

Trade Union's details

Name of Trade Union:

Community

Year ended:

31 December 2018

List number:

784T

Head or Main Office address:

465C Caledonian Road
London
N7 9GX

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

Yes

No

Website address (if available)

www.community-tu.org

General Secretary:

Roy Rickhuss

Telephone Number:

0207 420 4000

Contact name for queries regarding the completion of this return:

Sarah Wold

Telephone Number:

0207 420 4026

E-mail:

swold@community-tu.org

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

The address to which returns and other documents should be sent are:

-For Unions based in England and Wales: Certification Office for Trade Unions and Employers' Associations, Lower Ground Floor, Fleetbank House, 2-6 Salisbury Square, London EC4Y 8JX.

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



Return of members

(see notes 10 and 11)

	Number of members at the end of the year				
	Great Britain	Northern Ireland	Irish Republic	Elsewhere Abroad (including Channel Islands)	Totals
Male	20,362	232		12	20,606
Female	6,986	142		22	7,150
Total	27,348	374		34	A 27,756

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

25,587

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

336

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
SEE ATTACHED			

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:

NAME	POSITION	REGION	OTHER
Roy Rickhuss	General Secretary		
Ross Clark	NEC Member	1	Vice President & Trustee
Steven McGregor	NEC Member	1	
Peter Hobson	NEC Member	2	President
Clive Royston	NEC Member	3	
Paul McBean	NEC Member	3	
Ian Smith	NEC Member	3	
Dean Cox	NEC Member	4	
Alan Coombs	NEC Member	5	Trustee
Gary Keogh	NEC Member	5	
A Gutteridge	NEC Member	5	
Dougie Fairbairn	NEC Member	6	Trustee
Andrew Taylor	NEC Member	6	
Steven Webster	NEC Member	7	
Maz Jackson	NEC Member	8	
Chris Rice	NEC Member	8	
Steven McGurk	NEC Member - Disability seat	National	
Sue Mather	NEC Member - Womens seat	1 / 2 / 3	
Jacque Thomas	NEC Member - Womens seat	5 / 7 / 8	
Tracy Barlow	NEC Member - Womens seat	4 / 6	
Christopher Knight	NEC Member - BAME seat	National	
Alex Robinson	NEC Member - UFS section	National	

We are Community. The modern union for a changing world.

Head office: 465c Caledonian Road, London N7 9GX

tel: 020 7420 4000 • email: info@community-tu.org • www.community-tu.org

General fund
(see notes 13 to 18)

	£000	£000
Income		
From Members: Contributions and Subscriptions	3,728	
From Members: Other income from members (specify)		
Total other income from members		3,728
Total of all income from members		
Investment income (as at page 12)	4,253	
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	2,992	
Total of other income (as at page 4)		7,245
		Total income
		10,973
Expenditure		
Benefits to members (as at page 5)	1,273	
Administrative expenses (as at page 10)	7,943	
Federation and other bodies (specify)	149 *	
NET FRS17 Movement	(6,029)	
Change in Investment values	10,069	
Total expenditure Federation and other bodies		13,405
Taxation		
		Total expenditure
		13,405
		Surplus (deficit) for year
		(2,432)
Amount of general fund at beginning of year		73,532
Transfer from Staff Union West Bromwich Building Society		85
Amount of general fund at end of year		71,185

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

Description	£000	£000
Federation and other bodies		
Total federation and other bodies		
Other income		
Legal Service refunds	14	
Gain on disposal of Fixed Asset	891	
Revaluation of Investment Property	2,087	
Total other income		2,992
Total of all other income		2,992

Analysis of benefit expenditure shown at general fund

(see notes 21 to 23)

	£000		£000
Representation – Employment Related Issues	237	brought forward	456
		Education and Training services	345
Representation – Non Employment Related Issues		Negotiated Discount Services	
Communications	196	Salary Costs	206
Advisory Services		Other Benefits and Grants (specify)	
Dispute Benefits	23	Benefits scheme	50
		Bereavement	84
		Child	10
		Convalescent home	17
		Organising / Recruitment	101
		Retirement	4
Other Cash Payments			
carried forward	456	Total (should agree with figure in General Fund)	1,273

Accounts other than the revenue account/general fund

(see notes 21 to 23)

Fund 2		Fund Account	
Name: Benevolent Fund		£000	£000
Income			
From members			32
Investment income (as at page 12)			
Other income (specify)			
Total other income as specified			
Total Income			32
Expenditure			
Benefits to members			32
Administrative expenses and other expenditure (as at page 10)			
Total Expenditure			32
Surplus (Deficit) for the year			0
Amount of fund at beginning of year			70
Amount of fund at the end of year (as Balance Sheet)			70
Number of members contributing at end of year			25,587

Fund 3		Fund Account	
Name: Futures Fund		£000	£000
Income			
From members			0
Investment income (as at page 12)			
Other income (specify)			
Total other income as specified			
Total Income			0
Expenditure			
Benefits to members			156
Administrative expenses and other expenditure (as at page 10)			
Total Expenditure			156
Surplus (Deficit) for the year			(156)
Amount of fund at beginning of year			2,746
Amount of fund at the end of year (as Balance Sheet)			2,590
Number of members contributing at end of year			25,587

(See notes 21 to 23)

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

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

(See notes 21 to 23)

Fund 6		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		
	Amount of fund at the end of year (as Balance Sheet)		
	Number of members contributing at end of year		

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

Political fund account

(see notes 24 to 33)

Political fund account 1		To be completed by trade unions which maintain their own political fund	
	Income	Members contributions and levies	£ 232,000
		Investment income (as at page 12)	£ -
		Other income (specify)	£ -
		Total other income as specified	-
		Total income	232,000
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)		£ 76,936.24
	Expenditure B (as at page ii)		£ 0
	Expenditure C (as at page iii)		£ 6,529.99
	Expenditure D (as at page iv)		£ 9,650.00
	Expenditure E (as at page v)		£ 29,863.07
	Expenditure F (as at page vi)		£ 861.20
	Non-political expenditure (as at page vii)		£ 0
		Total expenditure	124,000
		Surplus (deficit) for year	108,000
		Amount of political fund at beginning of year	186,000
		Amount of political fund at the end of year (as Balance Sheet)	294,000
		Number of members at end of year contributing to the political fund	19,476
		Number of members at end of the year not contributing to the political fund	8,280
		Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund	8,007
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 £
Labour Party	£69,936.24
Cooperative Party	£7,000.00
Total	£76,936.24

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))	£
NEC Youth Rep 16/03/18	Labour Party	Eda Cazimoglu	£20.99
NE Derbyshire Selection - 18/01/18	Labour Party	Rebecca Bailey	£300.00
Stoke on Trent Sth Selection 18/01/18	Labour Party	Danny Adilypour	£900.00
Welsh Deputy Leader 21/04/18	Welsh Labour Party	Carolyn Harris	£1,000.00
Yorkshire Mayoral 03/05	Labour Party	Dan Jarvis	£1,000.00
Local Elections 03/05/18	Labour Party	S Donnelly D Adilypour S Darvil A Duale M Dearden E Horsefall A Harland A Betts-Patel C Winwood	£100.00 £100.00 £200.00 £100.00 £100.00 £100.00 £100.00 £100.00 £100.00
Corby Selection 18/01/18	Labour Party	Beth Miller	£309.00
Welsh Leadership 06/12/18	Welsh Labour Party	Vaughan Gething	£2,000.00
Total			£6,529.99

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	£
Stephen Kinnock MP	£7,000.00
Anna Turley MP	£2,000.00
John Mann MP	£400.00
Phil Wilson MP	£250.00
Total	£9,650.00

Political fund account expenditure (f)

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

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

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

Name of organisation or political party	£
Labour Party	£861.20
Total	£861.20

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

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

(a) the nature of each cause or campaign for which money was expended, and the total amount expended in relation to each one	£
	Total
	Total expenditure
(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	£
	Total
	Total expenditure
(c) the total amount of all other money expended	£
	Total
	Total expenditure

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

(see notes 34 and 35)

		£000
Administrative Expenses		
Remuneration and expenses of staff		5,141
Salaries and Wages included in above	£3,935,000	
Auditors' fees		43
Legal and Professional fees		233
Occupancy costs		983
Stationery, printing, postage, telephone, etc.		288
Expenses of Executive Committee (Head Office)		62
Expenses of conferences		62
Other administrative expenses (specify)		
Branch exps 380, Insurance 83, Motor Exps 42		505
Donations 13, Bank charges 13, Sundry 21		47
Badges / regalia		54
Other Outgoings		
Interest payable:		
Bank loans (including overdrafts)		39
Mortgages		
Other loans		
Depreciation		486
Taxation		
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
	Total	7,943
Charged to:	General Fund (Page 3)	7,943
	Fund (Account)	
	Fund (Account)	
	Fund (Account)	
	Fund (Account)	
	Total	7,943

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 £	
Roy Rickhuss General Secretary	115,069	14,726	24,008	Car / Fuel 10,098 Other 812	10,910	164,713
NEC – T Barlow	817					817
NEC – D Cox	244					244
NEC – Nil Return						
R Clark, S McGregor						
P Hobson, P McBean						
I Smith, A Coombs						
A Gutteridge, G Keogh						
C Royston, D Fairbairn						
A Taylor, S Webster						
M Jackson, C Rice						
S Mather, J Thomas						
C Knight, S McGurk						
A Robinson						

Analysis of investment income

(see notes 47 and 48)

	Political Fund £	Other Fund(s) £000
Rent from land and buildings		
Dividends (gross) from:		883
Equities (e.g. shares)		2,996
Interest (gross) from:		
Government securities (Gilts)		253
Mortgages		
Local Authority Bonds		13
Bank and Building Societies		
Other investment income (specify)		
Gain on disposal of investments		108
Total investment income		4,253
Credited to:		
General Fund (Page 3)		4,253
Fund (Account)		
Fund (Account)		
Fund (Account)		
Fund (Account)		
Fund (Account)		
Political Fund		
Total Investment Income		4,253

Balance sheet as at

31 December 2018

(see notes 49 to 52)

Previous Year		£000	£000
17,366	Fixed Assets (at page 14)		19,800
74,297	Investments (as per analysis on page 15)		61,609
	Quoted (Market value £ 59,897,000)		
	Unquoted £1,712,000		
	Total Investments	61,609	81,409
	Other Assets		
	Loans to other trade unions		
420	Sundry debtors	371	
1,949	Cash at bank and in hand	3,668	
	Income tax to be recovered		
	Stocks of goods		
	Others (specify)		
	Total of other assets		4,039
94,032	Total assets		85,448
73,532	General Fund (Account)		71,185
70	Benevolent Fund (Account)		70
2,746	Futures Fund (Account)		2,590
	Superannuation Fund (Account)		
186	Political Fund (Account)		294
	Revaluation Reserve		
	Liabilities		
	Amount held on behalf of central trade union political fund		
	Loans: From other trade unions		
1,902	Loans: Other	1,608	
	Bank overdraft		
	Tax payable		
700	Sundry creditors	834	
	Accrued expenses		
	Provisions		
14,896	Other liabilities FRS17 Pensions	8,867	
	Total liabilities		11,309
94,032	Total assets		85,448

Fixed assets account

(see notes 53 to 57)

	Land and Buildings		Furniture and Equipment £000	Motor Vehicles £000	Not used for union business £000	Total £000
	Freehold £000	Leasehold £000				
Cost or Valuation						
At start of year	5,902	920	380	608	10,615	18,425
Additions	75	587	319	243	573	1,797
Disposals	(150)			(297)	(702)	(1,149)
Revaluation/Transfers	(2,733)				4,820	2,087
At end of year	3,094	1,507	699	554	15,306	21,160
Accumulated Depreciation						
At start of year	208	267	291	293		1,059
Charges for year	37	190	119	140		486
Disposals				(185)		(185)
Revaluation/Transfers						
At end of year	245	457	410	248		1,360
Net book value at end of year	2,849	1,050	289	306	15,306	19,800
Net book value at end of previous year	5,694	653	89	315	10,615	17,366

Analysis of investments

(see notes 58 and 59)

Quoted	All Funds Except Political Funds £000	Political Fund £
Equities (e.g. Shares)	55,309	
Government Securities (Gilts)	4,588	
Other quoted securities (to be specified)		
Total quoted (as Balance Sheet)	59,897	
Market Value of Quoted Investment	59,897	
Unquoted		
Equities		
Government Securities (Gilts)		
Mortgages	314	
Bank and Building Societies		
Unity Trust 269, short term cash 200	469	
Aberdeen 285, Indycube 425, Labour Xchange 40	750	
Other unquoted investments (to be specified)		
PPPS 12, Welsh RFC 48, Misc 2, Stotfold 117	179	
Total unquoted (as Balance Sheet)	1,712	
Market Value of Unquoted Investments	1,712	

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)		
Communitas EU Ltd	03964433		
Community in Spain SSL	B54261607 (Spain)		
Are the shares which are controlled by the union registered in the names of the union's trustees?		YES <input type="checkbox"/>	NO <input type="checkbox"/>
If NO, state the names of the persons in whom the shares controlled by the union are registered.			
Company name	Names of shareholders		

Summary sheet

(see notes 62 to 73)

	All funds except Political Funds £000	Political Funds £000	Total Funds £000
Income			
From Members	3,760	232	3,992
From Investments	4,253		4,253
Other Income (including increases by revaluation of assets)	2,992		2,992
Total Income	11,005	232	11,237
Expenditure (including decreases by revaluation of assets)	13,593	124	3,648
Total Expenditure	13,593	124	13,717
	+ Trf of Engagements West Brom 85		85
Funds at beginning of year (including reserves)	76,348	186	76,534
Funds at end of year (including reserves)	73,845	294	74,139
Assets			
	Fixed Assets		19,800
	Investment Assets		61,609
	Other Assets		4,039
		Total Assets	85,448
Liabilities			
		Total Liabilities	11,309
Net assets (Total Assets less Total Liabilities)			74,139

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

If Yes How many ballots were held: 16

For each ballot held please complete the information below:

Ballot 1

Number of individuals who were entitled to vote in the ballot 11

Number of votes cast in the ballot 7

Number of Individuals answering "Yes" to the question 6¹

Number of Individuals answering "No" to the question 1²

Number of invalid or otherwise spoiled voting papers returned 0³

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

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

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

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

Ballot 2

Number of individuals who were entitled to vote in the ballot 11

Number of votes cast in the ballot 8

Number of Individuals answering "Yes" to the question 8¹

Number of Individuals answering "No" to the question 0²

Number of invalid or otherwise spoiled voting papers returned 0³

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

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

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

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

For additional ballots please continue on next page

Ballot 3

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

Number of votes cast in the ballot 15Number of Individuals answering "Yes" to the question 15 ¹Number of Individuals answering "No" to the question 0 ²Number of invalid or otherwise spoiled voting papers returned 0 ³*** 1-3 should total "Number of votes cast in the ballot"**Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot Y / NDoes section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? Y / NIf yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot Y / N**Ballot 4**

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

Number of votes cast in the ballot 15Number of Individuals answering "Yes" to the question 15 ¹Number of Individuals answering "No" to the question 0 ²Number of invalid or otherwise spoiled voting papers returned 0 ³*** 1-3 should total "Number of votes cast in the ballot"**Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot Y / NDoes section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? Y / NIf yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot Y / N**Ballot 5**

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

Number of votes cast in the ballot 48Number of Individuals answering "Yes" to the question 41 ¹Number of Individuals answering "No" to the question 6 ²Number of invalid or otherwise spoiled voting papers returned 1 ³*** 1-3 should total "Number of votes cast in the ballot"**Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot Y / NDoes section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? Y / NIf yes, were the number of individuals answering "Yes" to the question(or each question) at least 40% of the number of individuals who were entitled to vote in the ballot Y / N**Use a continuation sheet if necessary**

Ballot 6

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

Number of votes cast in the ballot 48Number of Individuals answering "Yes" to the question 42 ¹Number of Individuals answering "No" to the question 4 ²Number of invalid or otherwise spoiled voting papers returned 2 ³*** 1-3 should total "Number of votes cast in the ballot"**Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot **Y / N**Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? **Y / N**If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot **Y / N****Ballot 7**

Number of individuals who were entitled to vote in the ballot 29

Number of votes cast in the ballot 3Number of Individuals answering "Yes" to the question 2 ¹Number of Individuals answering "No" to the question 1 ²Number of invalid or otherwise spoiled voting papers returned 0 ³*** 1-3 should total "Number of votes cast in the ballot"**Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot **Y / N**Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? **Y / N**If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot **Y / N****Ballot 8**

Number of individuals who were entitled to vote in the ballot 29

Number of votes cast in the ballot 3Number of Individuals answering "Yes" to the question 2 ¹Number of Individuals answering "No" to the question 1 ²Number of invalid or otherwise spoiled voting papers returned 0 ³*** 1-3 should total "Number of votes cast in the ballot"**Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot **Y / N**Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? **Y / N**If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot **Y / N****Use a continuation sheet if necessary**

Ballot 9

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

Number of votes cast in the ballot 21Number of Individuals answering "Yes" to the question 19 ¹Number of Individuals answering "No" to the question 2 ²Number of invalid or otherwise spoiled voting papers returned 0 ³*** 1-3 should total "Number of votes cast in the ballot"**Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot Y / NDoes section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? Y / NIf yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot Y / N**Ballot 10**

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

Number of votes cast in the ballot 21Number of Individuals answering "Yes" to the question 17 ¹Number of Individuals answering "No" to the question 4 ²Number of invalid or otherwise spoiled voting papers returned 0 ³*** 1-3 should total "Number of votes cast in the ballot"**Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot Y / NDoes section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? Y / NIf yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot Y / N**Ballot 11**

Number of individuals who were entitled to vote in the ballot 45

Number of votes cast in the ballot 20Number of Individuals answering "Yes" to the question 18 ¹Number of Individuals answering "No" to the question 2 ²Number of invalid or otherwise spoiled voting papers returned 0 ³*** 1-3 should total "Number of votes cast in the ballot"**Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot Y / NDoes section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? Y / NIf yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot Y / N**Use a continuation sheet if necessary**

Ballot 12

Number of individuals who were entitled to vote in the ballot 45

Number of votes cast in the ballot 20Number of Individuals answering "Yes" to the question 20 ¹Number of Individuals answering "No" to the question 0 ²Number of invalid or otherwise spoiled voting papers returned 0 ³*** 1-3 should total "Number of votes cast in the ballot"**Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot Y / NDoes section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? Y / NIf yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot Y / N**Ballot 13**

Number of individuals who were entitled to vote in the ballot 129

Number of votes cast in the ballot 121Number of Individuals answering "Yes" to the question 121 ¹Number of Individuals answering "No" to the question 0 ²Number of invalid or otherwise spoiled voting papers returned 0 ³*** 1-3 should total "Number of votes cast in the ballot"**Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot Y / NDoes section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? Y / NIf yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot Y / N**Ballot 14**

Number of individuals who were entitled to vote in the ballot 129

Number of votes cast in the ballot 121Number of Individuals answering "Yes" to the question 120 ¹Number of Individuals answering "No" to the question 0 ²Number of invalid or otherwise spoiled voting papers returned 1 ³*** 1-3 should total "Number of votes cast in the ballot"**Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot Y / NDoes section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? Y / NIf yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot Y / N**Use a continuation sheet if necessary**

Ballot 15

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

Number of votes cast in the ballot 51

Number of Individuals answering "Yes" to the question 51 ¹

Number of Individuals answering "No" to the question 0 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

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

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

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

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

Ballot 16

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

Number of votes cast in the ballot 51

Number of Individuals answering "Yes" to the question 51 ¹

Number of Individuals answering "No" to the question 0 ²

Number of invalid or otherwise spoiled voting papers returned 0 ³

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

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

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

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

Use a continuation sheet if necessary

Information on Industrial action

(see note 81)

*Categories of Nature of Trade Dispute :

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

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

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

D: matters of discipline;

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

F: facilities for officials of trade unions;

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

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

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

Industrial Action 1

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

A B C D E F G

2. Dates of the industrial action taken: 17 October 2018 -18 October 2018

3. Number of days of industrial action: 1

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

Industrial Action 2

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

A B C D E F G

2. Dates of the industrial action taken: 7th November 2018 – 9th November 2018

3. Number of days of industrial action: 2

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

Industrial Action 3

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

A B C D E F G

2. Dates of the industrial action taken: 23rd November 2018 – Thursday 29th November 2018

3. Number of days of industrial action: 6

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

use a continuation page if necessary

Industrial Action 4

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

A B C D E F G

2. Dates of the industrial action taken: 18th December 2018 – Friday 21st December 2018
3. Number of days of industrial action: 4
4. Nature of industrial action. **Strike Action** / Action Short of a Strike (delete one as appropriate)

Industrial Action 5

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

A B C D E F G

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

Industrial Action 6

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

A B C D E F G

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

Industrial Action 7

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

A B C D E F G

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

Industrial Action 8

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

A B C D E F G

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

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.



Within the information on Industrial Action ballots, ballots 1-16 include ballot papers that contained a question on strike action as well as another question on action short of strike action, and are reported separately as a different ballot in accordance with guidance 75.

Only four instances of industrial action took place in the reporting period following industrial action ballots 9 and 10 as reported above.

Accounting policies
(see notes 84 and 85)

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.

General Secretary's Signature:  Name: Roy Rickhuss Date: 31. May 2019	Assistant General Secretary's Signature:  Name: John Paul McHugh Date: 31. May 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.

YSS

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.

YSS

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

In our opinion the financial statements:

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

AUDITOR'S REPORT (continued)

--	--	--

Signature(s):

H W Fisher & Co

Name(s):

H W Fisher & Company

Profession(s) or Calling(s):

**Chartered Accountants
Statutory Auditor**

Address(es):

**Acre House
11 - 15 William Road
London NW1 3ER
United Kingdom**

Date:

17 June 2019

Contact name and telephone number:

**Sailesh P Mehta
020 7388 7000**

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

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	13/05/2019
Contact name and telephone number	Simon Hearn, Deputy Chief Executive 020 8365 8909

Community

**COMMUNITY
FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31 DECEMBER 2018**

COMMUNITY

FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2018

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COMMUNITY

STATEMENT OF RESPONSIBILITIES OF THE NATIONAL EXECUTIVE COUNCIL

The legislation relating to Trade Unions requires Community to submit a return for each calendar year to the Certification Officer. This return contains financial statements that must give a true and fair view of the state of Community at the year end and of its transactions for the period then ended. The financial statements set out on the following pages have been prepared on the same basis and are used to complete the return to the Certification Officer.

In relation to Community, the requirement to prepare financial statements that give a true and fair view is the responsibility of the National Executive Council. The National Executive Council is responsible for preparing the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). In so doing, the National Executive Council is required to:

- Select suitable accounting policies and then apply them consistently.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable accounting standards have been followed.
- Prepare the financial statements on the going concern basis unless it is inappropriate to do so.

The National Executive Council is responsible for keeping proper accounting records and establishing and maintaining a satisfactory system of control over its records and transactions in order to comply with the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended). It is also responsible for safeguarding the assets of Community and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

COMMUNITY

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF COMMUNITY

Opinion

We have audited the financial statements shown on pages 4 to 24 of Community ["The Union"] for the year ended 31 December 2018 which comprise the Income and Expenditure account, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including a summary of the significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- Give a true and fair view of the state of the Union's affairs as at 31 December 2018 and of its of its income and expenditure for the year then ended; and
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.

Basis for opinion

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

Conclusions relating to going concern

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

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

Other information

The National Executive Council is responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion of the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

COMMUNITY

REPORT OF THE INDEPENDENT AUDITORS (CONTINUED) TO THE MEMBERS OF COMMUNITY

Matters on which we are required to report by exception

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

- A satisfactory system of control over transactions has not been maintained; or
- The Union has not kept proper accounting records; or
- The financial statements are not in agreement with the books of account; or
- We have not received all the information and explanations we need for our audit.

Responsibilities of the National Executive Council

As explained more fully in the Statement of Responsibilities of the National Executive Council, the National Executive Council is responsible for the preparation of financial statements and being satisfied that they give a true and fair view, and for such internal control as the National Executive Council determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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

Use of our report to the members of Community

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

H W Fisher & Co
H W FISHER & COMPANY
Chartered Accountants
Statutory Auditor

Acre House
11 - 15 William Road
London NW1 3ER
United Kingdom

17 June 2019

COMMUNITY**COMBINED INCOME AND EXPENDITURE ACCOUNT
YEAR ENDED 31 DECEMBER 2018**

	2018	2017
	£'000	£'000
OPERATING INCOME	8,259	8,364
OPERATING EXPENDITURE	<u>(9,677)</u>	<u>(9,289)</u>
OPERATING RESULT	(1,418)	(925)
OTHER ITEMS	<u>(7,434)</u>	<u>2,786</u>
(DEFICIT) / SURPLUS FOR THE YEAR	(8,852)	1,861
OTHER COMPREHENSIVE INCOME	<u>6,372</u>	<u>2,373</u>
COMPREHENSIVE RESULT FOR THE YEAR	(2,480)	4,234
FUNDS AT BEGINNING OF THE YEAR	76,534	72,044
Transfer from UFS General Fund	--	256
Transfer from Staff Union West Bromwich Building Society General Fund	85	--
FUNDS AT END OF THE YEAR	<u>74,139</u>	<u>76,534</u>

COMMUNITY

**INCOME AND EXPENDITURE ACCOUNT – GENERAL FUND
YEAR ENDED 31 DECEMBER 2018**

	Notes	2018		2017	
		£'000	£'000	£'000	£'000
OPERATING INCOME					
Contribution from members	1	3,728		3,629	
Investment income	2	4,253		4,480	
Other income	3	14		13	
			7,995		8,122
OPERATING EXPENDITURE					
Membership activity	4	1,273		1,172	
Branches	5	380		329	
Personnel costs	6	5,141		4,559	
Administration	7	829		983	
Conference and committees costs	8	124		425	
Affiliation fees	9	149		134	
Property and equipment costs	10	1,469		1,301	
			(9,365)		(8,903)
OPERATING DEFICIT			(1,370)		(781)
OTHER ITEMS					
Change in investment values	12/13	(7,982)		3,089	
Gain on disposal of fixed asset		891		--	
Net pension scheme expenditure	18	(343)		(303)	
			(7,434)		2,786
(DEFICIT) / SURPLUS FOR THE YEAR			(8,804)		2,005
OTHER COMPREHENSIVE					
Remeasurement of defined benefit liability			6,372		2,373
COMPREHENSIVE RESULT FOR THE YEAR			(2,432)		4,378
FUNDS AT BEGINNING OF THE YEAR			73,532		68,898
Transfer from UFS General Fund			--		256
Transfer from Staff Union West Bromwich Building Society General Fund	20		85		--
FUNDS AT END OF THE YEAR			71,185		73,532

COMMUNITY**INCOME AND EXPENDITURE ACCOUNT
YEAR ENDED 31 DECEMBER 2018**

POLITICAL FUND	Notes	2018 £'000	2017 £'000
OPERATING INCOME			
Contributions from members	1	<u>232</u>	<u>213</u>
		232	213
OPERATING EXPENDITURE			
Affiliation fees and other expenses		<u>(124)</u>	<u>(192)</u>
SURPLUS FOR THE YEAR		108	21
FUNDS AT BEGINNING OF THE YEAR		186	165
FUNDS AT END OF THE YEAR		<u><u>294</u></u>	<u><u>186</u></u>
BENEVOLENT FUND			
		2018 £'000	2017 £'000
OPERATING INCOME			
Contributions from members	1	32	29
OPERATING EXPENDITURE			
Benefit payments and other expenses		<u>(32)</u>	<u>(24)</u>
SURPLUS / (DEFICIT) FOR THE YEAR		--	5
FUNDS AT BEGINNING OF THE YEAR		70	65
FUNDS AT END OF THE YEAR		<u><u>70</u></u>	<u><u>70</u></u>
FUTURES FUND			
		2018 £'000	2017 £'000
OPERATING EXPENDITURE			
Benefit payments and other expenses		<u>(156)</u>	<u>(170)</u>
DEFICIT FOR THE YEAR		(156)	(170)
FUNDS AT BEGINNING OF THE YEAR		2,746	2,916
FUNDS AT END OF THE YEAR		<u><u>2,590</u></u>	<u><u>2,746</u></u>

COMMUNITY

**COMBINED BALANCE SHEET
AT 31 DECEMBER 2018**

	Notes	2018		2017	
		£'000	£'000	£'000	£'000
FIXED ASSETS					
Tangible assets	11		4,494		6,751
Investment properties	12		15,306		10,615
Investments	13		<u>61,609</u>		<u>74,297</u>
			81,409		91,663
CURRENT ASSETS					
Debtors and prepayments	14	371		420	
Cash in bank and in hand		<u>3,668</u>		<u>1,949</u>	
		4,039		2,369	
CURRENT LIABILITIES					
Creditors and accruals	15	(834)		(700)	
Bank loan	16	<u>(298)</u>		<u>(297)</u>	
		(1,132)		(997)	
NET CURRENT ASSETS			<u>2,907</u>		<u>1,372</u>
TOTAL ASSETS					
LESS CURRENT LIABILITIES			84,316		93,035
DEFERRED LIABILITIES					
Bank loan	16		(1,310)		(1,605)
PROVISIONS FOR LIABILITIES					
Pension obligations	18		<u>(8,867)</u>		<u>(14,896)</u>
			74,139		76,534
Represented by:					
GENERAL FUND			71,185		73,532
POLITICAL FUND			294		186
BENEVOLENT FUND			70		70
FUTURES FUND			<u>2,590</u>		<u>2,746</u>
			74,139		76,534

Approved for issue to the members on 22nd May 2019



R Rickhuss
General Secretary

COMMUNITY**COMBINED CASH FLOW STATEMENT
YEAR ENDED 31 DECEMBER 2018**

	2018 £'000	2017 £'000
Cash flows from operating activities		
Operating deficit	(1,418)	(925)
Adjustments for:		
Gain on disposal of investments	(108)	(237)
Depreciation	486	406
Movements in working capital:		
Change in debtors	49	1,616
Change in creditors	134	50
Net cash absorbed by operations	<u>(857)</u>	<u>910</u>
Investing activities:		
Payments to acquire tangible fixed assets	(1,797)	(4,526)
Payments to acquire fixed asset investments	(1,615)	(630)
Receipts from sale of tangible fixed assets	1,855	349
Receipts from sale of fixed asset investments	4,320	3,832
Changes in cash deposits	106	580
Net cash flow from investing activities	<u>2,869</u>	<u>(395)</u>
Financing activities:		
Loan repayment	(293)	(291)
Net cash flow from financing activities	<u>(293)</u>	<u>(291)</u>
Net increase in cash and cash equivalents	1,719	224
Cash balances brought forward	1,949	1,725
Cash balances carried forward	<u><u>3,668</u></u>	<u><u>1,949</u></u>

COMMUNITY

ACCOUNTING CONVENTION YEAR ENDED 31 DECEMBER 2018

INFORMATION IN RESPECT OF THE UNION

Community is a trade union registered in accordance with the Trade Union Labour Relations (Consolidation) Act 1992 with its head office at 465c Caledonian Road, London N7 9GX.

ACCOUNTING FRAMEWORK

The accounts have been prepared in accordance with FRS102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS102"). The Union is a Public Benefit Entity.

In accordance with FRS102, the format of these accounts is based on those contained in the Regulations to the Companies Act 2006, notwithstanding that the Union does not report under that Act. The formats have been adapted, as required by Part 1 of Schedule 1 of the regulations, in order that they give a true and fair view of the Union's activities.

PRESENTATION CURRENCY

The financial statements have been prepared in sterling, which is the functional currency of the Union. Monetary amounts of these financial statements are rounded to the nearest thousand.

GOING CONCERN

The National Executive Council considers that there are no material uncertainties about the Union's ability to continue as a going concern.

COMMUNITY

ACCOUNTING POLICIES YEAR ENDED 31 DECEMBER 2018

The accounts have been prepared under the historical cost convention as modified to include the revaluation of certain fixed assets, and in accordance with the specific accounting policies as set out below.

CONTRIBUTIONS

Contributions are accounted for on an accruals basis.

TANGIBLE FIXED ASSETS

Tangible fixed assets are initially measured at cost and subsequently measured at cost or fair value, net of depreciation and any impairment losses. At each reporting date, the Union reviews the carrying amounts of its tangible fixed assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

A proportion of the land and buildings within tangible fixed assets are let to tenants. The Union generates income from letting agreements and hence a proportion of these properties are investment properties.

DEPRECIATION

Depreciation is provided on all tangible fixed assets, except freehold land, to write off the cost less estimated residual value in equal annual instalments over the estimated useful economic lives of the assets. The estimated useful economic lives are as follows:

Freehold buildings	-	50 years
Long leased buildings	-	50 years
Furniture and fittings	-	5 years
Office equipment	-	3 years

Motor vehicles are depreciated to reduce the book value of the vehicles to their realisable value at the balance sheet date.

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the income and expenditure account.

INVESTMENT PROPERTIES

Investment properties, which are properties held to earn rentals and/or for capital appreciation is measured using the fair value model and stated at its fair value as at the balance sheet date. The surplus or deficit on revaluation is recognised in the income and expenditure account.

PENSION COSTS

The Union operates a defined benefit pension scheme, which requires contributions to be made to separately administered funds. The cost of providing benefits under the defined benefit plan is determined using the projected unit credit method which attributes entitlement to benefits to the current period (to determine current service cost) and to the current and prior periods (to determine the present value of the defined benefit obligations) and is based on actuarial advice.

COMMUNITY

ACCOUNTING POLICIES (CONTINUED) YEAR ENDED 31 DECEMBER 2018

PENSION COSTS (CONTINUED)

The net interest element is determined by multiplying the net defined benefit liability by the discount rate, at the start of the period taking into account any changes in the net defined benefit liability during the period as a result of contribution and benefit payments. The net interest is recognised in the income and expenditure accounts as pension movement.

Remeasurements, comprising actuarial gains and losses, the effect of the asset ceiling and the return on the net defined benefit liability (excluding amounts included in the net interest) are recognised immediately in other comprehensive income in the period in which they occur. Remeasurements are not reclassified to income and expenditure in subsequent periods.

The defined net benefit pension asset or liability in the balance sheet comprises the present value of the defined benefit obligation (using a discount rate based on high quality corporate bonds), less the fair value of plan assets out of which the obligations are to be settled directly. Fair value is based on market price information and in the case of quoted securities is the published bid price. The value of a net pension benefit asset is limited to the amount that may be recovered either through reduced contributions or agreed refunds from the scheme.

CORPORATION TAX

Current tax is payable on the excess of interest income, rental income and chargeable gains arising on the disposal of properties and investment over expenditure on the provident benefits and reinvested chargeable gains for the year. Current tax is calculated using tax rates that have been enacted or substantively enacted by the reporting end date.

Provident benefits comprise of payments as set out in the rules of the Union, which relate to death benefit and legal assistance, and a proportion of the costs of administrating the Union in relation to those benefits.

DEFERRED TAX

Deferred tax liabilities are generally recognised for all timing differences and deferred tax assets are recognised to the extent that it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable income.

Deferred tax is calculated at the tax rates that are expected to apply in the period where the liability is settled or the asset is realised. Deferred tax is charged or credited in the income and expenditure accounts.

The Union has adopted a reinvestment policy whereby all realised proceeds on the disposal of investments are reinvested into other chargeable assets, thereby eliminating any current tax liability and thereby the need for the recognition of a deferred tax liability. Where the proceeds are not fully reinvested no current tax liability is considered likely to arise due to expenditure on provident benefits exceeding any chargeable gains that might arise.

CASH AND CASH EQUIVALENTS

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term investments with original maturities of three months or less, and bank overdrafts.

COMMUNITY

ACCOUNTING POLICIES (CONTINUED) YEAR ENDED 31 DECEMBER 2018

FINANCIAL INSTRUMENTS

Financial assets are recognised in the Union's balance sheet when the Union becomes party to the contractual provisions of the instrument. Financial assets are classified into specified categories. The classification depends on the nature and purpose of the financial assets and is determined at the time of recognition.

BASIC FINANCIAL ASSETS

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs.

OTHER FINANCIAL ASSETS

Other financial assets, including investments in equity instruments which are not subsidiaries, associates or joint ventures, are initially measured at fair value, which is normally the transaction price. Such assets are subsequently carried at fair value and the changes in fair value recognised in the income and expenditure account, except that investments in equity instruments that are not publically traded, and whose fair value cannot be measured reliably, are measured at cost less impairment.

IMPAIRMENT OF FINANCIAL ASSETS

Financial assets, other than those held at fair value through income and expenditure account, are assessed for indicators of impairment at each reporting end date.

Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected. The impairment is recognised in the income and expenditure account.

BASIC FINANCIAL LIABILITIES

Basic financial liabilities, including trade and other payables, are initially recognised at transaction price unless the arrangement constitutes a financing transaction.

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of the activity of the Union from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less. Trade payables are initially recognised at transaction price and derecognised when, and only when, the Union's obligations are discharged, cancelled or they expire.

FIXED ASSET INVESTMENTS

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price (where applicable). The income and expenditure account includes the net gains and losses arising on revaluation and disposals throughout the year. This is a change from prior period accounts where fixed asset investments were held at historical cost less any provision for impairment. The Union does not acquire put options, derivatives or other complex financial instruments. The main form of financial risk faced by the Union is that of volatility in equity markets and investment markets due to wider economic conditions, the attitude of investors to investment risk, and changes in sentiment concerning equities and within particular sectors or sub sectors.

COMMUNITY

ACCOUNTING POLICIES (CONTINUED) YEAR ENDED 31 DECEMBER 2018

REALISED GAINS AND LOSSES

All gains and losses are taken to the income and expenditure account as they arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and their opening carrying value or their purchase value if acquired subsequent to the first day of the financial year. Unrealised gains and losses are calculated as the difference between the fair value at the year end and their carrying value. Realised and unrealised investment gains and losses are separated between surplus on investments and change in market value in the income and expenditure account.

LEASES

Assets held under finance leases and hire purchase contracts are capitalised and depreciated over the shorter period of the lease and the estimated useful economic lives of the assets. The finance charges are allocated over the period of the lease in proportion to the capital outstanding and are charged to the income and expenditure account. Rentals payable under operating leases, including any lease incentives received, are charged to the income and expenditure account on a straight line basis over the term of the relevant lease.

BRANCHES

The expenditure in the year is controlled from Head Office. Branches do not have separate bank accounts and all expenses are claimed from Head Office.

COMMUNITY

JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY YEAR ENDED 31 DECEMBER 2018

In the application of the Union's accounting policies, the Union is required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities at the balance sheet date and the amounts reported for revenue and expenses during the year that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an on going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

As at 31 December 2018, the key estimates are as follows;

LEGAL CASES

The Union is involved in numerous ongoing legal cases on behalf of its members, the outcomes of which are not certain. Provision has been made in respect of those cases where the Union will probably have to bear the cost.

VALUATION OF INVESTMENT PROPERTIES

Investment properties are stated at fair value. The fair value is determined at each balance sheet date by the Union. This assessment requires judgements to be made, which include the condition of the property, its location and the market performance of similar properties in the area.

CRITICAL JUDGEMENTS

Under HMRC rules affecting taxation of trade unions, a corporation tax liability does not arise on chargeable gains arising from the disposal of properties and investments where such gains are reinvested into other chargeable assets in the same accounting period. The Union has adopted a policy whereby such chargeable gains are all reinvested, thereby eliminating any corporation tax liability. Where the proceeds are not fully reinvested, no corporation tax liability is considered likely to arise due to the availability of sufficient excess expenditure on provident benefits. Accordingly in the opinion of the management, the revaluation of properties and investments does not give rise to a timing difference and to deferred tax liabilities.

KEY SOURCES OF ESTIMATION UNCERTAINTY

The cost of defined benefit pension plans is determined using actuarial valuations. The actuarial valuation involves making assumptions about discount rates, future salary increases, mortality rates and future pension increases. Due to the complexity of the valuation, the underlying assumptions and the long term nature of these plans, such estimates are subject to significant uncertainty. In determining the appropriate discount rate, management considers the interest rates of corporate bonds in the respective currency with at least AA rating, with extrapolated maturities corresponding to the expected duration of the defined benefit obligation. The underlying bonds are further reviewed for quality, and those having excessive credit spreads are removed from the population bonds on which the discount rate is based, on the basis that they do not represent high quality bonds. The mortality rate is based on publicly available mortality tables for the specific country. Future salary increases and pension increases are based on expected future inflation rates for the respective country. Further details are given in note 19.

COMMUNITY

**NOTES TO THE ACCOUNTS
YEAR ENDED 31 DECEMBER 2018**

1 CONTRIBUTIONS	2018 £'000	2017 £'000
General Fund	3,728	3,629
Political Fund	232	213
Benevolent Fund	32	29
	<u>3,992</u>	<u>3,871</u>
2 INVESTMENT INCOME	2018 £'000	2017 £'000
Income from investments	3,262	3,522
Rental income	883	721
Gain on disposal of investments	108	237
	<u>4,253</u>	<u>4,480</u>
3 OTHER INCOME	2018 £'000	2017 £'000
General Fund:		
Legal service refunds	<u>14</u>	<u>13</u>
4 MEMBERSHIP ACTIVITY	2018 £'000	2017 £'000
Benefits scheme	50	69
Bereavement benefits	84	74
Child benefits	10	9
Convalescent home	17	11
Expenses of members attending schools	345	248
Legal expenses: general	237	188
Regional organiser / National officer expenses	206	207
Publications	67	94
National & regional campaigns	101	183
Retirement benefits	4	5
Strike	23	6
VAT paid	129	78
	<u>1,273</u>	<u>1,172</u>

COMMUNITY**NOTES TO THE ACCOUNTS (CONTINUED)
YEAR ENDED 31 DECEMBER 2018**

5 BRANCHES	2018 £'000	2017 £'000
Delegation expenses	253	202
Branch secretary honorarium	127	127
	<u>380</u>	<u>329</u>
6 PERSONNEL COSTS	2018 £'000	2017 £'000
Salaries	3,935	3,445
National Insurance	447	387
Staff superannuation - Contributions	459	427
Staff superannuation - Additional payments	300	300
	<u>5,141</u>	<u>4,559</u>
Number of employees at the balance sheet date	2018 Number	2017 Number
Full time Union officials and organisers	30	28
Membership support staff	9	9
Administration staff	35	34
	<u>74</u>	<u>71</u>
7 ADMINISTRATION	2018 £'000	2017 £'000
Postage and telephone	172	197
Printing and stationery	116	161
Audit fees	43	43
Legal and professional charges	233	297
Insurance	83	77
Motor expenses	42	47
Donations	13	20
Bank charges	13	8
Bank interest payable	39	39
Badges/regalia etc.	54	70
Sundry expenses	21	24
	<u>829</u>	<u>983</u>

COMMUNITY

NOTES TO THE ACCOUNTS (CONTINUED) YEAR ENDED 31 DECEMBER 2018

8 CONFERENCE AND COMMITTEE COSTS	2018 £'000	2017 £'000
Executive council meetings	62	72
Biennial delegate conference	15	306
Exhibition costs	47	47
	<u>124</u>	<u>425</u>
9 AFFILIATION FEES	2018 £'000	2017 £'000
Alliance for Finance	--	1
CSEU	2	2
General Federation of Trade Unions	20	20
ICTU	1	1
Industrial	24	9
National Pensioners Convention	1	1
NCVO	--	1
Scottish TUC	6	5
ShareAction	1	1
T.U.C	89	88
Unions21	5	4
Wales TUC	--	1
	<u>149</u>	<u>134</u>
10 PROPERTY AND EQUIPMENT COSTS	2018 £'000	2017 £'000
IT and equipment	119	125
Depreciation	486	406
Head office	346	323
Regional offices	518	447
	<u>1,469</u>	<u>1,301</u>

COMMUNITY

NOTES TO THE ACCOUNTS (CONTINUED)
YEAR ENDED 31 DECEMBER 2018

11 TANGIBLE ASSETS

	Freehold Properties £'000	Long Lease Properties £'000	Furniture and Equipment £'000	Leasehold Improvements £'000	Motor Vehicles £'000	Total £'000
Cost						
At 1 January 2018	5,902	--	380	920	608	7,810
Additions	75	573	319	14	243	1,224
Transfers	(2,733)	--	--	--	--	(2,733)
Disposals	(150)	--	--	--	(297)	(447)
At 31 December 2018	3,094	573	699	934	554	5,854
Depreciation						
At 1 January 2018	208	--	291	267	293	1,059
Charge for the Year	37	1	119	189	140	486
Disposals	--	--	--	--	(185)	(185)
At 31 December 2018	245	1	410	456	248	1,360
Net book value						
At 31 December 2018	2,849	572	289	478	306	4,494
At 31 December 2017	5,694	--	89	653	315	6,751

12 INVESTMENT PROPERTIES

	2018 £'000	2017 £'000
Valuation		
At 1 January 2018	10,615	10,615
Additions	573	--
Transfers	2,733	--
Disposals	(702)	--
Change in market value	2,087	--
At 31 December 2018	15,306	10,615

13 INVESTMENTS

	Listed investments £'000	Sundry investments £'000	Loans and mortgages £'000	Total £'000
Market value				
At 1 January 2018	72,808	1,029	460	74,297
Additions	1,321	517	25	1,863
Disposals	(4,163)	(148)	(171)	(4,482)
Change in market value	(10,069)	--	--	(10,069)
At 31 December 2018	59,897	1,398	314	61,609
Cost				
	38,687	1,398	314	40,399

COMMUNITY

NOTES TO THE ACCOUNTS (CONTINUED) YEAR ENDED 31 DECEMBER 2018

14 DEBTORS

	2018 £'000	2017 £'000
Trade debtors	142	52
Other debtors	229	368
	<u>371</u>	<u>420</u>

15 CREDITORS

	2018 £'000	2017 £'000
Trade creditors	285	263
Other creditors	549	437
Bank loan due within one year	298	297
	<u>1,132</u>	<u>997</u>

16 BANK LOANS

	2018 £'000	2017 £'000
Bank loan due after one year	<u>1,310</u>	<u>1,605</u>

LOAN MATURITY ANALYSIS

Debt due within one year	298	297
In more than one year but not more than two years	305	303
In more than two years but not more than five years	961	943
In more than five years	44	359
	<u>1,608</u>	<u>1,902</u>

The bank loan is repayable by monthly instalments over ten years commencing February 2014. The applicable rate of interest is 1.65% over the bank base rate. The bank loans are secured by a Letter of Negative Pledge and Undertaking from the Union's investment portfolio manager confirming they will not allow the Union's investment fund portfolio to fall below a market value of £9,000,000.

COMMUNITY

NOTES TO THE ACCOUNTS (CONTINUED) YEAR ENDED 31 DECEMBER 2018

17 COMMITMENTS UNDER OPERATING LEASES

LESSEE

At 31 December 2018, the Union had obligations of total future minimum lease payments under non-cancellable operating leases for the following periods:

	Land & Buildings		Other	
	2018 £'000	2017 £'000	2018 £'000	2017 £'000
Expiry date:				
No later than 1 year	240	240	61	47
Later than 1 year, no later than 5 years	155	560	198	105
Later than 5 years	--	--	--	--
	<u>395</u>	<u>800</u>	<u>259</u>	<u>152</u>

The lease payments recognised as an expense during the year amounted to £298,332 (2017: £273,751).

LESSOR

At 31 December 2018, the Union had contractual future minimum lease receipts under non-cancellable operating leases for the following periods:

	Land & Buildings	
	2018 £'000	2017 £'000
Expiry date:		
No later than 1 year	830	781
Later than 1 year, no later than 5 years	587	1,085
Later than 5 years	--	--
	<u>1,417</u>	<u>1,866</u>

The lease receipts recognised as rental income during the year amounted to £909,948 (2017: £711,265).

COMMUNITY

NOTES TO THE ACCOUNTS (CONTINUED) YEAR ENDED 31 DECEMBER 2018

18 STAFF PENSION SCHEMES

The Union operates a final salary defined benefit pension scheme for its employees and officials, which is funded by the payment of contributions. The assets of the scheme are held in a separately administered fund controlled by the trustees of the scheme.

Community and the trustees of the scheme have agreed a funding plan to ensure that the scheme is sufficiently funded to meet current and future obligations. A formal schedule of contributions was drawn up on 17 May 2016 whereby Community will continue to pay 20.9% of pensionable salaries to 30 June 2029 to cover accrual of benefits for future service, and continue to pay £300,000 per annum to 30 June 2029 to fund the deficit.

The Union estimates that it will make contributions to the scheme totalling £550,000 for the year beginning 1 January 2019.

The valuation used for FRS102 disclosures has been based on a full assessment of the scheme as at 31 March 2015, which was the date of the last formal actuarial valuation which is ongoing. The present values of the defined benefit obligation, the related current service cost and any past service costs were measured using the projected unit credit method.

Net defined benefit pension liability at the balance sheet date

	2018 £'000	2017 £'000
Fair value of scheme assets	42,289	44,780
Present value of defined benefit pension obligations	(51,156)	(59,676)
Net defined benefit pension liability	<u>(8,867)</u>	<u>(14,896)</u>

The principal actuarial assumptions used at the balance sheet date were:

	2018	2017
	%	%
Rate of increase in pensionable salaries	3.60	3.50
Rate of increase in pensions in payment	3.60	3.50
Discount rate for scheme liabilities	2.90	2.50
Rate of inflation (RPI/CPI)	3.60/2.60	3.50/2.50

COMMUNITY**NOTES TO THE ACCOUNTS (CONTINUED)
YEAR ENDED 31 DECEMBER 2018****18 STAFF PENSION SCHEMES (continued)****Reconciliation of opening and closing balances of the present value of defined benefit pension obligations**

	2018	2017
	£'000	£'000
Scheme liabilities at start of year	59,676	59,314
Current service cost	370	364
Past service cost	78	-
Administration expenses	110	74
Interest cost	1,472	1,581
Actual contributions - members	119	120
Actual benefit payments by the scheme	(1,719)	(1,636)
Remeasurement gains	(8,950)	(141)
Scheme liabilities at end of year	<u>51,156</u>	<u>59,676</u>

The current service cost is the cost to the Union of pension rights earned by members of the scheme in the year.

Reconciliation of opening and closing balances of the fair value of scheme assets

	2018	2017
	£'000	£'000
Fair value of scheme assets at start of year	44,780	42,348
Actual contributions - employer	580	585
Actual contributions - members	119	120
Interest income	1,107	1,131
Remeasurement (losses) / gains	(2,578)	2,232
Actual benefit payments by the scheme	(1,719)	(1,636)
Fair value of scheme assets at end of year	<u>42,289</u>	<u>44,780</u>

COMMUNITY

NOTES TO THE ACCOUNTS (CONTINUED)
YEAR ENDED 31 DECEMBER 2018

18 STAFF PENSION SCHEMES (continued)

Total cost of the scheme for the year analysed between the amounts recognised in the income and expenditure account and other comprehensive income

Income and expenditure account

	2018	2017
	£'000	£'000
<i>Employment costs</i>		
Current service cost	370	364
Past service cost (GMP Equalisation)	78	-
Administration expenses	110	74
Total employment cost	<u>558</u>	<u>438</u>
<i>Investment income</i>		
Interest income on scheme assets	(1,107)	(1,131)
Interest expense on scheme liabilities	1,472	1,581
Net interest cost	<u>365</u>	<u>450</u>
Charge to income and expenditure	923	888
Employer contributions	(580)	(585)
Net pension scheme expenditure	<u>343</u>	<u>303</u>

Remeasurement of the net defined benefit pension liability recognised in other comprehensive income

	2018	2017
	£'000	£'000
Return on scheme assets less interest income	(2,578)	2,232
Actuarial gains / (losses) on assumptions	6,152	(1,295)
Actuarial gain on experience	2,798	1,436
Remeasurement of scheme liability	<u>6,372</u>	<u>2,373</u>

COMMUNITY

NOTES TO THE ACCOUNTS (CONTINUED) YEAR ENDED 31 DECEMBER 2018

18 STAFF PENSION SCHEMES (continued)

Analysis of fair value of scheme assets	2018 £'000	2017 £'000
Equities	17,193	18,019
Index linked bonds	18,298	20,008
Corporate bonds	2,060	2,165
Property	4,079	4,399
Cash	659	189
Total fair value of scheme assets	<u>42,289</u>	<u>44,780</u>

19 RELATED PARTIES

During the period, goods and services invoiced to Communitas EU Ltd, a wholly owned subsidiary of the Union, amounted to £11,001 (2017: £6,728), whilst goods and services purchased from Communitas EU Ltd amounted to £10,088 (2017: £26,310).

In addition, Communitas EU Ltd received overhead funding from Community of £46,667 (2017: £76,213).

As at the 31 December 2018, Community owed Communitas EU Ltd £nil (2017: £nil), whilst Communitas EU Ltd owed Community £1,044 (2017: £2,135).

As at the 31 December 2018, key management personnel of Community received salary amounting to £115,069 (2017: £111,723).

20 TRANSFER OF ENGAGEMENTS

On 1 February 2018, the Staff Union West Bromwich Building Society entered into a Transfer of Engagements with Community Union.

COMMUNITY**STATEMENT TO MEMBERS
YEAR ENDED 31 DECEMBER 2018****SUMMARY INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 2018**

	2018 £'000	2017 £'000
GENERAL FUND		
Contribution from members	3,728	3,629
Investment income	4,253	4,480
Other income	14	13
Total income	<u>7,995</u>	<u>8,122</u>
Total expenditure	<u>(9,365)</u>	<u>(8,903)</u>
Operating result	<u>(1,370)</u>	<u>(781)</u>
Other items	(7,434)	2,786
(Deficit) / Surplus for the year	<u><u>(8,804)</u></u>	<u><u>2,005</u></u>
POLITICAL FUND	2018 £'000	2017 £'000
Contribution from members	232	213
Total income	<u>232</u>	<u>213</u>
Total expenditure	<u>(124)</u>	<u>(192)</u>
Surplus for the year	<u><u>108</u></u>	<u><u>21</u></u>
BENEVOLENT FUND	2018 £'000	2017 £'000
Total income	32	29
Total expenditure	(32)	(24)
Surplus for the year	<u><u>-</u></u>	<u><u>5</u></u>
FUTURES FUND	2018 £'000	2017 £'000
Total expenditure	(156)	(170)
Deficit for the year	<u><u>(156)</u></u>	<u><u>(170)</u></u>

COMMUNITY

**STATEMENT TO MEMBERS (CONTINUED)
YEAR ENDED 31 DECEMBER 2018**

**SUMMARY BALANCE SHEET
FOR THE YEAR ENDED 31 DECEMBER 2018**

	2018 £'000	2017 £'000
Tangible fixed assets	19,800	17,366
Investments	61,609	74,297
Current assets	4,039	2,369
Current liabilities	(1,132)	(997)
Long term liabilities	(1,310)	(1,605)
Pension obligations	(8,867)	(14,896)
Net assets	<u><u>74,139</u></u>	<u><u>76,534</u></u>
Represented by:-		
General Fund	71,185	73,532
Political Fund	294	186
Benevolent Fund	70	70
Futures Fund	2,590	2,746
	<u><u>74,139</u></u>	<u><u>76,534</u></u>

COMMUNITY

**STATEMENT TO MEMBERS (CONTINUED)
YEAR ENDED 31 DECEMBER 2018**

**INFORMATION TO BE PROVIDED TO MEMBERS UNDER THE TRADE UNION AND
LABOUR RELATIONS (CONSOLIDATION) ACT 1992 (AMENDED)**

Under the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended), the Union is required to circulate all members with details of the salary and benefits provided to the General Secretary, the President and members of the National Executive Council.

In the year ended 31 December 2018, R Rickhuss received a salary of £115,069. In addition, pension contributions were made to the pension scheme of the Union of £24,008 and other benefits of £10,910 were provided.

The President and members of the National Executive Council do not receive any salary from the Union or any benefits. All members of the National Executive Council and the President are reimbursed for any out of pocket expenditure incurred by them in the performance of their duties on behalf of the Union, as is the General Secretary.

Certain members of the National Executive Council are reimbursed for their loss of earnings whilst on Union business and this is listed below. In certain cases, the amounts are reimbursed directly to the employer of the National Executive Council member.

<u>Name</u>	<u>Amount</u>
T Barlow	£817
D Cox	£244

DECLARATION TO MEMBERS

We are also required by the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended) to include the following declaration in this statement to all members. The wording is as prescribed by the Act.

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

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

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