

**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	108,280	978	8	293	109,559
Female	337,446	2,576	32	543	340,597
Total	445,726	3,554	40	836	A 450,156

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

421,707

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

1,801

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
NUT Section President	Louise Regan	Kiri Tunks	April 2018
NUT Section Vice Pres	Kiri Tunks	Amanda Martin	April 2018
NUT Section ex-Pres	Anne Swift	Louise Regan	April 2018
ATL Section President	Niamh Sweeney	Kim Knappett	Sept 2018
ATL Section Vice Pres	Kim Knappett	Robin Bevan	Sept 2018
ATL Section AMiE Pres	Josie Whiteley	Lesley Tipping	Sept 2018

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

Officers

Kiri Tunks	NUT Section President
Amanda Martin	NUT Section Vice-President
Ian Murch	NUT Section Hon. Treasurer
Louise Regan	NUT Section ex-President
Philipa Harvey	NUT Section past President
Kim Knappett	ATL Section President
Robin Bevan	ATL Section Vice-President
Niamh Sweeney	ATL Section immediate past President
Ralph Surman	ATL Section officer for policy
Stephen Buck	ATL Section Officer for treasurer and member governance
Lesley Tipping	ATL section AMiE president
Shelagh Hirst	ATL Section Officer

JEC members

Graham Easterlow
Hank Roberts
Julie Huckstep
Stephen Baker
Josie Whiteley
Jerry Glazier
Hazel Danson
Dave Harvey
Ian Grayson
Alex Kenny
Roger King
Heather McKenzie
Gawain Little
Beth Davies
Annette Pryce
Simon Jones
Jess Edwards
Phil Clarke

NUT Section Trustees

Judith Elderkin
Bernard Regan
Hilary Bills

ATL Section Trustees

Stephen Buck
Lesley Ward
Alice Robinson
Mary Bousted
Peter Pendle

General fund
(see notes 13 to 18)

	£	£
Income		
From Members: Contributions and Subscriptions		68,586,848
From Members: Other income from members (specify)		
Total other income from members		
Total of all income from members		68,586,848
Investment income (as at page 12)		2,795,754
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)		1,704,475
Total of other income (as at page 4)		1,704,475
	Total income	73,087,077
Expenditure		
Benefits to members (as at page 5)		36,779,732
Administrative expenses (as at page 10)		28,382,166
Federation and other bodies (specify)		3,245,444
TUC	1,697,662	
EI/TUC	934,902	
Other	612,890	
Total expenditure Federation and other bodies		
Taxation		1,486,868
	Total expenditure	69,894,220
Surplus (deficit) for year		3,192,857
Transfers from legacy unions		83,970,814
Amount of general fund at end of year		87,163,671

Analysis of income from federation and other bodies and other income
 (see notes 19 and 20)

Description	£	£
Federation and other bodies		
Total federation and other bodies		
Other income		
Donations	1,487	
Union Magazine advertising	405,482	
Commissions	440,804	
Legal Income	342,829	
Other income	513,873	
Total other income		1,704,475
Total of all other income		1,704,475

Analysis of benefit expenditure shown at general fund

(see notes 21 to 23)

	£		£
Representation – Employment Related Issues		brought forward	3,844,643
		Education and Training services	3,390,641
Representation – Non Employment Related Issues		Negotiated Discount Services	192,520
Communications			
Union Magazine	3,478,469		
Website	255,109	Salary Costs	27,604,758
Advisory Services			
Regional councils	51,102		
Advisory committee	59,963	Other Benefits and Grants (specify)	
		Insurance for members	589,022
Dispute Benefits		Travel and subsistence	1,158,148
Other Cash Payments			
carried forward	3,844,643	Total (should agree with figure in General Fund)	36,779,732

Accounts other than the revenue account/general fund

(see notes 21 to 23)

Fund 2		Fund Account	
Name:	Sustentation fund	£	£
Income			
	From members		358,000
	Investment income (as at page 12)		593,716
	Other income (specify)		
	Donation	1,500	
	Transfer from NUT	7,141,240	
	Total other income as specified		7,632,666
	Total Income		8,094,456
Expenditure			
	Benefits to members		185,249
	Administrative expenses and other expenditure (as at page 10)		22,038
	Unrealised loss in market value of listed investments		722,265
	Total Expenditure		929,552
	Surplus (Deficit) for the period		7,164,904
	Amount of fund at beginning of period		0
	Amount of fund at the end of year (as Balance Sheet)		7,164,904
	Number of members contributing at end of year		421,707

Fund 3		Fund Account	
Name:	International Solidarity fund	£	£
Income			
	From members		358,000
	Transfer from NUT		248,632
	Total other income as specified		248,632
	Total Income		606,632
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		435,642
	Total Expenditure		435,642
	Surplus (Deficit) for the year		170,990
	Amount of fund at beginning of year		0
	Amount of fund at the end of year (as Balance Sheet)		170,990
	Number of members contributing at end of year		421,707

(See notes 21 to 23)

Fund 4		Fund Account	
Name:	Pension Reserve	£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Actuarial gain	8,847,000	
	Contribution from employer	8,342,000	
	Total other income as specified		17,189,000
	Total Income		17,189,000
Expenditure			
	Benefits to members		7,300,000
	Administrative expenses and other expenditure (as at page 10)		3,561,000
	Total Expenditure		10,861,000
	Surplus (Deficit) for the period		6,328,000
	Amount of fund at beginning of period		(42,915,000)
	Amount of fund at the end of period(as Balance Sheet)		(36,587,000)
	Number of members contributing at end of year		0

Fund 5		Fund Account	
Name:	NUT Benevolent Fund	£	£
Income			
	From members		85,401
	Other income (specify)		
	Donation	81,337	
	Transfer from NUT	129,160	
	Total other income as specified		210,497
	Total Income		295,898
Expenditure			
	Benefits to members		124,946
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		124,946
	Surplus (Deficit) for the year		170,952
	Amount of fund at beginning of year		
	Amount of fund at the end of year (as Balance Sheet)		170,952
	Number of members contributing at end of year		3,971

(See notes 21 to 23)

Fund 6		Fund Account	
Name:	District Fund	£	£
Income			
	From members		5,562,264
	Investment income (as at page 12)		
	Other income (specify)		
	Transfer from NUT	7,104,011	
	Total other income as specified		7,104,011
	Total Income		12,666,275
Expenditure			
	Benefits to members		5,531,489
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		5,531,489
	Surplus (Deficit) for the year		7,134,786
	Amount of fund at beginning of year		0
	Amount of fund at the end of year (as Balance Sheet)		7,134,786
	Number of members contributing at end of year		421,707

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

Political fund account

(see notes 24 to 33)

Political fund account 1		To be completed by trade unions which maintain their own political fund	
	Income		
	Members contributions and levies	£ 552,709	
	Investment income (as at page 12)	£	
	Other income (specify)	£	
		Total other income as specified	
		Total income	552,709
Expenditure under section (82) of the Trade Union and Labour Relations (Consolidation) Act 1992 on purposes set out in section (72) (1) where consolidation of expenditures from the political funds exceeds £2,000 during the period			
	Expenditure A (as at page i)	£	
	Expenditure B (as at page ii)	£	
	Expenditure C (as at page iii)	£	
	Expenditure D (as at page iv)	£	
	Expenditure E (as at page v)	£	34,800
	Expenditure F (as at page vi)	£	
	Non-political expenditure (as at page vii)	£	377,879
		Total expenditure	412,679
		Surplus (deficit) for the period	140,030
		Amount of political fund at beginning of the period	0
		Amount of political fund at the end of year (as Balance Sheet)	140,030
		Number of members at end of period contributing to the political fund	337,969
		Number of members at end of the period not contributing to the political fund	112,187
		Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund	1,798
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 £
Total	

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	

Political fund account expenditure (c)

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

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

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

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

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	

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	£
Hope Not Hate	24,500
Total	24,500
Total expenditure	24,500
(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	£
Payments to hotels for accommodation at party conferences	29,174
Payments to Glass Wing for exhibition stand maintenance and delivery	32,736
Payments to print companies for design and printing for materials used at party conferences	39,340
Payments to staff for reimbursements of expenses during work at party conferences	3,403
Total	104,653
Total expenditure	104,653
(c) the total amount of all other money expended	£
Political Fund Ballot	248,726
Total	248,726
Total expenditure	377,879

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

(see notes 34 and 35)

	£
Administrative Expenses	
Remuneration and expenses of staff	
Salaries and Wages included in above	£8,726,189
Auditors' fees	81,600
Legal and Professional fees	705,504
Occupancy costs	3,771,487
Stationery, printing, postage, telephone, etc.	2,790,890
Expenses of Executive Committee (Head Office)	57,080
Expenses of conferences	1,777,496
Other administrative expenses (specify)	
Campaigns and actions	3,977,068
Member recruitment	496,286
Research fees	166,227
Grants	674,924
Staff recruitment and training	1,212,290
IT costs	1,911,841
Health and safety	31,770
Other member services costs	111,324
Other admin costs	145,388
Net pension interest cost	1,502,000
Other Outgoings	
Interest payable:	
Bank loans (including overdrafts)	
Mortgages	
Other loans	
Bank charges	100,723
Depreciation	1,200,029
Unrealised loss in fair value of investments	1,078,877

Charged to:

	Total	32,400,846
General Fund (Page 3)		28,832,166
Sustentation Fund (Account 2)		22,038
International Solidarity Fund (Account 3)		435,642
Pension reserve Fund (Account 4)		3,561,000
Fund (Account)		
	Total	32,400,846

Analysis of officials' salaries and benefits

(see notes 36 to 46)

Position held	Gross Salary £	Employers N.I. contributions £	Benefits		Total £	
			Pension Contributions £	Other Benefits		
				Description		Value £
Joint General Secretary	170,269	21,968	25,264		217,501	
Joint General Secretary	134,224	14,960	38,373		187,557	
President (Sep '17 to Aug'18)				Salary reimbursement	44,332	
President (Sep '17 to Aug'18)				Clothing allowance	343	
President (From Sep'18)				Salary reimbursement	10,104	
President (From Sep'18)				Clothing allowance	399	

<i>Executive Officers</i>									
Amanda Martin							IT Grant	718	718
Amanda Pryce							IT Grant	450	450
Beth Davies							IT Grant	279	279
Dominic Byrne							IT Grant	750	750
Dominic Coughlin							IT Grant	584	584
Jane Nellist							IT Grant	180	180
Kiri Tunks							IT Grant	750	750
Marilyn Bater							IT Grant	930	930
Nick Wigmore							IT Grant	120	120
Patrick Murphy							IT Grant	564	564
Peter Glover							IT Grant	429	429
Phil Clarke							IT Grant	26	26
Robin Head							IT Grant	436	436
Simon Murch							IT Grant	745	745
Stefan Sims							IT Grant	645	645

Analysis of investment income

(see notes 47 and 48)

	Political Fund £	Other Fund(s) £
Rent from land and buildings		1,985,855
Dividends (gross) from:		
Equities (e.g. shares)		847,549
Interest (gross) from:		
Government securities (Gilts)		
Mortgages		
Local Authority Bonds		
Bank and Building Societies		
Other investment income (specify)		
Profit on sale of investments		556,066
Total investment income		3,389,470
Credited to:		
	General Fund (Page 3)	2,795,754
	Fund 2 (Sustentation Fund)	593,716
	Fund (Account)	
	Fund (Account)	
	Fund (Account)	
	Fund (Account)	
	Political Fund	
Total Investment Income		3,389,470

Balance sheet as at

31st December 2018

(see notes 49 to 52)

Previous Year		£	£
	Fixed Assets (at page 14)		51,670,741
	Investments (as per analysis on page 15)		
	Quoted (Market value £)	23,178,455	
	Unquoted	605,122	
	Total Investments		23,783,577
	Other Assets		
	Sundry debtors		2,044,226
	Cash at bank and in hand		2,556,169
	Short term deposits		23,093,197
	Local associations/districts		7,114,786
	Total of other assets		34,808,378
	Total assets		110,262,696
	General Fund		87,163,671
	Sustentation Fund (Account 2)		7,164,904
	International Solidarity Fund (Account 3)		170,990
	Superannuation Fund (Account 4)		(36,587,000)
	Benevolent Fund (Account 5)		170,952
	District Fund (Account 6)		7,134,786
	Political Fund (Account 1)		140,030
	Liabilities		
	Sundry creditors		2,459,640
	Accrued expenses		
	Provisions		5,307,419
	Pension Liability		36,587,000
	Other liabilities		550,304
	Total liabilities		44,904,363
	Total assets		110,262,696

Fixed assets account

(see notes 53 to 57)

	Land and Buildings		Investment property	Plant and machinery	Furniture & office equip	Total £
	Freehold	Leasehold				
	£	£				
Cost or Valuation						
At start of year	0					
Transfer from NUT	17,801,596	4,837,267	15,000,000	1,544,165	1,340,052	40,523,080
Transfer from ATL	11,280,000				1,070,972	12,350,972
Additions	186,278	81,450		141,610	461,226	870,567
Disposals	(124,653)				(200,015)	5,500,000
Revaluation/Transfers			5,500,000			(342,668)
At end of year	29,143,221	4,918,717	20,500,000	1,685,775	2,672,238	58,919,951
Accumulated Depreciation						
At start of year	0	0				
Transfer from NUT	2,725,390	567,169		1,373,310	812,873	5,478,742
Transfer from ATL					803,142	803,142
Charges for year	449,614	149,627		52,795	547,993	1,200,029
Disposals	(61,880)				(170,823)	(232,703)
Revaluation/Transfers						
At end of year	3,113,124	719,796		1,426,105	1,993,185	7,249,210
Net book value at end of year	26,030,097	4,201,927	20,500,000	259,670	679,053	51,670,741
Net book value at end of previous year	0	0	0	0	0	0

Analysis of investments

(see notes 58 and 59)

		All Funds Except Political Funds £	Political Fund £
Quoted			
	Equities (e.g. Shares)	12,119,252	
	Government Securities (Gilts)	9,764,297	
	Other quoted securities (to be specified)		
	Cash	900,284	
	Alternatives	394,622	
	Total quoted (as Balance Sheet)		
	Market Value of Quoted Investment	23,178,455	
Unquoted			
	Equities	605,122	
	Government Securities (Gilts)		
	Mortgages		
	Bank and Building Societies		
	Other unquoted investments (to be specified)		
	Total unquoted (as Balance Sheet)	605,122	
	Market Value of Unquoted Investments	605,122	

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 checked="" type="checkbox"/>	NO <input type="checkbox"/>
If YES name the relevant companies:			
Company name	Company registration number (if not registered in England & Wales, state where registered)		
Stoke Rochford Management Limited (100%)	1361390		
Teachers Publishing company	102549		
Are the shares which are controlled by the union registered in the names of the union's trustees?		YES <input checked="" 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		
Teachers publishing company Ltd	Kevin Courtney		

Summary sheet
(see notes 62 to 73)

	All funds except Political Funds £	Political Funds £	Total Funds £
Income			
From Members	74,950,512	552,709	75,503,221
From Investments	3,389,470		3,389,470
Other Income (including increases by revaluation of assets)	16,528,659		16,528,659
Total Income	94,868,641	552,709	95,421,350
Expenditure (including decreases by revaluation of assets)	87,776,849	412,679	88,189,528
Total Expenditure	87,776,849	412,679	88,189,528
Funds transferred at beginning of period (including reserves)	58,126,511	0	58,126,511
Funds at end of period (including reserves)	65,218,303	140,030	65,358,333
Assets			
	Fixed Assets	Trans in 01/09/17	46,592,168
		Inc during year	5,078,573
	Investment Assets	Transferred in 01/09/17	19,648,872
		Inc during year	4,134,705
	Other Assets	Transferred in 01/09/17	41,436,883
		Decrease in year	(6,628,505)
		Total Assets	110,262,696
Liabilities		Liabilities transferred in	50,036,411
		Decrease in year	(5,132,048)
		Total Liabilities	44,904,363
Net assets (Total Assets less Total Liabilities)			65,358,333

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.

National Education Union

Notes forming part of the Financial Statements
for the 16 months ended 31 December 2018

1 Accounting Policies

(a) Basis of preparation of financial statements

The National Education Union was formed on the 1 September 2017 following the amalgamation of the National Union of Teachers and the Association of Teachers and Lecturers. The assets and liabilities of the two unions were transferred to the National Education Union to form the opening position for the National Education Union. The Union's activities of the former unions have continued without interruption. The financial statements have therefore been prepared on a going concern basis and the Executive Committee consider that there are no material uncertainties about the Union's ability to continue as a going concern.

The financial statements have been prepared under the historical cost convention, as modified by revaluation of fixed assets investments, and in accordance with Financial Reporting Standard 102.

(b) Income recognition

The financial statements are prepared on an accruals basis, whilst commissions are accounted for when the Union is notified of the sum due. Grants receivable for specific purposes are credited to the income statement to match the expenditure incurred on these projects to date. The balance is deferred into the following accounting period. Subscription income is accounted for on a receivable basis for the current year with income received in advance being deferred into the following year.

(c) Designated funds

All income and expenditure is credited/(charged) to the statement of comprehensive income. Transfers to/(from) designated funds are made for investment income earned on each fund's assets together with specific donations and, where relevant, apportionment of subscription income due to the funds net of any expenditure attributable to the funds.

Reserves which are earmarked by the Union for specific purposes are termed Designated Reserves (note 27).

Subscribing members, who have not opted out, contribute 1% of the full subscription fee to the Political Fund. Expenditure in connection with Political activities must be charged against this Fund.

(d) Defined benefit pension scheme

The surplus or deficit arising on the Union's defined benefit Pension Scheme is disclosed on the Union's statement of financial position. Movements on the Pension Scheme, asset or liability, are reflected through the statement of comprehensive income to the extent that they relate to employer's current service costs (which is reflected as a component of Staff Costs) or movements arising from expected returns on Pension Scheme assets net of interest on Pension Scheme liabilities which is disclosed as a component of Other Income). Movements arising from changes in actuarial assumptions, including differences between the actual returns on Scheme assets and the expected returns and experience gains/ (losses) arising on the Scheme's liabilities are reflected through the statement of comprehensive income.

National Education Union

Notes forming part of the Financial Statements for the 16 months ended 31 December 2018

1 Accounting Policies *(continued)*

(e) Corporation taxation

As an unincorporated association, the National Education Union is liable to Corporation Tax on its investment income and realised gains on investments sold. As a trade union, relief is available in respect of provident benefits expenditure, as statutorily defined.

(f) Deferred tax

Deferred tax is provided on all material reversing timing differences which arise from transactions reflected through the statement of comprehensive income.

(h) Operating leases

Rentals payable on operating leases are reflected in their entirety through the statement of comprehensive income.

(i) Fixed assets

Fixed assets are initially recognised at cost. Depreciation is calculated to write down the cost of fixed assets to estimated realisable values on a straight-line basis over the expected useful lives of the assets concerned.

The principal annual rates are:

Freehold property	-	2% on cost excluding land
Leasehold improvements	-	Over the balance of the property's expected useful life
Leasehold property	-	Over the period of the lease (or 50 years if shorter)
Plant and machinery	-	10%
Furniture and office equipment	-	At varying rates of between 10% and 33⅓%
Motor vehicles	-	20%

The value of the investment property is provided as an accounting estimate.

(j) Investments

Listed investments are disclosed at mid-market values at the statement of financial position date. Unquoted investments are disclosed at fair value. Realised and unrealised gains or losses on listed investments are reflected in the Professional Sustentation Fund or the General Fund as appropriate. Realised gains or losses on disposals of investments are calculated by reference to the carrying value of those investments reflected at the amalgamation date.

National Education Union

Notes forming part of the Financial Statements for the 16 months ended 31 December 2018 *(continued)*

(k) Critical accounting assumptions and judgements

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

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

- Determine whether leases entered by the Union either as lessor or a lessee are operating lease or finance leases. These decisions depend on an assessment of whether the risks and rewards of ownership have been transferred from the lessor to the lessee on a lease by lease basis.
- Determine whether there are any indicators of impairment of the Union's tangible fixed assets or investments. Factors taken into consideration in reaching such a decision include the economic viability and expected future financial performance of the asset and where it is a component of a larger cash-generating unit, the viability and expected future performance of that unit.

Other key sources of estimation uncertainty

- Tangible fixed assets (see note 17)
- Pension Costs (see note 30)

Valuations of the pension schemes are based on estimates provided by the actuary for each scheme and the value of the investment property is based on the assumptions provided through a professional valuation.

National Education Union

Notes forming part of the Financial Statements
for the 16 months ended 31 December 2018 (*continued*)

2 Subscription Income

	2018 £
National subscriptions	69,940,958
Local District/Associations subscriptions	5,562,263
	<hr/>
Total Subscriptions from members	75,503,221
	<hr/>

3 Investment Income

	2018 £
General Fund	743,759
Sustentation Fund	103,790
	<hr/>
	847,549
	<hr/>

4 Donations

	2018 £
General Fund donations	1,487
Political Fund donations	-
Sustentation Fund donations	1,500
NUT Benevolent Fund donations	81,337
	<hr/>
	84,324
	<hr/>

National Education Union

Notes forming part of the Financial Statements
for the 16 months ended 31 December 2018 (continued)

5 Other Income

	2018 £
Union Magazine advertising	405,482
Commissions	440,804
Legal income	342,829
Profit on the sale of investments	556,066
Other income	513,873
	<hr/>
	2,259,054
	<hr/>

6 Staff Costs

	2018 £
Salaries	31,253,327
Staff honoraria	1,322
Social security costs	3,190,914
Childcare vouchers	60,384
Superannuation contributions (note 31)	
- current service cost	8,970,000
- benefit change	155,000
	<hr/>
	43,630,947
	<hr/>

	2018 Number
Average number of employees	569
	<hr/>

	2018 £
Key personnel compensation	864,214
	<hr/>

During the period 5 staff were considered key management.

National Education Union

Notes forming part of the Financial Statements
for the 16 months ended 31 December 2018 *(continued)*

7 Grants

	2018 £
Division grants	52,548
Membership grants	214,296
Other grants	593,330
	860,174

8 Property Costs

	Headquarters 2018 £	Nations/ Regions 2018 £	Total 2018 £
Consultants' fees	178,846	-	178,846
Heating, lighting and water	365,516	114,288	479,804
Repairs, maintenance and decorations	523,580	347,115	870,695
Rates	1,048,463	282,092	1,330,555
Insurance	216,213	-	216,213
Telephone	417,583	9,783	427,366
Cleaning, laundry and sundries	259,518	181,054	440,572
Rent	3,430	251,372	254,802
	3,013,149	1,185,704	4,198,853

National Education Union

Notes forming part of the Financial Statements
for the 16 months ended 31 December 2018 (*continued*)

9 Subscriptions

	2018 £
TUC	1,697,662
EI/ETUCE	934,902
Other subscriptions and donations	612,890
	<hr/>
	3,245,454
	<hr/>

10 Campaigns and Action

	2018 £
Publicity, projects and campaign expenditure	3,446,648
LA Merchandise	17,150
Other Expenditure	925,949
	<hr/>
	4,389,747
	<hr/>

11 Publications

	2018 £
Union Magazine	3,478,469
	<hr/>

National Education Union

Notes forming part of the Financial Statements
for the 16 months ended 31 December 2018 (continued)

12 Travel and Subsistence

	2018 £
Conference	219,226
Executive travel	608,762
Regional/Nations and Headquarters	518,371
Secretaries	159,000
Car costs	742,257
General	462,225
Regional/Nations Officers and meetings	232,467
Advisory Committee	59,963
National Educational Conference and Other	316,918
	<hr/>
	3,319,189
	<hr/>

13 Other Members' Services

	2018 £
Training	3,390,641
Insurance for members	589,022
Recruitment	496,286
Conferences	343,843
Countdown	192,520
Research fees	166,227
Printing, postage and stationery	443,581
Web site	255,109
Other costs	111,324
Regional Councils	51,102
Benevolent Fund Grants	124,946
	<hr/>
	6,164,601
	<hr/>

National Education Union

Notes forming part of the Financial Statements
for the 16 months ended 31 December 2018 (continued)

14 Other Administration Costs

	2018 £
Professional fees	
Audit and accountancy	81,600
Actuarial and other professional fees	705,504
	<hr/>
	787,104
	<hr/>
Staff recruitment and training	1,212,290
Computer support and systems maintenance	1,911,841
Office expenses	332,931
Printing, postage and stationery	1,256,046
Books and publications	330,966
Conference expenses	1,214,427
Health and Safety	31,770
Executive IT grants	7,610
Executive costs	49,470
Other costs	145,387
Net interest cost	1,502,000
	<hr/>
	8,781,842
	<hr/>

Auditors' remuneration is £69,550 for audit services, £6,600 for tax compliance and £5,450 for other services.

15 Financial Expenses

	2018 £
Bank charges	100,723
	<hr/>

National Education Union

Notes forming part of the Financial Statements
for the 16 months ended 31 December 2018 (continued)

16 Taxation

	2018 £
Corporation Tax	
UK Corporation tax at 19%	-
Adjustment in respect of amounts brought forward on amalgamation	(19,494)
	<u>(19,494)</u>
Deferred Tax	
Deferred Tax on the fair value of investments	(383,961)
Deferred Tax on revalued investment property	1,893,000
Deferred Tax on accelerated capital allowances	(2,677)
	<u>1,506,362</u>
Tax charge	<u>1,486,868</u>
Reconciliation of Tax Charge	
Deficit before taxation	(128,310)
Tax on profit on ordinary activities at standard CT rate of 19 %	(24,379)
Effect of:	(13,566,181)
Income not chargeable to taxation	
Expenses not deductible for tax Purposes	13,541,802
	<u>-</u>
Current tax charge for the year	<u>-</u>

National Education Union

Notes forming part of the Financial Statements
for the 16 months ended 31 December 2018 (*continued*)

17 Tangible Fixed Assets

	Freehold properties £	Investment property £	Leasehold properties £	Plant and machinery £	Furniture and office equipment £	Total £
Cost/revaluation						
At 1 September 2017	-	-	-	-	-	-
Transfer from NUT	17,801,596	15,000,000	4,837,267	1,544,165	1,340,052	40,523,080
Transfer from ATL	11,280,000	-	-	-	1,070,972	12,350,972
Additions	186,278	-	81,450	141,610	461,229	870,567
Revaluation	-	5,500,000	-	-	-	5,500,000
Disposals	(124,653)	-	-	-	(200,015)	(324,668)
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
At 31 December 2018	29,143,221	20,500,000	4,918,717	1,685,775	2,672,238	58,919,951
Depreciation						
At 1 September 2017	-	-	-	-	-	-
Transfer from NUT	2,725,390	-	567,169	1,373,310	812,873	5,478,742
Transfer from ATL	-	-	-	-	803,142	803,142
Charge for the period	449,614	-	149,627	52,795	547,993	1,200,029
Disposals	(61,880)	-	-	-	(170,823)	(232,703)
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
At 31 December 2018	3,113,124	-	716,796	1,426,105	1,993,185	7,249,210
Net book value						
At 31 December 2018	26,030,097	20,500,000	4,201,921	259,670	679,053	51,670,741

The NEU headquarters is disclosed at deemed cost. The freehold and leasehold properties of the ATL were transferred at fair value. The properties were valued by CBRE and Wells McFarlane in June 2017. All other freehold and leasehold properties are disclosed at original cost. The Investment property is disclosed at market value. The last valuation was performed by Knight Frank LLP as at 31 December 2018.

The freehold property used as Union Headquarters is subject to a first legal charge in favour of the National Union of Teachers' Staff Superannuation Fund. Details of the current scheme position is shown in note 30. The open market value of this property in existing use as at February 2018 amounted to £46.5m.

National Education Union

Notes forming part of the Financial Statements
for the 16 months ended 31 December 2018 (continued)

18 Investments

	2018 £
Listed investments at market value	23,178,455
Other investments at cost	605,122
	<hr/>
	23,783,577
	<hr/>
Listed Investments at Fair Value Sustentation Fund	
At 1 September 2017	-
Transfer from NUT	4,005,048
Transfer from ATL	-
Additions	1,556,562
Disposal proceeds	(1,321,767)
Realised gain on disposals	489,926
Unrealised loss on revaluation	(722,265)
	<hr/>
At 31 December 2018	4,007,505
	<hr/>
Listed investments at historic cost	3,630,583
	<hr/>
Listed Investments at Fair Value - General Fund	
At 1 September 2017	-
Transfer from NUT	9,568,537
Transfer from ATL	5,470,165
Additions	6,237,640
Disposal proceeds	(1,092,655)
Gain on disposal	66,140
Unrealised loss on revaluation	(1,078,877)
	<hr/>
At 31 December 2018	19,170,950
	<hr/>
Listed investments at historic cost	17,654,366
	<hr/>

National Education Union

Notes forming part of the Financial Statements
for the 16 months ended 31 December 2018 (continued)

18 Investments (continued)

Other Investments at Fair Value - General Fund

	2018 £
Unquoted securities at cost: -	
Transfer from NUT	505,000
Transfer from ATL	100,120
Investment in subsidiaries: -	
The Teacher Publishing Co. Ltd (i)	1
Stoke Rochford Management Ltd (ii)	1
	<hr/>
	605,122 <hr/>

- (i) The Teacher Publishing Co. Limited has been dormant for several years and has no net assets.
- (ii) The holding in Stoke Rochford Management Limited represents a 100% beneficial holding in the Company at 31 December 2018. Stoke Rochford Management Limited did not trade during 2018.

Stoke Rochford Management Limited and The Teacher Publishing Company Limited are both incorporated in England.

19 Receivables

	2018 £
Teacher Publishing Co. Limited	
Loan	206,200
Provision	(206,199)
	<hr/>
	1
VAT recoverable	74,846
Prepayments and accrued income	551,988
Sundry receivables	1,093,934
	<hr/>
	1,720,769 <hr/>

The Teacher Publishing Company Limited has remained dormant during the year. Full provision has been made in respect of sums due from this company.

National Education Union

Notes forming part of the Financial Statements
for the 16 months ended 31 December 2018 (*continued*)

20 Short Term Loans

	At 1 September 2017	Transfer from NUT/ATL	Loans Granted	Interest	Repaid in year	At 31 December 2018
	£	£	£	£	£	£
Executive car loans						
NUT	-	15,227	-	199	(15,426)	-
Employee house deposit loans						
NUT	-	18,819	-	-	(3,364)	15,455
Season ticket & other employee loans						
NUT	-	48,216	327,265	-	(201,197)	174,284
ATL (Inc. car loans)	-	141,952	187,371	-	(195,605)	133,718
	-	224,214	514,636	199	(415,592)	323,457

Executive car loans are restricted to £6,000. Interest is charged on executive car loans at approximately 1% above HSBC's base rate. All other loans are interest free.

21 Short Term Deposits/Cash at Bank and In Hand

	2018 £
Short term deposits	23,093,197

Short term deposits consist of high interest deposits, which mature several months after the statement of financial position date whilst the balance matures within one year that date.

National Education Union

Notes forming part of the Financial Statements
for the 16 months ended 31 December 2018 (continued)

21 Short Term Deposits/Cash at Bank and In Hand (continued)

	2018 £
Cash at Bank and In Hand	
Bank balances	2,522,380
Cash in hand	33,789
	<hr/>
	2,556,169
	<hr/>

22 Creditors: Amounts Falling Due within One Year

	2018 £
Trade creditors	489,806
Taxation and social security	239,171
Other creditors and accruals	1,730,663
	<hr/>
	2,459,640
	<hr/>

23 Deferred Income

	2018 £
Subscriptions received in advance	272,161
Rent and other received in advance	278,143
	<hr/>
	550,304
	<hr/>

24 Provisions for Liabilities and Charges

	2018 £
Deferred tax liability	5,060,000
Unfunded pension	247,419
	<hr/>
	5,307,419
	<hr/>

The Union has provided for unfunded pension costs payable to certain employees and former employees, where the Union has agreed to fund the differential between the pension payable under the Association of Teachers & Lecturers pension scheme and the Teachers Superannuation Scheme.

National Education Union

Notes forming part of the Financial Statements
for the 16 months ended 31 December 2018 (continued)

Deferred tax liability	At 1 Sept 2017 Transfer From NUT £	At 1 Sept 2017 Transfer from ATL £	Charged/ (released) £	At 31 Dec 2018 £
Accelerated capital allowances	2,677	-	(2,677)	-
Ex ATL premises	-	1,219,000	-	1,219,000
Provision relating to the increase in fair value of the investment property	1,607,000	-	1,893,000	3,500,000
Provision relating to the Increase in the fair value of Investments	382,961	342,000	(383,961)	341,000
	<u>1,992,638</u>	<u>1,561,000</u>	<u>1,506,362</u>	<u>5,060,000</u>

Full provision has been made in respect of all material reversing timing differences which impact on the statement of comprehensive income.

25 Operating Leases

Motor Vehicles, Furniture and Equipment, Plant and Machinery

The Union and its wholly owned subsidiaries are committed to the following payments under operating leases:

	Property 2018 £	Other 2018 £
Expiry:		
Within one year	133,932	398,254
Between one and two years	138,432	281,897
Between two and five years	200,578	349,040
	<u>472,942</u>	<u>1,029,191</u>

26 Financial Commitments

The Union has entered into a commitment to purchase a freehold property in the East Midlands for £850,000 (VAT exclusive).

National Education Union

Notes forming part of the Financial Statements for the 16 months ended 31 December 2018 (continued)

27 Designated Reserves

	Sustentation Fund	Legacy Fund	International Solidarity Fund	Political Fund	NUT Benevolent Fund	District Fund	Total
2018	£	£	£	£	£	£	
Balance at 1 September 2017	-	-	-	-	-	-	-
Transfer from NUT	7,141,240	14,248	248,632	-	129,160	7,104,011	14,637,
Transfer from ATL	-	-	-	-	-	-	-
From Subscription Income	358,000	-	358,000	552,709	85,401	5,562,264	6,916,
Donation	1,500	-	-	-	81,337	-	82,
Investment Income	103,790	-	-	-	-	-	103,
Sale of investments	489,926	-	-	-	-	-	489,
Campaign expenditure	-	-	-	(163,952)	-	-	(163,9
Grants	(185,249)	-	-	-	(124,946)	-	(310,1
Ballot expenses	(22,038)	-	-	(248,727)	-	-	(270,7
International solidarity	-	-	(435,642)	-	-	-	(435,6
Assoc./District Expenditure	-	-	-	-	-	(5,531,489)	(5,531,4
Transfer to Gen. Reserve	-	(14,248)	-	-	-	-	(14,2
Transfer from Income Statement	745,929	(14,248)	(77,642)	140,030	41,792	30,775	866,
Unrealised gain in market value of listed investments	(722,265)	-	-	-	-	-	(722,2
Balance at 31 December 2018	7,164,904	-	170,990	140,030	170,952	7,134,786	14,781,

The Sustentation Fund, under the Rules of the Union, may be utilised to make sustentation payments to members involved in industrial action. It may also be utilised to defray the costs of certain campaigns undertaken by the Union to protect the salaries and conditions of service of members.

The International Solidarity Fund was established to allow the Union to fund future international solidarity work. The Union contributed 1% of NUT legacy membership income into this Fund during the period ended 31 December 2018.

The Benevolent Fund was established to provide grants of funds to NUT legacy members in times of financial need. A member needs to meet certain criteria to be eligible to be assisted.

The Political Fund was established to allow the Union to undertake campaigning of a political nature.

The District Fund represents the sum of funds held by local districts for local union work.

National Education Union

Notes forming part of the Financial Statements
for the 16 months ended 31 December 2018 (continued)

28 Reconciliation of Movement in Total Funds

	2018 £
General Fund deficit for the year	(1,712,246)
Designated funds surplus for the year	98,014
Other recognised gains and losses relating to the year: Actuarial gain on Pension Schemes	8,847,000
	<hr/>
Net additions to funds	7,232,768
Opening funds	-
Transfer from NUT	50,257,554
Transfer from ATL	20,681,000
Adjustments in respect of pre-amalgamation financial statements	
ATL - FRS 102 pension valuation	(19,917,000)
NUT – Inclusion of local district funds	7,104,011
ATL – Inclusion of local district funds	-
	<hr/>
	65,358,333
	<hr/>

29 Related Party Transactions

There were no related party transactions for the 16 month period to 31 December 2018.

National Education Union

Notes forming part of the Financial Statements for the 16 months ended 31 December 2018 (continued)

30 Employers' Pension Costs

Defined Benefit Pension Schemes

The Union operates two final salary pension schemes, National Union of Teachers Staff Superannuation Fund and the ATL Pension Scheme. Both schemes are open to new entrants. With effect from the 1 November 2018, new joiners will be auto enrolled into the ATL Pension Scheme and provided with the option to elect to join the National Union of Teachers Staff Superannuation Fund.

The schemes are administered by trustees and are independent of the Union's finances. Contributions are paid to the schemes in accordance with the Schedule of Contributions agreed between the trustees and the employers at each actuarial valuation. The funding target is for the schemes to hold assets equal in value to the accrued benefits based on projected salaries. If there is a shortfall against the target, then the Union and trustees will agree on deficit contributions to meet the deficit over a period.

The most recent actuarial valuation of the National Union of Teachers Staff Superannuation Fund was carried out as at 31 December 2017 and revealed a funding deficit of £8.8m. The Union agreed to pay 8.5% of pensionable salaries per annum from 1 January 2019 to 31 December 2026 in respect of the deficit.

The most recent actuarial valuation of the ATL Pension Scheme was carried out as at 30 September 2016 and revealed a funding surplus of £2.3m.

The actuarial valuations have been updated to 31 December 2018 by independent qualified actuaries in accordance with FRS102. As required by FRS102, the value of the defined benefit liabilities has been measured using the project unit method.

The key FRS 102 assumptions used for the schemes are set out below along with the fair value of the assets, a breakdown of the assets into the main asset classes, the present value of the FRS 102 liabilities and the deficit of assets below the FRS 102 liabilities (the net pension liability).

The principal assumptions used by the actuaries to calculate the present value of the Scheme's liabilities were:

	At 31 December 2018 (per annum)
Rate of increase in salaries	2.80%
Rate of increase of pensions in payment	2.30%
Discount rate	2.80%
Retail price Inflation assumption	3.30%
Consumer price Inflation assumption	2.30%

National Education Union

Notes forming part of the Financial Statements
for the 16 months ended 31 December 2018 (continued)

The current allocation of the schemes' assets are as follows:

	NUT SSF Value at 31 Dec 2018 £'000		ATL PS Value at 31 Dec 2018 £'000		Total Value at 31 Dec 2018 £'000	
		%		%		%
Diversified growth	59,864	68%	23,496	68%	83,360	74%
Liability Driven Investments	26,610	31%	-	31%	26,610	23%
Private Equity	-		2,724		2,724	2%
Cash	1,034	1%	291	1%	1,325	1%
Total value of assets	87,508	100%	26,511	100%	114,019	%

	NUT SSF 31 Dec 2018 £'000	ATL PS 31 Dec 2018 £'000	Total 31 Dec 2018 £'000
Present value of funded obligations	110,644	39,962	150,606
Fair value of Scheme assets	(87,508)	(26,511)	(114,019)
Net liability	23,136	13,451	36,587

	NUT SSF 31 Dec 2018 £'000	ATL PS 31 Dec 2018 £'000	Total 31 Dec 2018 £'000
Change in the present value of the defined benefit obligation			
Opening defined benefit obligations	113,453	43,344	156,797
Employer' part of current service cost	5,401	3,569	8,970
Interest on obligation	4,032	1,508	5,540
Employees' contributions	46	362	408
Actuarial gain	(7,279)	(8,346)	(15,625)
Benefits paid	(5,164)	(475)	(5,639)
Loss due to benefit changes	155	-	155
Closing defined benefit obligation	110,644	39,962	150,606

National Education Union

Notes forming part of the Financial Statements
for the 16 months ended 31 December 2018 (*continued*)

	NUT SSF 31 Dec 2018 £'000	ATL PS 31 Dec 2018 £'000	Total 31 Dec 2018 £'000
Change in the Fair Value of Plan Assets			
Opening fair value of plan assets	88,165	25,717	113,882
Interest on scheme assets	3,151	887	4,038
Actuarial losses	(5,079)	(1,699)	(6,778)
Contributions by employer	6,389	1,953	8,342
Running costs	-	(234)	(234)
Contributions by employees	46	362	408
Benefits paid	(5,164)	(475)	(5,639)
	<hr/>	<hr/>	<hr/>
Closing fair value of plan assets	87,508	26,511	114,019
	<hr/>	<hr/>	<hr/>

	NUT SSF 31 Dec 2018 £'000	ATL PS 31 Dec 2018 £'000	Total 31 Dec 2018 £'000
The following amounts have been included within operating profit under FRS102:			
Current service cost	5,401	3,569	8,970
Running costs	-	234	234
Interest expense	881	621	1,502
Benefit change	155	-	155
	<hr/>	<hr/>	<hr/>
Pension cost	6,437	4,424	10,861
	<hr/>	<hr/>	<hr/>

	NUT SSF 31 Dec 2018 £'000	ATL PS 31 Dec 2018 £'000	Total 31 Dec 2018 £'000
The deficit under FRS 102 would have moved as following during the period:			
Deficit in the scheme at 1 Sept 2017	(25,288)	(17,627)	(42,915)
Expense included in the profit & loss	(6,437)	(4,424)	(10,861)
Contribution by the employer	6,389	1,953	8,342
Actuarial gain	2,200	6,647	8,847
	<hr/>	<hr/>	<hr/>
Deficit in Schemes as at December 2018	(23,136)	(13,451)	(36,587)
	<hr/>	<hr/>	<hr/>

National Education Union

Notes forming part of the Financial Statements
for the 16 months ended 31 December 2018 (continued)

31 Reconciliation of Operating Deficit to Net Cash Flow from Operating Activities	2018
	£
Loss before taxation	(128,309)
Cash Flows Disclosed Separately	
Less: Investment income	(847,549)
Add: Financial expenses	100,723
Charges/(Credits) not Involving Cash Flows	
Depreciation charges	1,200,029
Revaluation of investment property	(5,500,000)
Decrease in the fair value of investments	1,801,142
Gain on sale of investments	(556,066)
Profit on sale of investments	(394,347)
Interest on net pension scheme liabilities	1,502,000
Employer's current pension service costs	8,970,000
Pension scheme running costs (ATL pension scheme)	234,000
Benefit changes	155,000
Cash Flow Not Recognised in the Income Statement	
Payments to the Pension Scheme	(8,342,000)
Movement in Working Capital	
Decrease in receivables	144,100
Increase in short term loans	(16,981)
Decrease in creditors	(49,738)
Increase in deferred income	(7,286,694)
Increase in provisions for liabilities	(25,581)
	<hr/>
	(9,040,271) <hr/>

National Education Union

Notes forming part of the Financial Statements
for the 16 months ended 31 December 2018 (*continued*)

32 Cash and cash equivalents

	2017	Transfer	Transfer	Movement	2018
	£	from NUT	from ATL	£	£
		£	£		
Cash at bank and in hand	-	6,479,125	4,543,075	(8,466,031)	2,556,169
Short term deposits	-	28,310,309	630,130	(5,847,242)	23,093,197
Local Associations/Districts	-	7,084,011	-	30,775	7,114,786
		<u> </u>	<u> </u>	<u> </u>	<u> </u>
	-	41,873,445	5,173,205	(14,282,298)	32,764,152
		<u> </u>	<u> </u>	<u> </u>	<u> </u>

National Education Union
Notes forming part of the Financial Statements
for the period ended 31 December 2018 *(continued)*

**33 Analysis of
Net Assets
by Fund**

	General Fund £	Sustentat ion Fund £	International Solidarity Fund £	Political Fund £	Benevo lent Fund £	District Fund £	Total £
Fixed assets							
- Tangible assets	51,650,741	-	-	-	-	20,000	51,670,741
- Investments	19,776,072	4,007,505	-	-	-	-	23,783,577
Net current assets	21,044,277	3,157,399	170,990	140,030	170,952	7,114,786	31,798,434
Pension liability	(36,587,000)	-	-	-	-	-	(36,587,000)
Provisions for liabilities and charges	(5,307,419)	-	-	-	-	-	(5,307,419)
	<u>50,576,671</u>	<u>7,164,904</u>	<u>170,990</u>	<u>140,030</u>	<u>170,952</u>	<u>7,134,786</u>	<u>65,358,333</u>
		-		-	-	-	

Accounting policies

(see notes 84 and 85)

These are shown in note 1 of the financial statements

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:

Kevin Courtney

Name: KEVIN COURTNEY

Date: 30/5/2019

Union Accountant:

(or other official whose position should be stated)

Becky Reese

Name: Becky Reese

Date: 30/5/2019

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.

1. In the opinion of the auditors or auditor do the accounts they have audited and which are contained in this return give a true and fair view of the matters to which they relate?
(See section 36(1) and (2) of the 1992 Act and notes 92 and 93)

Please explain in your report overleaf or attached.

2. Are the auditors or auditor of the opinion that the union has complied with section 28 of the 1992 Act and has:
 - a. kept proper accounting records with respect to its transactions and its assets and liabilities; and
 - b. established and maintained a satisfactory system of control of its accounting records, its cash holding and all its receipts and remittances.(See section 36(4) of the 1992 Act set out in note 92)

Please explain in your report overleaf or attached.

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

In our opinion the financial statements:

- give a true and fair view of the matters to which they relate to.
- have been prepared in accordance with the requirements of the sections 28, 32 and 36 of the Trade Union and Labour Relations (consolidation) Act 1992.

Auditor's report (continued)

See attached

Signature(s) of auditor or auditors:	BDO LLP	
Name(s):	BDO LLP	
Profession(s) or Calling(s):	Chartered Accountants	
Address(es):	150 Aldersgate Street London EC1A 4AB	
Date:	31 May 2019	
Contact name for enquiries and telephone number:	Ben Courts 0207 509 9000	

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

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

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

YES

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

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

Membership audit certificate
Section one

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

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

YES


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

YES

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

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

Membership audit certificate (continued)

Signature of assurer	
Name	Simon Hearn
Address	Electoral Reform Services The Election Centre 33 Clarendon Road London, N8 0NW
Date	22/05/2019
Contact name and telephone number	Simon Hearn, Deputy Chief Executive 020 8365 8909

NEU

Membership audit certificate

Section two

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

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

YES/NO

If "NO" Please explain below:

Signature	
Name	
Office held	
Date	

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

No of ballots held ~~73~~ 44

Ballot 1

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

Number of votes cast in the ballot 26

Number of individuals answering 'Yes' to the question, or, as the case may be, to each question 20

Number of individuals answering 'no' to the question, or, as the case may be, to each question 6

Number of invalid or otherwise spoiled voting papers returned 0

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

Where section 226(2B) of the 1992 Act applies, were the number of individuals answering 'Yes' to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot Y

Ballot 2

Number of individuals who were entitled to vote in the ballot 34

Number of votes cast in the ballot 8

Number of individuals answering 'Yes' to the question, or, as the case may be, to each question 7

Number of individuals answering 'no' to the question, or, as the case may be, to each question 1

Number of invalid or otherwise spoiled voting papers returned 0

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

Where section 226(2B) of the 1992 Act applies, 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

Ballot 3

Number of individuals who were entitled to vote in the ballot **23**

Number of votes cast in the ballot **15**

Number of individuals answering 'Yes' to the question, or, as the case may be, to each question **13**

Number of individuals answering 'no' to the question, or, as the case may be, to each question **2**

Number of invalid or otherwise spoiled voting papers returned **0**

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**

Where section 226(2B) of the 1992 Act applies, were the number of individuals answering 'Yes' to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot **Y**

Ballot 4

Number of individuals who were entitled to vote in the ballot **75**

Number of votes cast in the ballot **58**

Number of individuals answering 'Yes' to the question, or, as the case may be, to each question **58**

Number of individuals answering 'no' to the question, or, as the case may be, to each question **0**

Number of invalid or otherwise spoiled voting papers returned **0**

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**

Where section 226(2B) of the 1992 Act applies, were the number of individuals answering 'Yes' to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot **Y**

Ballot 5

Number of individuals who were entitled to vote in the ballot **59**

Number of votes cast in the ballot **32**

Number of individuals answering 'Yes' to the question, or, as the case may be, to each question **32**

Number of individuals answering 'no' to the question, or, as the case may be, to each question **0**

Number of invalid or otherwise spoiled voting papers returned **0**

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**

Where section 226(2B) of the 1992 Act applies, were the number of individuals answering 'Yes' to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot **Y**

Ballot 6

Number of individuals who were entitled to vote in the ballot **51**

Number of votes cast in the ballot **37**

Number of individuals answering 'Yes' to the question, or, as the case may be, to each question **37**

Number of individuals answering 'no' to the question, or, as the case may be, to each question **0**

Number of invalid or otherwise spoiled voting papers returned **0**

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**

Where section 226(2B) of the 1992 Act applies, were the number of individuals answering 'Yes' to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot **Y**

Ballot 7

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, or, as the case may be, to each question **21**

Number of individuals answering 'no' to the question, or, as the case may be, to each question **7**

Number of invalid or otherwise spoiled voting papers returned **0**

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**

Where section 226(2B) of the 1992 Act applies, were the number of individuals answering 'Yes' to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot **Y**

Ballot 8

Number of individuals who were entitled to vote in the ballot **87**

Number of votes cast in the ballot **68**

Number of individuals answering 'Yes' to the question, or, as the case may be, to each question **39**

Number of individuals answering 'no' to the question, or, as the case may be, to each question **29**

Number of invalid or otherwise spoiled voting papers returned **0**

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**

Where section 226(2B) of the 1992 Act applies, were the number of individuals answering 'Yes' to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot **Y**

Ballot 9

Number of individuals who were entitled to vote in the ballot **110**

Number of votes cast in the ballot **81**

Number of individuals answering 'Yes' to the question, or, as the case may be, to each question **69**

Number of individuals answering 'no' to the question, or, as the case may be, to each question **12**

Number of invalid or otherwise spoiled voting papers returned **0**

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**

Where section 226(2B) of the 1992 Act applies, were the number of individuals answering 'Yes' to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot **Y**

Ballot 10

Number of individuals who were entitled to vote in the ballot **21**

Number of votes cast in the ballot **19**

Number of individuals answering 'Yes' to the question, or, as the case may be, to each question **19**

Number of individuals answering 'no' to the question, or, as the case may be, to each question **0**

Number of invalid or otherwise spoiled voting papers returned **0**

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**

Where section 226(2B) of the 1992 Act applies, were the number of individuals answering 'Yes' to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot **Y**

Ballot 11

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

Number of votes cast in the ballot **23**

Number of individuals answering 'Yes' to the question, or, as the case may be, to each question **21**

Number of individuals answering 'no' to the question, or, as the case may be, to each question **2**

Number of invalid or otherwise spoiled voting papers returned **0**

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**

Where section 226(2B) of the 1992 Act applies, were the number of individuals answering 'Yes' to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot **Y**

Ballot 12

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

Number of votes cast in the ballot **16**

Number of individuals answering 'Yes' to the question, or, as the case may be, to each question **14**

Number of individuals answering 'no' to the question, or, as the case may be, to each question **1**

Number of invalid or otherwise spoiled voting papers returned **1**

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**

Where section 226(2B) of the 1992 Act applies, were the number of individuals answering 'Yes' to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot **Y**

Ballot 13

Number of individuals who were entitled to vote in the ballot **30**

Number of votes cast in the ballot **11**

Number of individuals answering 'Yes' to the question, or, as the case may be, to each question **11**

Number of individuals answering 'no' to the question, or, as the case may be, to each question **0**

Number of invalid or otherwise spoiled voting papers returned **0**

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**

Where section 226(2B) of the 1992 Act applies, 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**

Ballot 14

Number of individuals who were entitled to vote in the ballot **17**

Number of votes cast in the ballot **9**

Number of individuals answering 'Yes' to the question, or, as the case may be, to each question **7**

Number of individuals answering 'no' to the question, or, as the case may be, to each question **2**

Number of invalid or otherwise spoiled voting papers returned **0**

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**

Where section 226(2B) of the 1992 Act applies, were the number of individuals answering 'Yes' to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot **Y**

Ballot 15

Number of individuals who were entitled to vote in the ballot **49**

Number of votes cast in the ballot **36**

Number of individuals answering 'Yes' to the question, or, as the case may be, to each question **36**

Number of individuals answering 'no' to the question, or, as the case may be, to each question **0**

Number of invalid or otherwise spoiled voting papers returned **0**

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**

Where section 226(2B) of the 1992 Act applies, were the number of individuals answering 'Yes' to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot **Y**

Ballot 16

Number of individuals who were entitled to vote in the ballot **61**

Number of votes cast in the ballot **39**

Number of individuals answering 'Yes' to the question, or, as the case may be, to each question **39**

Number of individuals answering 'no' to the question, or, as the case may be, to each question **0**

Number of invalid or otherwise spoiled voting papers returned **0**

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**

Where section 226(2B) of the 1992 Act applies, were the number of individuals answering 'Yes' to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot **Y**

Ballot 17

Number of individuals who were entitled to vote in the ballot **47**

Number of votes cast in the ballot **32**

Number of individuals answering 'Yes' to the question, or, as the case may be, to each question **31**

Number of individuals answering 'no' to the question, or, as the case may be, to each question **1**

Number of invalid or otherwise spoiled voting papers returned **0**

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**

Where section 226(2B) of the 1992 Act applies, were the number of individuals answering 'Yes' to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot **Y**

Ballot 18

Number of individuals who were entitled to vote in the ballot **18**

Number of votes cast in the ballot **11**

Number of individuals answering 'Yes' to the question, or, as the case may be, to each question **11**

Number of individuals answering 'no' to the question, or, as the case may be, to each question **0**

Number of invalid or otherwise spoiled voting papers returned **0**

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**

Where section 226(2B) of the 1992 Act applies, were the number of individuals answering 'Yes' to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot **Y**

Ballot 19

Number of individuals who were entitled to vote in the ballot **79**

Number of votes cast in the ballot **60**

Number of individuals answering 'Yes' to the question, or, as the case may be, to each question **58**

Number of individuals answering 'no' to the question, or, as the case may be, to each question **2**

Number of invalid or otherwise spoiled voting papers returned **0**

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**

Where section 226(2B) of the 1992 Act applies, were the number of individuals answering 'Yes' to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot **Y**

Ballot 20

Number of individuals who were entitled to vote in the ballot **50**

Number of votes cast in the ballot **32**

Number of individuals answering 'Yes' to the question, or, as the case may be, to each question **26**

Number of individuals answering 'no' to the question, or, as the case may be, to each question **6**

Number of invalid or otherwise spoiled voting papers returned **0**

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**

Where section 226(2B) of the 1992 Act applies, were the number of individuals answering 'Yes' to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot **Y**

Ballot 21

Number of individuals who were entitled to vote in the ballot **28**

Number of votes cast in the ballot **23**

Number of individuals answering 'Yes' to the question, or, as the case may be, to each question **21**

Number of individuals answering 'no' to the question, or, as the case may be, to each question **2**

Number of invalid or otherwise spoiled voting papers returned **0**

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**

Where section 226(2B) of the 1992 Act applies, were the number of individuals answering 'Yes' to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot **Y**

Ballot 22

Number of individuals who were entitled to vote in the ballot **16**

Number of votes cast in the ballot **13**

Number of individuals answering 'Yes' to the question, or, as the case may be, to each question **12**

Number of individuals answering 'no' to the question, or, as the case may be, to each question **1**

Number of invalid or otherwise spoiled voting papers returned **0**

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**

Where section 226(2B) of the 1992 Act applies, were the number of individuals answering 'Yes' to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot **Y**

Ballot 23

Number of individuals who were entitled to vote in the ballot **56**

Number of votes cast in the ballot **30**

Number of individuals answering 'Yes' to the question, or, as the case may be, to each question **27**

Number of individuals answering 'no' to the question, or, as the case may be, to each question **3**

Number of invalid or otherwise spoiled voting papers returned **0**

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**

Where section 226(2B) of the 1992 Act applies, were the number of individuals answering 'Yes' to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot **Y**

Ballot 24

Number of individuals who were entitled to vote in the ballot **5**

Number of votes cast in the ballot **5**

Number of individuals answering 'Yes' to the question, or, as the case may be, to each question **5**

Number of individuals answering 'no' to the question, or, as the case may be, to each question **0**

Number of invalid or otherwise spoiled voting papers returned **0**

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**

Where section 226(2B) of the 1992 Act applies, were the number of individuals answering 'Yes' to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot **Y**

Ballot 25

Number of individuals who were entitled to vote in the ballot **93**

Number of votes cast in the ballot **83**

Number of individuals answering 'Yes' to the question, or, as the case may be, to each question **82**

Number of individuals answering 'no' to the question, or, as the case may be, to each question **1**

Number of invalid or otherwise spoiled voting papers returned **0**

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**

Where section 226(2B) of the 1992 Act applies, were the number of individuals answering 'Yes' to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot **Y**

Ballot 26

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

Number of votes cast in the ballot **58**

Number of individuals answering 'Yes' to the question, or, as the case may be, to each question **54**

Number of individuals answering 'no' to the question, or, as the case may be, to each question **3**

Number of invalid or otherwise spoiled voting papers returned **1**

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**

Where section 226(2B) of the 1992 Act applies, were the number of individuals answering 'Yes' to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot **Y**

Ballot 27

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

Number of votes cast in the ballot **16**

Number of individuals answering 'Yes' to the question, or, as the case may be, to each question **15**

Number of individuals answering 'no' to the question, or, as the case may be, to each question **1**

Number of invalid or otherwise spoiled voting papers returned **0**

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**

Where section 226(2B) of the 1992 Act applies, were the number of individuals answering 'Yes' to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot **Y**

Ballot 28

Number of individuals who were entitled to vote in the ballot **30**

Number of votes cast in the ballot **27**

Number of individuals answering 'Yes' to the question, or, as the case may be, to each question **25**

Number of individuals answering 'no' to the question, or, as the case may be, to each question **2**

Number of invalid or otherwise spoiled voting papers returned **0**

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**

Where section 226(2B) of the 1992 Act applies, were the number of individuals answering 'Yes' to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot **Y**

Ballot 29

Number of individuals who were entitled to vote in the ballot **165**

Number of votes cast in the ballot **98**

Number of individuals answering 'Yes' to the question, or, as the case may be, to each question **98**

Number of individuals answering 'no' to the question, or, as the case may be, to each question **0**

Number of invalid or otherwise spoiled voting papers returned **0**

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**

Where section 226(2B) of the 1992 Act applies, were the number of individuals answering 'Yes' to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot **Y**

Ballot 30

Number of individuals who were entitled to vote in the ballot **19**

Number of votes cast in the ballot **14**

Number of individuals answering 'Yes' to the question, or, as the case may be, to each question **14**

Number of individuals answering 'no' to the question, or, as the case may be, to each question **0**

Number of invalid or otherwise spoiled voting papers returned **0**

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**

Where section 226(2B) of the 1992 Act applies, were the number of individuals answering 'Yes' to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot **Y**

Ballot 31

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

Number of votes cast in the ballot **8**

Number of individuals answering 'Yes' to the question, or, as the case may be, to each question **8**

Number of individuals answering 'no' to the question, or, as the case may be, to each question **0**

Number of invalid or otherwise spoiled voting papers returned **0**

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**

Where section 226(2B) of the 1992 Act applies, were the number of individuals answering 'Yes' to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot **Y**

Ballot 32

Number of individuals who were entitled to vote in the ballot **54**

Number of votes cast in the ballot **46**

Number of individuals answering 'Yes' to the question, or, as the case may be, to each question **45**

Number of individuals answering 'no' to the question, or, as the case may be, to each question **1**

Number of invalid or otherwise spoiled voting papers returned **0**

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**

Where section 226(2B) of the 1992 Act applies, were the number of individuals answering 'Yes' to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot **Y**

Ballot 33

Number of individuals who were entitled to vote in the ballot **12**

Number of votes cast in the ballot **9**

Number of individuals answering 'Yes' to the question, or, as the case may be, to each question **7**

Number of individuals answering 'no' to the question, or, as the case may be, to each question **2**

Number of invalid or otherwise spoiled voting papers returned **0**

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**

Where section 226(2B) of the 1992 Act applies, were the number of individuals answering 'Yes' to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot **Y**

Ballot 34

Number of individuals who were entitled to vote in the ballot **23**

Number of votes cast in the ballot **19**

Number of individuals answering 'Yes' to the question, or, as the case may be, to each question **18**

Number of individuals answering 'no' to the question, or, as the case may be, to each question **1**

Number of invalid or otherwise spoiled voting papers returned **0**

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**

Where section 226(2B) of the 1992 Act applies, were the number of individuals answering 'Yes' to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot **Y**

Ballot 35

Number of individuals who were entitled to vote in the ballot **16**

Number of votes cast in the ballot **7**

Number of individuals answering 'Yes' to the question, or, as the case may be, to each question **5**

Number of individuals answering 'no' to the question, or, as the case may be, to each question **2**

Number of invalid or otherwise spoiled voting papers returned **0**

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**

Where section 226(2B) of the 1992 Act applies, 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**

Ballot 36

Number of individuals who were entitled to vote in the ballot **44**

Number of votes cast in the ballot **33**

Number of individuals answering 'Yes' to the question, or, as the case may be, to each question **31**

Number of individuals answering 'no' to the question, or, as the case may be, to each question **2**

Number of invalid or otherwise spoiled voting papers returned **0**

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**

Where section 226(2B) of the 1992 Act applies, were the number of individuals answering 'Yes' to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot **Y**

Ballot 37

Number of individuals who were entitled to vote in the ballot **31**

Number of votes cast in the ballot **21**

Number of individuals answering 'Yes' to the question, or, as the case may be, to each question **21**

Number of individuals answering 'no' to the question, or, as the case may be, to each question **0**

Number of invalid or otherwise spoiled voting papers returned **0**

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**

Where section 226(2B) of the 1992 Act applies, were the number of individuals answering 'Yes' to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot **Y**

Ballot 38

Number of individuals who were entitled to vote in the ballot **61**

Number of votes cast in the ballot **39**

Number of individuals answering 'Yes' to the question, or, as the case may be, to each question **38**

Number of individuals answering 'no' to the question, or, as the case may be, to each question **1**

Number of invalid or otherwise spoiled voting papers returned **0**

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**

Where section 226(2B) of the 1992 Act applies, were the number of individuals answering 'Yes' to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot **Y**

Ballot 39

Number of individuals who were entitled to vote in the ballot **16**

Number of votes cast in the ballot **13**

Number of individuals answering 'Yes' to the question, or, as the case may be, to each question
13

Number of individuals answering 'no' to the question, or, as the case may be, to each question
13 0

Number of invalid or otherwise spoiled voting papers returned **0**

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**

Where section 226(2B) of the 1992 Act applies, were the number of individuals answering 'Yes' to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot **Y**

Ballot 40

Number of individuals who were entitled to vote in the ballot **13**

Number of votes cast in the ballot **12**

Number of individuals answering 'Yes' to the question, or, as the case may be, to each question
12

Number of individuals answering 'no' to the question, or, as the case may be, to each question **0**

Number of invalid or otherwise spoiled voting papers returned **0**

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**

Where section 226(2B) of the 1992 Act applies, were the number of individuals answering 'Yes' to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot **Y**

Ballot 41

Number of individuals who were entitled to vote in the ballot **38**

Number of votes cast in the ballot **21**

Number of individuals answering 'Yes' to the question, or, as the case may be, to each question **19**

Number of individuals answering 'no' to the question, or, as the case may be, to each question **2**

Number of invalid or otherwise spoiled voting papers returned **0**

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**

Where section 226(2B) of the 1992 Act applies, were the number of individuals answering 'Yes' to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot **Y**

Ballot 42

Number of individuals who were entitled to vote in the ballot **58**

Number of votes cast in the ballot **50**

Number of individuals answering 'Yes' to the question, or, as the case may be, to each question **48**

Number of individuals answering 'no' to the question, or, as the case may be, to each question **2**

Number of invalid or otherwise spoiled voting papers returned **0**

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**

Where section 226(2B) of the 1992 Act applies, were the number of individuals answering 'Yes' to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot **Y**

Ballot 43

Number of individuals who were entitled to vote in the ballot **54**

Number of votes cast in the ballot **17**

Number of individuals answering 'Yes' to the question, or, as the case may be, to each question **16**

Number of individuals answering 'no' to the question, or, as the case may be, to each question **1**

Number of invalid or otherwise spoiled voting papers returned **0**

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**

Where section 226(2B) of the 1992 Act applies, 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**

Ballot 44

Number of individuals who were entitled to vote in the ballot **54**

Number of votes cast in the ballot **17**

Number of individuals answering 'Yes' to the question, or, as the case may be, to each question **16**

Number of individuals answering 'no' to the question, or, as the case may be, to each question **1**

Number of invalid or otherwise spoiled voting papers returned **0**

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**

Where section 226(2B) of the 1992 Act applies, 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**

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

INFORMATION ON INDUSTRIAL ACTION

Did Union members take industrial action during the return period in response to any inducement on the part of the Union? **YES** 17

Industrial Action 1

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

A B C D E F G

2. Dates of the industrial action taken: 27 February, 22 March, 17, 18, 19 April, 1, 2, 3, 9, 10 May and 27 June 2018.

3. 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

A B C D E F G

2. Dates of the industrial action taken: 22 February, 14 & 15 March 2018

3. 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

A B C D E F G

2. Dates of the industrial action taken: 1, 7 & 8 March 2018

3. 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

A B C D E F G

2. Dates of the industrial action taken: 27, 28 March, 19, 24 April, 9 & 10 May 2018

3. Nature of industrial action. Strike Action

Industrial Action 5

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

A B C D E F G

2. Dates of the industrial action taken: 21 March, 10, 11, 25, 26 April, 9 & 10 May 2018

3. Nature of industrial action. Strike Action

Industrial Action 6

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

A B C D E F G

2. Date of the industrial action taken: 24 May, 5,6,7,12,13,14,19,20,21,26,27,28 June 3, 4,5, 10, 11, 12,17, 18, 19 July 2018

3. 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

A B C D E F G

2. Dates of the industrial action taken: 20, 26, 27 June 3, 5, 11, 12 July 2018

3. 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

A B C D E F G

2. Dates of the industrial action taken: 13,14,20,21,22 November 5,6,11,12,13,19,20 December 2018

3. 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

A B C D E F G

2. Date of the industrial action taken: 12 December 2018

3. 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

A B C D E F G

2. Dates of the industrial action taken: 5, 6, 11, 12 & 13 December 2018

3. Nature of industrial action. Strike Action

Industrial Action 11

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

A B C D E F G

2. Dates of the industrial action taken: 24 April, 3 May 2018

3. 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

A B C D E F G

2. Dates of the industrial action taken: 24 April, 3 May 2018

3. Nature of industrial action. Strike Action

Industrial Action 13

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

A B C D E F G

2. Dates of the industrial action taken: 24 April, 3 May 2018

3. 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

A B C D E F G

2. Dates of the industrial action taken: 24 April, 3 May 2018

3. 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

A B C D E F G

2. Dates of the industrial action taken: 24 April, 3 May 2018

3. Nature of industrial action. Strike Action

Industrial Action 16

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

A B C D E F G

2. Dates of the industrial action taken: 24 April, 3 May 2018

3. 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

A B C D E F G

2. Date of the industrial action taken:

3. Nature of industrial action. Strike Action/Action Short of a Strike

Industrial Action 18

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

A B C D E F G

2. Date of the industrial action taken: 3 May 2018

3. Nature of industrial action. Strike Action