

Form AR21
Trade Union and Labour Relations (Consolidation) Act 1992

Trade Union's details

Name of Trade Union:

Year ended:

List number:

Head or Main Office address:

Has the address changed during the year to which the return relates? Yes No (Tick as appropriate)

Website address (if available)

General Secretary:

Telephone Number:

Contact name for queries regarding the completion of this return:

Telephone Number:

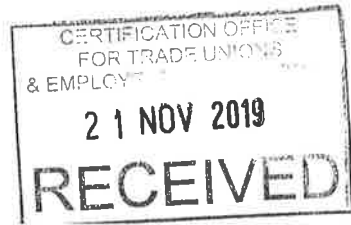
E-mail:

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 | 590 | | | | |
| Female | 610 | | | | |
| Total | 1200 | | | | A 1200 |

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

| |
|------|
| 1200 |
| 0 |

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

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 |
|---------------|--|---------------------------|----------------|
| Daniel Stone | Treasurer | Claudia Tuley-Delof | September 2018 |
| | | Hosam Dodwell | September 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 |
|--|-------------------|
| PETROS ELIA | GENERAL SECRETARY |
| CLAUDIA TURBET-DELOF HASSAN DODWELL | JOINT - TREASURES |
| PERCY YUNGAMINA | PRESIDENT |

General fund
(see notes 13 to 18)

| | £ | £ |
|--|---------|---|
| Income | | |
| From Members: Contributions and Subscriptions | 129,711 | |
| From Members: Other income from members (specify) | | |
| | | |
| | | |
| Total other income from members | | 129,711 |
| Total of all income from members | | |
| Investment income (as at page 12) | | |
| Other Income | | |
| Income from Federations and other bodies (as at page 4) | | |
| Income from any other sources (as at page 4) | 26,913 | |
| | | |
| Total of other income (as at page 4) | | 26,913 |
| | | |
| | | Total income |
| | | 156,624 |
| Expenditure | | |
| Benefits to members (as at page 5) | 105,051 | |
| Administrative expenses (as at page 10) | 16,073 | |
| Federation and other bodies (specify) | | |
| | | |
| | | |
| Total expenditure Federation and other bodies | | 121,124 |
| Taxation | | |
| | | |
| | | Total expenditure |
| | | 121,124 |
| | | |
| | | Surplus (deficit) for year |
| | | 35,550 |
| | | |
| | | Amount of general fund at beginning of year |
| | | 17,882 |
| | | |
| | | Amount of general fund at end of year |
| | | 53,382 |

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

| | £ | | £ |
|---|---|---|----------------|
| Representation – Employment Related Issues | | brought forward | |
| | | Education and Training services | |
| Representation – Non Employment Related Issues | | Negotiated Discount Services | |
| Communications | | Salary Costs | 101,263 |
| Advisory Services | | Other Benefits and Grants (specify) | |
| Dispute Benefits | | Strike pay | 3,788 |
| Other Cash Payments | | | |
| carried forward | | Total (should agree with figure in General Fund) | 105,051 |

Accounts other than the revenue account/general fund

(see notes 21 to 23)

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

(See notes 21 to 23)

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

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

(See notes 21 to 23)

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

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

Political fund account

(see notes 24 to 33)

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

Political fund account expenditure (e)

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

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

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

| Name of political party | £ |
|-------------------------|---|
| | |
| | |
| | |
| | |
| | |
| Total | |

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 | £ |
|---|--------------|
| | |
| | |
| | |
| | |
| | |
| | Total |

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

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

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

| | | £ |
|--|-----------------------|--------|
| Administrative Expenses | | |
| Remuneration and expenses of staff | | |
| Salaries and Wages included in above | £ | |
| Auditors' fees | | 600 |
| Legal and Professional fees | | 3,100 |
| Occupancy costs | | 5,883 |
| Stationery, printing, postage, telephone, etc. | | 2,554 |
| Expenses of Executive Committee (Head Office) | | |
| Expenses of conferences | | |
| Other administrative expenses (specify) | | |
| Sundry | | 3,509 |
| Bank charges | | 427 |
| Other Outgoings | | |
| Interest payable: | | |
| Bank loans (including overdrafts) | | |
| Mortgages | | |
| Other loans | | |
| Depreciation | | |
| Taxation | | |
| Outgoings on land and buildings (specify) | | |
| Other outgoings (specify) | | |
| | Total | 16,073 |
| Charged to: | General Fund (Page 3) | 16,073 |
| | Fund (Account) | |
| | Fund (Account) | |
| | Fund (Account) | |
| | Fund (Account) | |
| | Total | 16,073 |

Balance sheet as at

31 December 2018

(see notes 49 to 52)

| Previous Year | | £ | £ |
|---------------|---|--------|--------|
| | Fixed Assets (at page 14) | | |
| | Investments (as per analysis on page 15) | | |
| | Quoted (Market value £) | | |
| | Unquoted | | |
| | Total Investments | | |
| | Other Assets | | |
| | Loans to other trade unions | | |
| | Sundry debtors | 4,750 | |
| | Cash at bank and in hand | 49,232 | |
| | Income tax to be recovered | | |
| | Stocks of goods | | |
| | Others (specify) | | |
| | Total of other assets | | 53,982 |
| | Total assets | | 53,982 |
| | Fund (Account) | | |
| | Fund (Account) | | |
| | Fund (Account) | | |
| | Superannuation Fund (Account) | | |
| | Political Fund (Account) | | |
| | Revaluation Reserve | | |
| | Liabilities | | |
| | Amount held on behalf of central trade union political fund | | |
| | Loans: From other trade unions | | |
| | Loans: Other | | |
| | Bank overdraft | | |
| | Tax payable | | |
| | Sundry creditors | | |
| | Accrued expenses | 600 | |
| | Provisions | | |
| | Other liabilities | | |
| | Total liabilities | | 600 |
| | Total assets | | 53,382 |

Fixed assets account

(see notes 53 to 57)

| | Land and Buildings | | Furniture and Equipment £ | Motor Vehicles £ | Not used for union business £ | Total £ |
|---|--------------------|----------------|------------------------------|---------------------|----------------------------------|------------|
| | Freehold £ | Leasehold £ | | | | |
| Cost or Valuation | | | | | | |
| At start of year | | | | | | |
| Additions | | | | | | |
| Disposals | | | | | | |
| Revaluation/Transfers | | | | | | |
| At end of year | | | | | | |
| Accumulated Depreciation | | | | | | |
| At start of year | | | | | | |
| Charges for year | | | | | | |
| Disposals | | | | | | |
| Revaluation/Transfers | | | | | | |
| At end of year | | | | | | |
| Net book value at end of year | | | | | | |
| Net book value at end of previous year | | | | | | |

Analysis of investments
(see notes 58 and 59)

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

Analysis of investment income (controlling interests)

(see notes 60 and 61)

| | | | |
|--|--|------------------------------|-----------------------------|
| Does the union, or any constituent part of the union, have a controlling interest in any limited company? | | YES <input type="checkbox"/> | NO <input type="checkbox"/> |
| If YES name the relevant companies: | | | |
| Company name | Company registration number (if not registered in England & Wales, state where registered) | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| Are the shares which are controlled by the union registered in the names of the union's trustees? | | YES <input type="checkbox"/> | NO <input type="checkbox"/> |
| If NO, state the names of the persons in whom the shares controlled by the union are registered. | | | |
| Company name | Names of shareholders | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |

Summary sheet

(see notes 62 to 73)

| | All funds except Political Funds £ | Political Funds £ | Total Funds £ |
|---|--|--------------------------|---------------------|
| Income | 129,711 | | 129,711 |
| From Members | | | |
| From Investments | | | |
| Other Income (including increases by revaluation of assets) | 26,913 | | 26,913 |
| Total Income | 156,624 | | 156,624 |
| Expenditure (including decreases by revaluation of assets) | 121,124 | | 121,124 |
| Total Expenditure | 121,124 | | 121,124 |
| | | | |
| Funds at beginning of year (including reserves) | 17,882 | | 17,882 |
| Funds at end of year (including reserves) | 53,382 | | 53,382 |
| | | | |
| Assets | | | |
| Fixed Assets | | | |
| Investment Assets | | | |
| Other Assets | | | 53,982 |
| | | Total Assets | 53,982 |
| Liabilities | | | |
| | | Total Liabilities | 600 |
| Net assets (Total Assets less Total Liabilities) | | | 53,382 |

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: ⁰

For each ballot held please complete the information below:

Ballot 1

Number of individuals who were entitled to vote in the ballot ¹

Number of votes cast in the ballot ²

Number of Individuals answering "Yes" to the question ³

Number of Individuals answering "No" to the question ⁴

Number of invalid or otherwise spoiled voting papers returned ⁵

* 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 ¹

Number of votes cast in the ballot ²

Number of Individuals answering "Yes" to the question ³

Number of Individuals answering "No" to the question ⁴

Number of invalid or otherwise spoiled voting papers returned ⁵

* 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 1

Number of votes cast in the ballot 2

Number of Individuals answering "Yes" to the question 3

Number of Individuals answering "No" to the question 4

Number of invalid or otherwise spoiled voting papers returned 5

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

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

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

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

Ballot 4

Number of individuals who were entitled to vote in the ballot 1

Number of votes cast in the ballot 2

Number of Individuals answering "Yes" to the question 3

Number of Individuals answering "No" to the question 4

Number of invalid or otherwise spoiled voting papers returned 5

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

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

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

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

Ballot 5

Number of individuals who were entitled to vote in the ballot 1

Number of votes cast in the ballot 2

Number of Individuals answering "Yes" to the question 3

Number of Individuals answering "No" to the question 4

Number of invalid or otherwise spoiled voting papers returned 5

* 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: 7, 8, 9 / 2018

3. Number of days of industrial action: 3

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: 20, 21 / 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:

3. Number of days of industrial action:

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

use a continuation page if necessary

Industrial Action 4

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

A B C D E F G

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

Industrial Action 5

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

A B C D E F G

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

Industrial Action 6

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

A B C D E F G

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

Industrial Action 7

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

A B C D E F G

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

Industrial Action 8

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

A B C D E F G

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

Notes to the accounts

(see notes 82 and 83)

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

See attached accounts

Accounting policies

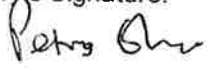

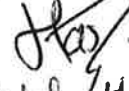
(see notes 84 and 85)

See attached accounts

Signatures to the annual return

(see notes 86 and 87)

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

| | |
|---|--|
| Secretary's Signature:  Name: <u>Petros Elia</u> Date: <u>16th September 2019</u> | Chairman's Signature: <small>(or other official whose position should be stated)</small>  Name: <u>Claudia Tubal Delf</u> Date: _____ |
| Joint-Treasurers:  Name: <u>Hasan Dodwell</u> | |

Checklist

(see notes 88 and 89)

(please tick as appropriate)

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

See 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.

See attached

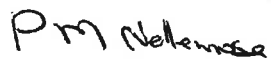
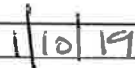
3. Your auditors or auditor must include in their report the following wording:

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 accounts

| | | |
|--|--|--|
| Signature(s) of auditor or auditors: |  | |
| Name(s): | Averillo & Associates | |
| Profession(s) or Calling(s): | Chartered Accountants & Registered Auditors | |
| Address(es): | 16 South End Croydon CR0 1DN | |
| Date: |  | |
| Contact name for enquiries and telephone number: | Peter Nellemose 0208 686 6366 | |

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/NO

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

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

Membership audit certificate
Section one

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

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/NO

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

YES/NO

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

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

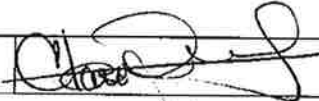
**Membership audit certificate
Section two**

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 | Claudia Turbet-Deloy |
| Office held | Co-Treasurer |
| Date | 16 th Sept 2019 |

**REPORT OF THE EXECUTIVE COMMITTEE AND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018
FOR
UNITED VOICES OF THE WORLD**

UNITED VOICES OF THE WORLD

**COMPANY INFORMATION
FOR THE YEAR ENDED 31 DECEMBER 2018**

GENERAL SECRETARY:

P Elia

REGISTERED OFFICE:

First Floor
Elizabeth house
39 York Road
London
SE1 7NQ

LIST NUMBER:

816T

AUDITORS:

Averillo & Associates
Chartered Accountants
and Registered Auditors
16 South End
Croydon
Surrey
CRO 1DN

UNITED VOICES OF THE WORLD

**CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018**

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| General Fund | 4 |
| Balance Sheet | 5 |
| Notes to the Financial Statements | 6 |
| Detailed Profit and Loss Account | 7 |

UNITED VOICES OF THE WORLD

REPORT OF THE EXECUTIVE COMMITTEE
FOR THE YEAR ENDED 31 DECEMBER 2018

The Executive Committee present their report with the financial statements of the union for the year ended 31 December 2018.

EXECUTIVE COMMITTEE

P Elia has held office during the whole of the period from 1 January 2018 to the date of this report.

Other changes in Executive Committee holding office are as follows:

P Yunganina - resigned 31 December 2018

D Stone - resigned 31 December 2018

STATEMENT OF EXECUTIVE COMMITTEE RESPONSIBILITIES

The Executive Committee are responsible for preparing the Report of the Executive Committee and the financial statements in accordance with applicable law and regulations.

Union law requires the Executive Committee to prepare financial statements for each financial year. Under that law the Executive Committee have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under union law the Executive Committee must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the union and of the profit or loss of the union for that period. In preparing these financial statements, the Executive Committee are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;

The Executive Committee are responsible for keeping adequate accounting records that are sufficient to show and explain the union's transactions and disclose with reasonable accuracy at any time the financial position of the union and enable them to ensure that the financial statements comply with Trade Union and Labour Relations (Consolidation) Act 1992. They are also responsible for safeguarding the assets of the union and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS

So far as the Executive Committee are aware, there is no relevant audit information of which the union's auditors are unaware, and each member has taken all the steps that he ought to have taken as a member in order to make himself aware of any relevant audit information and to establish that the union's auditors are aware of that information.

ON BEHALF OF THE EXECUTIVE COMMITTEE:


.....
Director

Date:^{16th}September 2019

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF
UNITED VOICES OF THE WORLD**

We have audited the financial statements for the year ended 31 December 2017 which comprise the General Fund, the balance sheet, and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the members as a body. Our audit work has been undertaken so that we might state to the 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 Trade Union and the members as a body, for our audit work, for this report, or for the opinion we have formed.

RESPECTIVE RESPONSIBILITIES OF THE EXECUTIVE COMMITTEE AND THE AUDITORS

As explained more fully in the Statement of Executive Committee Responsibilities set out on page 2, the Executive Committee is responsible for the preparation of the financial statements and the Annual Return and for being satisfied that they give a true and fair view. Our responsibility is to audit and to express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Audit Practices Board's Ethical Standards for Auditors.

SCOPE OF THE AUDIT OF THE FINANCIAL STATEMENT

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the union's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Executive Committee; and the overall presentation of the financial statements.

OPINION ON FINANCIAL STATEMENTS

In our opinion the financial statements

- give a true and fair view of the state of the union's affairs as at 31 December 2017 and of its surplus then ended;
- have been properly prepared in accordance with the requirements of Sections 28,32 and 36 of the Trade Union and Labour Relations (Consolidation) Act 1992.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

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

- proper accounting records have not been kept in accordance with the requirements of the legislation; or
- a satisfactory system of control over its transactions have not been maintained by the union in accordance with the requirements of the legislation: or
- the financial statements are not in agreement with the accounting records; or
- we have not obtained all the information and explanations necessary for the purpose of our audit.

Peter Nellemose

Peter Nellemose (Senior Statutory Auditor)
for and on behalf of Averillo & Associates
Chartered Accountants
and Registered Auditors
16 South End
Croydon
Surrey
CR0 1DN

Date:³⁰.....September 2019

UNITED VOICES OF THE WORLD
 GENERAL FUND
 FOR THE YEAR ENDED 31 DECEMBER 2018

| | Notes | 2018 £ | 2017 £ |
|--|-------|------------------|-----------------|
| REVENUE | | 156,624 | 73,381 |
| Administrative expenses | | <u>(121,124)</u> | <u>(73,302)</u> |
| OPERATING PROFIT and PROFIT BEFORE TAXATION | | 35,500 | 79 |
| Tax on profit | 2 | <u>-</u> | <u>-</u> |
| PROFIT FOR THE FINANCIAL YEAR | | <u>35,500</u> | <u>79</u> |


The notes form part of these financial statements

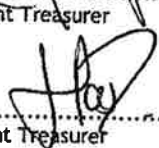
UNITED VOICES OF THE WORLD (REGISTERED NUMBER: 816T)

BALANCE SHEET
31 DECEMBER 2018

| | Notes | 2018 £ | 2017 £ |
|--|-------|---------------|---------------|
| CURRENT ASSETS | | | |
| Debtors | 3 | 4,750 | - |
| Cash at bank | | <u>49,232</u> | <u>22,111</u> |
| | | 53,982 | 22,111 |
| CREDITORS | | | |
| Amounts falling due within one year | 4 | <u>600</u> | <u>4,229</u> |
| NET CURRENT ASSETS | | | |
| | | <u>53,382</u> | <u>17,882</u> |
| TOTAL ASSETS LESS CURRENT LIABILITIES | | | |
| | | <u>53,382</u> | <u>17,882</u> |
| RESERVES | | | |
| Retained earnings | 5 | <u>53,382</u> | <u>17,882</u> |
| | | <u>53,382</u> | <u>17,882</u> |

The financial statements were approved by the Board of Executive Committee on ^{16th}.....September 2019 and were signed on its behalf by:


.....
Joint Treasurer


.....
Joint Treasurer

UNITED VOICES OF THE WORLD

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

These financial statements have been prepared in accordance with Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" including the provisions of Section 1A "Small Entities" and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

Income consists of members subscriptions and income from events.

2. TAXATION

The Union is exempt from tax.

3. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

| | 2018 | 2017 |
|---------------|-------------------|---------------|
| Other debtors | £ <u>4,750</u> | £ <u>-</u> |

4. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

| | 2018 | 2017 |
|------------------|------------|--------------|
| Trade creditors | £ | £ |
| Accrued expenses | - | 3,629 |
| | <u>600</u> | <u>600</u> |
| | <u>600</u> | <u>4,229</u> |

5. RESERVES

| | General fund £ |
|---------------------|-------------------|
| At 1 January 2018 | 17,882 |
| Profit for the year | <u>35,500</u> |
| At 31 December 2018 | <u>53,382</u> |

6. RELATED PARTY DISCLOSURES

Consultancy fees of £23,900 (2017: £20,843) were paid to Mr P Etia in the normal course of business.

UNITED VOICES OF THE WORLD

DETAILED PROFIT AND LOSS ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 2018

| | 2018 | | 2017 | |
|--------------------------------|---------------|----------------------|---------------|------------------|
| | £ | £ | £ | £ |
| Turnover | | | | |
| Members subscriptions | 129,711 | | 57,507 | |
| Donations | <u>26,913</u> | | <u>15,874</u> | |
| | | 156,624 | | 73,381 |
| Expenditure | | | | |
| Rent | 5,883 | | 3,750 | |
| Staff | 101,263 | | 48,099 | |
| Post, stationery and telephone | 2,554 | | 3,358 | |
| Travelling | - | | 477 | |
| Protest | - | | 711 | |
| Strike pay | 3,788 | | 8,497 | |
| Website | - | | 183 | |
| Sundry expenses | 3,509 | | 2,834 | |
| Bank charges | 427 | | 357 | |
| Audit, accounts & payroll | 1,500 | | 600 | |
| Legal fees | <u>2,200</u> | | <u>4,436</u> | |
| | | <u>121,124</u> | | <u>73,302</u> |
| NET PROFIT | | <u><u>35,500</u></u> | | <u><u>79</u></u> |

This page does not form part of the statutory financial statements