s
Income			
From Members	156,859	6,087	162,946
From Investments	554	49	603
Other Income (including increases by revaluation of assets)	19,286	18	19,304
Total Income	176,699	6,154	182,853
Expenditure (including decreases by revaluation of assets)	172,739	5,321	178,060
Total Expenditure	172,739	5,321	178,060
Funds at beginning of year (including reserves)	100,697	11,863	112,560
Funds at end of year (including reserves)	104,657	12,696	117,353
Assets			
Fixed Assets			99,934
Investment Assets			10,750
Other Assets			158,774
		Total Assets	269,458
Liabilities			
		Total Liabilities	152,105
Net assets (Total Assets less Total Liabilities)			117,353

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: 42

For each ballot held please complete the information below:

Ballot 1

Number of individuals who were entitled to vote in the ballot 46

Number of votes cast in the ballot 27

Number of Individuals answering "Yes" to the question 24 ¹

Number of Individuals answering "No" to the question 3 ²

Number of invalid or otherwise spoiled voting papers returned 0 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

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

Ballot 2

Number of individuals who were entitled to vote in the ballot 78

Number of votes cast in the ballot 22

Number of Individuals answering "Yes" to the question 20 ¹

Number of Individuals answering "No" to the question 2 ²

Number of invalid or otherwise spoiled voting papers returned 0 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 N

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

For additional ballots please continue on next page

Ballot 3 (Strike)

Number of individuals who were entitled to vote in the ballot 451

Number of votes cast in the ballot 267

Number of Individuals answering "Yes" to the question 185¹

Number of Individuals answering "No" to the question 78²

Number of invalid or otherwise spoiled voting papers returned 4³

*** 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

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

Ballot 3 (ASOS)

Number of individuals who were entitled to vote in the ballot 451

Number of votes cast in the ballot 267

Number of Individuals answering "Yes" to the question 221¹

Number of Individuals answering "No" to the question 39²

Number of invalid or otherwise spoiled voting papers returned 7³

*** 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

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

Ballot 4

Number of individuals who were entitled to vote in the ballot 69

Number of votes cast in the ballot 60

Number of Individuals answering "Yes" to the question 60¹

Number of Individuals answering "No" to the question 0²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 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

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

Use a continuation sheet if necessary

Ballot 5 (Strike)

Number of individuals who were entitled to vote in the ballot 279

Number of votes cast in the ballot 153

Number of Individuals answering "Yes" to the question 117¹

Number of Individuals answering "No" to the question 33²

Number of invalid or otherwise spoiled voting papers returned 3³

*** 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

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

Ballot 5 (ASOS)

Number of individuals who were entitled to vote in the ballot 279

Number of votes cast in the ballot 153

Number of Individuals answering "Yes" to the question 137¹

Number of Individuals answering "No" to the question 13²

Number of invalid or otherwise spoiled voting papers returned 3³

*** 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

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

Ballot 6 (Strike)

Number of individuals who were entitled to vote in the ballot 76

Number of votes cast in the ballot 43

Number of Individuals answering "Yes" to the question 40¹

Number of Individuals answering "No" to the question 3²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 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

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

Use a continuation sheet if necessary

Ballot 6 (ASOS)

Number of individuals who were entitled to vote in the ballot 76

Number of votes cast in the ballot 43

Number of Individuals answering "Yes" to the question 42¹

Number of Individuals answering "No" to the question 1²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 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

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

Ballot 7 (Strike)

Number of individuals who were entitled to vote in the ballot 95

Number of votes cast in the ballot 53

Number of Individuals answering "Yes" to the question 37¹

Number of Individuals answering "No" to the question 16²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 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

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

Ballot 7 (ASOS)

Number of individuals who were entitled to vote in the ballot 95

Number of votes cast in the ballot 53

Number of Individuals answering "Yes" to the question 43¹

Number of Individuals answering "No" to the question 9²

Number of invalid or otherwise spoiled voting papers returned 1³

*** 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

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

Use a continuation sheet if necessary

Ballot 8 (Strike)

Number of individuals who were entitled to vote in the ballot 1152

Number of votes cast in the ballot 619

Number of Individuals answering "Yes" to the question 577¹

Number of Individuals answering "No" to the question 41²

Number of invalid or otherwise spoiled voting papers returned 1³

*** 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

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

Ballot 8 (ASOS)

Number of individuals who were entitled to vote in the ballot 1152

Number of votes cast in the ballot 619

Number of Individuals answering "Yes" to the question 595¹

Number of Individuals answering "No" to the question 19²

Number of invalid or otherwise spoiled voting papers returned 5³

*** 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

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

Ballot 9

Number of individuals who were entitled to vote in the ballot 252

Number of votes cast in the ballot 134

Number of Individuals answering "Yes" to the question 129¹

Number of Individuals answering "No" to the question 5²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 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

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

Use a continuation sheet if necessary

Ballot 10

Number of individuals who were entitled to vote in the ballot 105

Number of votes cast in the ballot 34

Number of Individuals answering "Yes" to the question 28¹

Number of Individuals answering "No" to the question 6²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 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 N

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

Ballot 11

Number of individuals who were entitled to vote in the ballot 555

Number of votes cast in the ballot 407

Number of Individuals answering "Yes" to the question 361¹

Number of Individuals answering "No" to the question 44²

Number of invalid or otherwise spoiled voting papers returned 2³

*** 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

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

Ballot 12

Number of individuals who were entitled to vote in the ballot 72

Number of votes cast in the ballot 62

Number of Individuals answering "Yes" to the question 53¹

Number of Individuals answering "No" to the question 9²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 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

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

Use a continuation sheet if necessary

Ballot 13

Number of individuals who were entitled to vote in the ballot 205

Number of votes cast in the ballot 100

Number of Individuals answering "Yes" to the question 84¹

Number of Individuals answering "No" to the question 15²

Number of invalid or otherwise spoiled voting papers returned 1³

*** 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 N

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

Ballot 14

Number of individuals who were entitled to vote in the ballot 43

Number of votes cast in the ballot 28

Number of Individuals answering "Yes" to the question 19¹

Number of Individuals answering "No" to the question 9²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 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

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

Ballot 15 (Strike)

Number of individuals who were entitled to vote in the ballot 196

Number of votes cast in the ballot 102

Number of Individuals answering "Yes" to the question 63¹

Number of Individuals answering "No" to the question 37²

Number of invalid or otherwise spoiled voting papers returned 2³

*** 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

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

Use a continuation sheet if necessary

Ballot 15 (ASOS)

Number of individuals who were entitled to vote in the ballot 196

Number of votes cast in the ballot 102

Number of Individuals answering "Yes" to the question 72¹

Number of Individuals answering "No" to the question 28²

Number of invalid or otherwise spoiled voting papers returned 2³

*** 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

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

Ballot 16

Number of individuals who were entitled to vote in the ballot 10

Number of votes cast in the ballot 9

Number of Individuals answering "Yes" to the question 9¹

Number of Individuals answering "No" to the question 0²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 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

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

Ballot 17 (Strike)

Number of individuals who were entitled to vote in the ballot 122

Number of votes cast in the ballot 56

Number of Individuals answering "Yes" to the question 41¹

Number of Individuals answering "No" to the question 15²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 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 N

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

Use a continuation sheet if necessary

Ballot 17 (ASOS)

Number of individuals who were entitled to vote in the ballot 122

Number of votes cast in the ballot 56

Number of Individuals answering "Yes" to the question 49¹

Number of Individuals answering "No" to the question 7²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 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 N

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

Ballot 18

Number of individuals who were entitled to vote in the ballot 469

Number of votes cast in the ballot 271

Number of Individuals answering "Yes" to the question 264¹

Number of Individuals answering "No" to the question 7²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 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

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

Ballot 19

Number of individuals who were entitled to vote in the ballot 217

Number of votes cast in the ballot 106

Number of Individuals answering "Yes" to the question 98¹

Number of Individuals answering "No" to the question 8²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 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 N

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

Use a continuation sheet if necessary

Ballot 20

Number of individuals who were entitled to vote in the ballot 552

Number of votes cast in the ballot 187

Number of Individuals answering "Yes" to the question 168¹

Number of Individuals answering "No" to the question 19²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 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 N

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

Ballot 21

Number of individuals who were entitled to vote in the ballot 120

Number of votes cast in the ballot 80

Number of Individuals answering "Yes" to the question 76¹

Number of Individuals answering "No" to the question 4²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 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

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

Ballot 22 (Strike)

Number of individuals who were entitled to vote in the ballot 261

Number of votes cast in the ballot 150

Number of Individuals answering "Yes" to the question 146¹

Number of Individuals answering "No" to the question 4²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 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

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

Use a continuation sheet if necessary

Ballot 22 (ASOS)

Number of individuals who were entitled to vote in the ballot 261

Number of votes cast in the ballot 150

Number of Individuals answering "Yes" to the question 139¹

Number of Individuals answering "No" to the question 3²

Number of invalid or otherwise spoiled voting papers returned 8³

*** 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

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

Ballot 23

Number of individuals who were entitled to vote in the ballot 120

Number of votes cast in the ballot 41

Number of Individuals answering "Yes" to the question 36¹

Number of Individuals answering "No" to the question 4²

Number of invalid or otherwise spoiled voting papers returned 1³

*** 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 N

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

Ballot 24

Number of individuals who were entitled to vote in the ballot 227

Number of votes cast in the ballot 128

Number of Individuals answering "Yes" to the question 106¹

Number of Individuals answering "No" to the question 22²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 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

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

Use a continuation sheet if necessary

Ballot 25

Number of individuals who were entitled to vote in the ballot 114

Number of votes cast in the ballot 65

Number of Individuals answering "Yes" to the question 60¹

Number of Individuals answering "No" to the question 5²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 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

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

Ballot 26

Number of individuals who were entitled to vote in the ballot 24892

Number of votes cast in the ballot 7707

Number of Individuals answering "Yes" to the question 4762¹

Number of Individuals answering "No" to the question 2936²

Number of invalid or otherwise spoiled voting papers returned 9³

*** 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 N

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

Ballot 27 (Strike)

Number of individuals who were entitled to vote in the ballot 20

Number of votes cast in the ballot 18

Number of Individuals answering "Yes" to the question 17¹

Number of Individuals answering "No" to the question 1²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 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

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

Use a continuation sheet if necessary

Ballot 27 (ASOS)

Number of individuals who were entitled to vote in the ballot 20

Number of votes cast in the ballot 18

Number of Individuals answering "Yes" to the question 17¹

Number of Individuals answering "No" to the question 1²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 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

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

Ballot 28 (Strike)

Number of individuals who were entitled to vote in the ballot 188

Number of votes cast in the ballot 115

Number of Individuals answering "Yes" to the question 70¹

Number of Individuals answering "No" to the question 40²

Number of invalid or otherwise spoiled voting papers returned 5³

*** 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

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

Ballot 28 (ASOS)

Number of individuals who were entitled to vote in the ballot 188

Number of votes cast in the ballot 115

Number of Individuals answering "Yes" to the question 100¹

Number of Individuals answering "No" to the question 12²

Number of invalid or otherwise spoiled voting papers returned 3³

*** 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

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

Use a continuation sheet if necessary

Ballot 29 (Strike)

Number of individuals who were entitled to vote in the ballot 352

Number of votes cast in the ballot 217Number of Individuals answering "Yes" to the question 209¹Number of Individuals answering "No" to the question 7²Number of invalid or otherwise spoiled voting papers returned 1³*** 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

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

Ballot 29 (ASOS)

Number of individuals who were entitled to vote in the ballot 352

Number of votes cast in the ballot 217Number of Individuals answering "Yes" to the question 191¹Number of Individuals answering "No" to the question 13²Number of invalid or otherwise spoiled voting papers returned 13³*** 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

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

Ballot 30

Number of individuals who were entitled to vote in the ballot 2903

Number of votes cast in the ballot 1610Number of Individuals answering "Yes" to the question 1441¹Number of Individuals answering "No" to the question 169²Number of invalid or otherwise spoiled voting papers returned 0³*** 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

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

Use a continuation sheet if necessary

Ballot 31

Number of individuals who were entitled to vote in the ballot 2092

Number of votes cast in the ballot 1469

Number of Individuals answering "Yes" to the question 1455¹

Number of Individuals answering "No" to the question 14²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 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

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

Ballot 32 (Strike)

Number of individuals who were entitled to vote in the ballot 82

Number of votes cast in the ballot 50

Number of Individuals answering "Yes" to the question 36¹

Number of Individuals answering "No" to the question 12²

Number of invalid or otherwise spoiled voting papers returned 2³

*** 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

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

Ballot 32 (ASOS)

Number of individuals who were entitled to vote in the ballot 82

Number of votes cast in the ballot 50

Number of Individuals answering "Yes" to the question 48¹

Number of Individuals answering "No" to the question 2²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 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

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

Use a continuation sheet if necessary

Ballot 33

Number of individuals who were entitled to vote in the ballot 116

Number of votes cast in the ballot 53

Number of Individuals answering "Yes" to the question 37¹

Number of Individuals answering "No" to the question 16²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 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 N

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

Ballot 34

Number of individuals who were entitled to vote in the ballot 37

Number of votes cast in the ballot 4

Number of Individuals answering "Yes" to the question 4¹

Number of Individuals answering "No" to the question 0²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 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 N

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

Ballot 35 (Strike)

Number of individuals who were entitled to vote in the ballot 80

Number of votes cast in the ballot 59

Number of Individuals answering "Yes" to the question 56¹

Number of Individuals answering "No" to the question 3²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 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

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

Use a continuation sheet if necessary

Ballot 35 (ASOS)

Number of individuals who were entitled to vote in the ballot 80

Number of votes cast in the ballot 59

Number of Individuals answering "Yes" to the question 53¹

Number of Individuals answering "No" to the question 6²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 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

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

Ballot 36 (Strike)

Number of individuals who were entitled to vote in the ballot 99

Number of votes cast in the ballot 68

Number of Individuals answering "Yes" to the question 59¹

Number of Individuals answering "No" to the question 8²

Number of invalid or otherwise spoiled voting papers returned 1³

*** 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

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

Ballot 36 (ASOS)

Number of individuals who were entitled to vote in the ballot 99

Number of votes cast in the ballot 68

Number of Individuals answering "Yes" to the question 60¹

Number of Individuals answering "No" to the question 5²

Number of invalid or otherwise spoiled voting papers returned 3³

*** 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

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

Use a continuation sheet if necessary

Ballot 37

Number of individuals who were entitled to vote in the ballot 53

Number of votes cast in the ballot 30

Number of Individuals answering "Yes" to the question 29¹

Number of Individuals answering "No" to the question 1²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 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

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

Ballot 38

Number of individuals who were entitled to vote in the ballot 74

Number of votes cast in the ballot 43

Number of Individuals answering "Yes" to the question 41¹

Number of Individuals answering "No" to the question 2²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 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

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

Ballot 39

Number of individuals who were entitled to vote in the ballot 1069

Number of votes cast in the ballot 455

Number of Individuals answering "Yes" to the question 386¹

Number of Individuals answering "No" to the question 69²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 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 N

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

Use a continuation sheet if necessary

Ballot 40 (Strike)

Number of individuals who were entitled to vote in the ballot 26

Number of votes cast in the ballot 17

Number of Individuals answering "Yes" to the question 10¹

Number of Individuals answering "No" to the question 6²

Number of invalid or otherwise spoiled voting papers returned 1³

*** 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

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

Ballot 40 (ASOS)

Number of individuals who were entitled to vote in the ballot 26

Number of votes cast in the ballot 17

Number of Individuals answering "Yes" to the question 14¹

Number of Individuals answering "No" to the question 3²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 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

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

Ballot 41

Number of individuals who were entitled to vote in the ballot 257

Number of votes cast in the ballot 188

Number of Individuals answering "Yes" to the question 182¹

Number of Individuals answering "No" to the question 6²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 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

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

Use a continuation sheet if necessary

Ballot 42 (Strike)

Number of individuals who were entitled to vote in the ballot 27

Number of votes cast in the ballot 18

Number of Individuals answering "Yes" to the question 16¹

Number of Individuals answering "No" to the question 2²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 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

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

Ballot 42 (ASOS)

Number of individuals who were entitled to vote in the ballot 27

Number of votes cast in the ballot 18

Number of Individuals answering "Yes" to the question 18¹

Number of Individuals answering "No" to the question 0²

Number of invalid or otherwise spoiled voting papers returned 0³

*** 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

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

Information on Industrial action

(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

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:

20 January 2018

6 February 2018

24 March 2018

3. Number of days of industrial action: 3

4. Nature of industrial action: Strike Action

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:

1 – 7 March 2018

29 March – 11 April 2018

1 – 14 May 2018

3. Number of days of industrial action: 35

4. Nature of industrial action: Strike Action

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:

16 March 2018

19 March 2018

3. Number of days of industrial action: 2

4. Nature of industrial action. Strike Action

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:

17 March 2018

18 March 2018

20 March 2018

21 March 2018

22 March 2018

29 March – 4 April 2018

3. Number of days of industrial action: 12

4. Nature of industrial action. Action Short of a Strike

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:

27 March – 9 April 2018

3. Number of days of industrial action: 14

4. Nature of industrial action. Action Short of a Strike

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:

31 March 2018

3. Number of days of industrial action: 1

4. Nature of industrial action. Strike Action

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:

23 and 24 May 2018

8 June – 10 June 2018

28 June – 3 July 2018

17 July – 24 July 2018

3. Number of days of industrial action: 19

4. Nature of industrial action. Strike Action

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: 4 June – 17 June 2018

3. Number of days of industrial action: 14

4. Nature of industrial action. Strike Action

Industrial Action 9

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:

21 June 2018

22 June 2018

25 June 2018

26 June 2018

12 – 15 July 2018

3. Number of days of industrial action: 8

4. Nature of industrial action. Strike Action

Industrial Action 10

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:

2 – 11 July 2018

3. Number of days of industrial action: 10

4. Nature of industrial action. Action Short of a Strike

Industrial Action 11

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:

21 June 2018

22 June 2018

25 June 2018

26 June 2018

3. Number of days of industrial action: 4

4. Nature of industrial action. Strike Action

Industrial Action 12

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:

2 – 11 July 2018

3. Number of days of industrial action: 10

4. Nature of industrial action. Action Short of a Strike

Industrial Action 13

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:

2 July – 8 July 2018

3. Number of days of industrial action: 7

4. Nature of industrial action. Strike Action

Industrial Action 14

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:

12 September 2018

19 September 2018

20 September 2018

25 September 2018

26 September 2018

27 September 2018

22 October – 28 November 2018

3. Number of days of industrial action: 34

4. Nature of industrial action. Strike Action

Industrial Action 15

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:

4 October – 19 October 2018

3. Number of days of industrial action: 16

4. Nature of industrial action. Action Short of a Strike

Industrial Action 16

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:

1 October – 5 October 2018

6 December – 19 December 2018

3. Number of days of industrial action: 10

4. Nature of industrial action. Strike Action

Industrial Action 17

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:

11 October – 13 October 2018

3. Number of days of industrial action: 3

4. Nature of industrial action. Strike Action

Industrial Action 18

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:

23 and 24 October 2018

3. Number of days of industrial action: 2

4. Nature of industrial action. Strike Action

Industrial Action 19

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:

31 October – 2 November 2018

6 November 2018

3. Number of days of industrial action: 4

4. Nature of industrial action. Strike Action

Industrial Action 20

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:

25 December – 31 December 2018

3. Number of days of industrial action: 7

4. Nature of industrial action. Strike Action

Industrial Action 21

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:

2 July 2018

3. Number of days of industrial action: 1

4. Nature of industrial action. Strike Action

Industrial Action 22

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:

6 June 2018

8 June 2018

10 June 2018

12 June 2018

14 June 2018

16 June 2018

18 June 2018

20 June 2018

22 June 2018

24 June 2018

26 June 2018

28 June 2018

30 June 2018

3 July – 5 July 2018

10 July – 4 August 2018

9 November – 14 November 2018

3. Number of days of industrial action: 48

4. Nature of industrial action. Strike Action

Industrial Action 23

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:

16 August 2018

23 August 2018

28 August 2018

17 September 2018

18 September 2018

22 October 2018

3. Number of days of industrial action: 6
4. Nature of industrial action. Strike Action

Industrial Action 24

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:

31 July - 1 August 2018

9 August - 11 August 2018

19 August - 22 August 2018

28 August – 1 September 2018

12 September – 16 September 2018

24 September – 28 September 2018

5 October – 9 October 2018

2 November – 6 November 2018

14 November – 18 November 2018

25 November – 29 November 2018

8 December 2018

11 December 2018

3. Number of days of industrial action: 46
4. Nature of industrial action. 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.

No corporation tax was payable by the union in the current year, because of tax relief available.

Accounting policies (see notes 84 and 85)

1.1 Basis of Financial Statements

The financial statements have been prepared in accordance with 'Financial Reporting Standard 102 applicable in the United Kingdom and Republic of Ireland' (FRS102) and the Trade Union and Labour Relations Act 1992.

1.2 Accounting Convention

UNISON prepares its accounts using the historical cost convention as modified by:

- * Investment in shares is stated at market value
- * Pension scheme is based on actuarial assumptions

1.3 Going Concern

We have reviewed UNISON's financial performance and reserves position. We have adequate financial resources and are well placed to manage the business risks. Our planning process, including financial projections, has taken into consideration the current economic climate and its potential impact on the various sources of income and planned expenditure. We have a reasonable expectation that we have adequate resources to continue in operational existence for the foreseeable future. We believe that there are no material uncertainties that call into doubt UNISON's ability to continue. The accounts have therefore been prepared on the basis that UNISON is a going concern.

1.4 Preparation of Accounts

- i UNISON includes the results of the different parts of the union in the financial statements. on a line by line basis.

The total Union figures include:

- * All the income, expenditure and net assets of National Office, Branches and Regions (General Fund)
- * All the income, expenditure and net assets of the Industrial Action Fund.
- * All adjustments required in connection with the inclusion of pension scheme income, expenditure, assets and liabilities as required by Section 28 of FRS 102.
- * UNISON's share of the net income, expenditure, assets and liabilities of the joint venture, which is currently 50% of Managers in Partnership.

- ii Where audited year end returns have not yet been received from Branches, balances have been obtained from the bank as at year end and have been incorporated into the financial statements.

- iii Expenditure is accounted for on an accruals basis. Any amounts of irrecoverable VAT are added to expenditure incurred.

- iv International Development Fund

This fund is part of the General Fund and all income, expenditure, assets and liabilities of the International Development Fund are included in the national results in the General Fund.

1.5 Subscriptions

Members' subscriptions are brought into the Statement of Comprehensive Income on the basis of subscriptions due for the year ending 31 December 2018.

Amounts not received as at 31 December 2018 are included in Current Assets under the heading Debtors.

1.6 Interest on Investments and Loans

Interest on investments and loans comprises gross interest receivable for the year.

1.7 Tangible Assets

Fixed assets are recorded at historical cost upon initial recognition in the financial statements.

UNISON capitalises office refurbishments, computer equipment purchases and other equipment purchases for individual purchases over £1,000 or grouped purchases over £5,000.

1.8 Intangible Assets and Investments

UNISON capitalises new software, including any licences that cover the life of the software for individual purchases over £1,000 or grouped purchases over £5,000.

Listed and unlisted investments are carried at market value. Mabledon Place is treated as an intangible asset and is carried at market value for the freehold interest in the property, subject to the long leasehold.

1.9 Depreciation, Amortisation and Impairment

UNISON provides for depreciation on all fixed assets and amortisation on intangible assets.

Freehold buildings are depreciated on a straight line basis at two per cent per annum of cost. The exception to this relates to chalets at Croyde Bay Holiday Resort which are depreciated on a straight line basis over a period of 20 years. Assets are depreciated from the year of purchase with the exception of Croyde Bay Holiday Resort which starts the following year.

Land is not depreciated.

There is no depreciation while assets are in the course of construction.

Leasehold property is depreciated over the life of each lease.

Furniture and Equipment is depreciated on a straight line basis at ten per cent per annum.

Equipment acquired on hire purchase terms are depreciated over their estimated useful lives.

Computer equipment is depreciated on a straight line basis at twenty five per cent per annum.

Intangible assets - Mabledon Place is treated as an intangible asset and amortised over its lease life of 150 years.

All fixed assets are regularly reviewed to assess if there has been an impairment of value.

1.10 Financial Instruments

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised with the exception of investments which are held at fair value. Financial assets held at amortised cost comprises cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instate access and term deposit bank accounts. Financial liabilities held at amortised cost comprises all creditors except social security and other taxes and provisions.

1.11 Operating Leases

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to revenue as incurred.

1.12 Taxation

For corporation tax purposes the activities of the General Fund, Industrial Action Fund, General Political Fund and Affiliated Political Fund are amalgamated.

1.13 Accounting Estimates

Judgements and estimates are incorporated where required in applying the Union's accounting policies and which may have a significant effect on the amounts included in the financial statements.

The main areas were:

- * Intangible assets - the basis of calculation and assumption used to perform revaluation and useful economic life of assets used in calculating amortisation.
- * Investments - the basis of calculation and assumption used for market value
- * The Union reviewed non-current assets each year for impairment, in line with accounting standards
- * Contingent liabilities - the inclusion of provisions for potential liabilities where there is an element of uncertainty in the outcomes of the cases
- * Pension Scheme - the actuarial assumptions used in calculating scheme assets and liabilities



1.14 Pension Schemes

The Union operates two defined benefit pension schemes. The disclosures required to be made under Section 28 of FRS 102 are made in note 10. The current service costs, running costs, interest costs and the expected return on pension scheme assets are included in operating expenditure. Actuarial gains or losses are shown separately below net income/expenditure for the year. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method. Full actuarial valuations are obtained every three years and are updated at each balance sheet date. The resulting defined benefit scheme liability is shown separately on the face of the Statement of Financial Position.

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.

Secretary's Signature:  Name: DAVE PRENTIS Date: 29.5.2019	Director of Finance's Signature:  Name: RAJ ASHRA Date: 29 MAY 2019
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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	

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.

Independent Auditor's Report to the Members of UNISON

Opinion

We have audited the financial statements of UNISON for the year ended 31 December 2018, which comprise the Statement of Comprehensive Income, the Statement of Financial Position, the Statement of Cash Flows 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 UNISON's affairs as at 31 December 2018 and of its transactions for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Trade Union and Labour Relations Act 1992.

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 officers' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the officers 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 officers are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, 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.

Auditor's report (continued)

Matters on which we are required to report by exception

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

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

Responsibilities of the Officers

As explained more fully in the Statement of Officers' Responsibility set out on page 7, the officers 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 officers determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

In preparing the financial statements, the officers 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 officers 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.

Use of our report

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

Crowe U.K. LLP

Statutory Auditor, London

Signature(s) of auditor or auditors:

Crowe U.K. LLP

Name(s):

Crowe U.K. LLP

Profession(s) or Calling(s):

Chartered Auditors and
Registered Auditors

Address(es):

**ST BRIDE'S HOUSE
10, SALISBURY SQUARE,
EC4Y 8EH**

Date:

29.5.19

Contact name for enquiries
and telephone number:

Tina Allison
020 7842 7100

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/NO

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

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

Membership audit certificate (continued)

Signature of assurer	Crowe UK LLP
Name	Crowe U.K. LLP
Address	10 Salisbury Square London EC4Y 8BT
Date	29.5.19
Contact name and telephone number	Tina Allison 0207842 7276