Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	North of England Zoological Society Staff Association
Year ended:	31 December 2019
List no:	791T
Head or Main Office address:	Chester Zoo
	Upton-by-Chester
	Chester
Postcode	GH2 1LH
Website address (if available)	
Has the address changed during the year to which the return relates?	Yes No X ('X' in appropriate box)
General Secretary:	Geraint Bowyer Roberts
Telephone Number:	01244 650272
Contact name for queries regarding the completion of this return	Geraint Bowyer Roberts
Telephone Number:	01244 650272
E-mail:	g.roberts@chesterzoo.org
Please follow the guidance notes in tl Any difficulties or problems in the completion Officer as below or by telephone to: 0330 109	n of this return should be directed to the Certification
You should send the annual return to the foll	owing email address stating the name of the union in subject:

ymw@tcyoung.co.uk

For Unions based in Scotland:

Contents

Poturn of mombass	_
Return of members	1
Change of officers	2
Officers in post	_
General fund	_
Analysis of income from federation and other bodies and other income	3
Analysis of benefit expenditure shown at general fund.	4
Accounts other than the revenue account/general fund	
Political fund account	6-8a
Analysis of administrative expenses	9-9vii
Analysis of officials' salararies and benefits	10
Analysis of investment income	40
Balance sheet as at	12
Fixed assets account	13
Analysis of investments	14
Analysis of investment income (controlling interests)	15
Summary Sheet	10
Summary sheet (Only for Incorporated Bodies)	
Information on Industrial action ballots	I/a
Information on Industrial action	18-19
Notes to the accounts	20-21
Accounting policies	22
Signatures to the annual return	23
Checklist	23
Checklist for auditor's report	∠3
Auditor's report (continued)	24
Membership audit certificate	
Guidance on completion	۰۰۰۰۰۰۱-۱۱۱ کد

Return of Members

		Number of	members at th	o and of the			
	Great Britain	Northern Ireland	members at th Irish Republic	Elsewhere A (includi Channel Is	Abroad ing	Tot	als
Male	349						349
Female	299						299
Other							
Total	648	le la				A	648
umber of me eld:	embers at end of year o	S box 'A' above for the control of t	of Office	ers			
umber of me eld:	embers included in tota	Change	of Offices duri	ers			
umber of me eld:	embers included in total	S box 'A' above for the control of t	e of Office of officers duri	ers	nonths co		is return
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umber of me eld: lease compl	embers included in total	Change ecord any changes	e of Office of officers duri	ers ng the twelve m	nonths co	vered by th	is return
umber of me eld: lease compl	embers included in total	Change ecord any changes	e of Office of officers duri	ers ng the twelve m	nonths co	vered by th	is return

State whether the union is:

a. A branch of another trade union?

If yes, state the name of that other union:

b. A federation of trade unions?

If yes, state the number of affiliated unions:

and names:

Officers in post

(see note 12)

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

	Na Na	ame of Office	r		Pos	ition held	
			See	attache			in material (M. A.)
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			100-2014 100				

CHESTER ZOO STAFF ASSOCIATION

CHAIR

Geraint Roberts

Vice

Celia Long Jones

Mission Delivery

Chris Yarwood

Gareth Evans

Hannah Thomas

Jo Adderley

Ed Boyd

Mission Enabling

Sue Andreson

Andy Adderton

Michael Lowe

General Fund

(see notes 13 to 18)

Income	£	£
From Members: Contributions and Subscriptions		
From Members: Other income from members (specify)		
Total other income from members		
Total of all income from members		
Investment income (as at page 12)		37
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	7,800	
Total of other income (as at page 4)		7,800
Total income		7,837
Interfund Transfers IN Expenditure		
Benefits to members (as at page 5)		5,000
Administrative expenses (as at page 10)		1,494
Federation and other bodies (specify)		
Total expenditure Federation and other bodies	İ	
Taxation		
Total expenditure		6,494
Interfund Transfers OUT		
Surplus (deficit) for year	[1,343
Amount of general fund at beginning of year		16,393
Amount of general fund at end of year		17,736

Analysis of income from federation and other bodies and other income

(see notes 19 and 20)

	Des	cription				£	
Federation and other bodies							
		lot	al federation a	nd other bodie	98		
Any Other Sources	ALL OF ALL WARRY CLUTTER	t town					
North of England Zoologic Interest received	cal Society						7,800
			Tota	I other source	s		7,800

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

Advisory Services Other Cash Payments Education and Training services	
Advisory Services Other Cash Payments	
Other Cash Payments	
Education and Training services	
	Section 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
	ihi di
Negotiated Discount Services	
Other Benefits and Grants (specify)	
Social fund	5 ,
	X - X
Total (should agree with figure in	
General Fund	5,0
	Other Benefits and Grants (specify) Social fund Total (should agree with figure in General Fund)

Fund		otes 21 and	20)		
Name:					Fund Accour
ncome				£	£
icome	Erom mounts				
	From members				
	Investment income (as at page 12)				
	Other income (specify)				and the manufacture of the support o
			Total other incom	e as specified	
				Total Income	
			Interfur	nd Transfers IN	
xpenditure					<u> </u>
	Benefits to members				
	Administrative expenses and other expend	iture (as at pa	nge 10)	!	V 26배에 하시다. 1 - 1 - 1 11년(1987년 1일) 12 - 12 - 12 11년(1987년 1일) 12 - 12 11년(1987년 1일) 12 11년 11년 11년 11년 11년 1
		` '	· · · · · · · · · · · · · · · · · · ·	l Expenditure	
				Transfers OUT	
			Surplus (Defici	t) for the year	
		Amo	ount of fund at begi		
	Amount		e end of year (as B		
			- '	7-7	· · · · · · · · · · · · · · · · · · ·
	Nu	mber of men	nbers contributing	at end of vear	

Fund	3		Fund Account
Name:		£	£
Income			<u> </u>
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
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	Total other mich	Total Income	
	Into	rfund Transfers IN	
Expenditure	me	nunu mansiers nv	
•	Benefits to members		
·	Administrative expenses and other expenditure (as at page 10)		2
	T	otal Expenditure	
	Interfu	nd Transfers OUT	
	Surplus (De	ficit) for the year	
	Amount of fund at b		
	Amount of fund at the end of year (as	s Balance Sheet)	
	Number of members contributing	ng at end of year	

Fund	(Gee notes 21 and 23)	F
Name:		Fund Accoun
Income	£	£
	From members	
	Investment income (as at page 12)	
	Other income (specify)	
	Total other income as speci	fied
	Total Inco	me
xpenditure	Interfund Transfers	s IN
Aponanaio	Benefits to members	
	Administrative expenses and other expenditure (as at page 10)	
	Total Expendit	ure
	Interfund Transfers C	
	Surplus (Deficit) for the y	001
	Amount of fund at beginning of y	
	Amount of fund at the end of year (as Balance She	
		·
T	Number of members contributing at end of y	ear

Fund	5		Fund Account
Name:		£	£
Income		·	~
•	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other inc	ome as specified	100 100 100 1 1 1 1 1 1 1 1 1 1 1 1 1 1
		Total Income	
	Inte	erfund Transfers IN	
Expenditure			
	Benefits to members Administrative expenses and other expenditure (as at page 10)		### 12
	٦	Total Expenditure	
	Interfu	ınd Transfers OUT	
	Surplus (De	eficit) for the year	
	Amount of fund at t	peginning of year	
	Amount of fund at the end of year (a	s Balance Sheet)	
	Number of members contributi	ng at end of year	

	(See notes 21 and 23)		
Fund	16		Fund Accoun
Name:		£	£
ncome			-
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other	income as specified	
		Total Income	
_	ı	nterfund Transfers IN	
xpenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
		Total Expenditure	
	Inte	erfund Transfers OUT	
	Surnlus	(Deficit) for the year	
		at beginning of year	
	Amount of fund at the end of year		
	, another of fund at the end of year	(as Dalatice Sneet)	
	Number of members contrib		

Fund	7		Fund Account
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other inc	ome as specified	
		Total Income	
_	Inte	rfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
		otal Expenditure	
	Interfu	nd Transfers OUT	
	Surplus (De	ficit) for the year	
	Amount of fund at b	eginning of year	
	Amount of fund at the end of year (as	s Balance Sheet)	
	Number of members contribution	ng at end of year	

Fund	18	(See notes 21 and 23)		
Name:				Fund Accoun
Income			<u>£</u>	£
	From members			
	Investment income (as at	page 12)		
	Other income (specify)			
		Total othe	r income as specified	
			Total Income	
xpenditure			Interfund Transfers IN	
,	Benefits to members			
		nd other expenditure (as at page 10)		
			Total Expenditure	
		In	terfund Transfers OUT	
		Surplus	s (Deficit) for the year	
			at beginning of year	
		Amount of fund at the end of yea		
		Number of members contri	buting at end of year	

Fund	9		Fund Account
Name:		£	£
Income			E.
	From members		
	Investment income (as at page 12)		
	Other income (specify)	i	
	Total other inc	ome as specified	3 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
		Total Income	
_	Inte	erfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
		Total Expenditure	
	Interfu	ind Transfers OUT	
	Surplus (De	eficit) for the year	
	Amount of fund at I		
	Amount of fund at the end of year (a	s Balance Sheet)	
	Number of members contributi	ng at end of year	

Political fund account

		(see notes 24 to 33)	£	£
Political fun	d account 1 To be co	ompleted by trade unions which maintain their o	own political fund	
	Incom	e Members contributions and levies		
		Investment income (as at page 12)		Constitution of the Consti
	Other income (specify)			
			ACTION OF THE PROPERTY OF THE	
		Total oth	er income as specified	
			Total income	
Expenditure u where consoli	nder section (82) of the Trade U dation of expenditures from the	nion and Labour Relations (Consolidation) Act political funds exceeds £2,000 during the perio	1992 on purposes set	t out in section (72) (1)
		Expenditure A (as at page i)		<u> </u>
		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	
		Su	urplus (deficit) for year	
		Amount of political fun		
		Amount of political fund at the end of ye		
			·	
	N	Number of members at end of year contributi	*	
Numb	er of members at end of year who h	umber of members at end of the year not contributi ave completed an exemption notice and do not contrib	ng to the political fund	
	-			
Political fund	d account 2 To be completed	d by trade unions which act as components of a	a central trade union	
Income	Contributions and levies collected fr	om members on behalf of central political fund		
	Funds received back from central po	olitical fund		
	Other income (specify)			
•			Total other income a	as specified
				otal income
Expenditure				
	Expenditure under section 82 of the	Trade Union and Labour Relations		
	(Consolidation) Act 1992 (specify)			
1	(court (opeony)			
l	Administration expanses in	n connection with political objects(specify)		
	Non-political expenditure	r connection with political objects(specify)		
	Hon-pointeal expenditure			
			Total expenditure	
			Surplus (deficit) for year	
		Amount held on behalf of trade union political fur	· · · · -	
			nitted to central political	
		Amount held on behalf of central polit	i.	
		Number of members at end of year contribut	_	
No.		Number of members at end of the year not contribut		
Number of mem	ibers at end of year who have compl	eted an exemption notice and do not therefore contrib	ute 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.

vame or poil	itical party in rela	ation to which	money was e	xpended	Total amour	nt spent during	the period £
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				226 ZB A	# 25 25 25 25 25		- 27 (3 () Z
							200 200 200 200 200 200 200 200 200 200
			28.00	Total			

Political fund account expenditure (b)

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

	Name of	political party to	which payn	nent was mad	le	Total amou	nt paid durin	g the period
							£	
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84					S ALEMAN CO			
		10 Miles						
			TO THE RESERVE	Control of the second				

Political fund account expenditure (c)

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.

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

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

Political fund account expenditure (d)

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.

Expenditure on the maintaince of any holder of political office							····	
Name o	f office holder						£	
							= 100 mg / 1	
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	arting and a second and a secon							
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			-3200					
			Section 1					
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<u></u>				<u> </u>	Total		JP 17 S. M. Afferdiel V. T.	

Political fund account expenditure (e)

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.

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	•			£	7111 1111111111111111111111111111111111
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4 12 · · · · · · · · · · · · · · · · · ·					9	
<u> </u>				Total		

Political fund account expenditure (f)

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

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

Name c	of organisation	or political part	у		£	
	- JHE					
	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1					
						1
		1 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2				
				124		
	And The State of t					
		A MARKET				
				 Total		The control of the second seco

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

Total expenditure Total expenditure Total expenditure Total expenditure £ the nat	ture of each ca int expended i	ause or campaigr in relation to each	for which mone	y was expended	, and the	£	
Total expenditure Total expenditure ### Total expenditure Total expenditure #### Total expenditure #### Total expenditure ##### Total expenditure	ai amol	int expended i	n relation to each	one			£
Total expenditure the name of each organisation to which money was paid (otherwise than for a ticular cause of campaign), and the total amount paid to each one £ Total expenditure							
Total expenditure the name of each organisation to which money was paid (otherwise than for a tricular cause of campaign), and the total amount paid to each one £ Total expenditure						- <u></u>	
Total expenditure the name of each organisation to which money was paid (otherwise than for a ticular cause of campaign), and the total amount paid to each one £ Total expenditure							
Total expenditure the name of each organisation to which money was paid (otherwise than for a ticular cause of campaign), and the total amount paid to each one £ Total expenditure						1 (4.64 k) 4 (4.65 k) 4 (4.65 k)	- 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1
Total expenditure the name of each organisation to which money was paid (otherwise than for a ticular cause of campaign), and the total amount paid to each one £ Total expenditure							
Total expenditure the name of each organisation to which money was paid (otherwise than for a ticular cause of campaign), and the total amount paid to each one £ Total expenditure							25 - 28 - 25 - 25 - 25 - 25 - 25 - 25 -
Total expenditure the name of each organisation to which money was paid (otherwise than for a ticular cause of campaign), and the total amount paid to each one £ Total expenditure							
Total expenditure the name of each organisation to which money was paid (otherwise than for a ticular cause of campaign), and the total amount paid to each one £ Total expenditure						100 C	
Total expenditure the name of each organisation to which money was paid (otherwise than for a ticular cause of campaign), and the total amount paid to each one £ Total expenditure					7 - 178 80 10 - 188		10 (10 miles)
Total expenditure the name of each organisation to which money was paid (otherwise than for a ticular cause of campaign), and the total amount paid to each one £ Total expenditure							
the name of each organisation to which money was paid (otherwise than for a ticular cause of campaign), and the total amount paid to each one £ Total expenditure							
the name of each organisation to which money was paid (otherwise than for a icular cause of campaign), and the total amount paid to each one £ Total expenditure							
Total expenditure					Tota	al expenditure	
Total expenditure							<u> </u>
Total expenditure	the nar	o of ooob ora	omination to out to				
Total expenditure	icular c	ause of camp	anisation to which	n money was paid al amount paid to	d (otherwise tha each one	n for a	£
Total expenditure		·	,,	and the part of the	odon one		
Total expenditure							- 2
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£					Tota	Lovnonditura	
he total amount of all other money expended					rota	rexperialiture	
	ne total	amount of all	other money expe	ended			£
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	<u> </u>						
					ıotal	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		
		1,487
Legal and Professional fees		
Occupancy costs		
Stationery, printing, postage, telephone, etc.		
Expenses of Executive Committee (Head Office)		
Expenses of conferences		
Other administrative expenses (specify)	 1842	to any or a single phase programmer to a con-
Bank charges		7
	900 - 100 출처로 1922년 - 100 123 개발 - 123 - 123 - 123 - 123 - 123 - 123 - 123 - 123 - 123 - 123 - 123 - 123 - 123 - 123 - 123 -	
	경기 :	
Other Outgoings		
Outgoings on land and buildings (specify)		
그는 불속하다 못못했다고 하지를 하는 말수셨다.	그리는 그림 살이 하는 그 이 이번 중에는 근육활동	
Other outgoings (specify)		
tretert		
im without in the Calabata and Associated As	Total	1,494
Charged to:	General Fund (Page 3)	1,494
. 0	content in a track and the ago of	
	•	
	Total	1,494

Analysis of officials' salaries and benefits

(see notes 36 to 46 below)

Office held	Gross Salary	Employers N.I. contributions	Benefits			Total
			Pension Contributions	Other Bene	efits	
	£	£		Description	Value	
	2	, ž	£		£	£
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	48 Ball 1					

Analysis of investment income

(see notes 47 and 48)

	Political Fund £	Other Fund(s) £
Rent from land and buildings		
Dividends (gross) from:		
Equities (e.g. shares)		
Interest (gross) from:		
Government securities (Gilts)		
Mortgages		
Local Authority Bonds		
Bank and Building Societies		37
Other investment income (specify)		
		37
	Total investment incom	ne 37
Credited to:		
	General Fund (Page 3	37
	Political Fun	d
	Total Investment Fund	s 37

Balance sheet as at

31 December 2019

(see notes 49 to 52)

revious Year	(See Hotes 49 (0 52)		
	Fixed Assets (at page 14)	£	£
	Investments (as per analysis on page 15)		
	Quoted (Market value £ () Unquoted		
	Total investment Other Assets	s	
	Loans to other trade unions		
	Sundry debtors	┥	
17,826	Cash at bank and in hand	7	19,2
	Income tax to be recovered	-	19,2
	Stocks of goods	1	
	Others (specify)	-	
		ā.	96.
	Total of other assets		19,2
		Total asset	s 19,2
16,393	General fund (page 3		17,7
	(poses)	7	17,7
		1	
		-	
		ł	
		1	
		-	
ľ		1	
	Political Fund Account		
		1	· 创业 4 (1) (1) (1) (2) (2) (2) (2) (2) (2) (2) (2) (2) (2
		1	
	Liabilities		
į,	Amount held on behalf of central trade union political fund		
£1,245	Accruals		
£188	Sundry creditors		1,28
			18
	보선맞춰를 하는 하루를 하는 사람들이 되었다.		
£1,433	가는 Haranger Haranger - 가는 하는 사람들은 사람들이 가는 사람들이 되는 사람들이 가는 사람들이 가는 사람들이 가는 사람들이 되는 것이다. 나를 하는 사람들이 다른 사람들이 되었다.		
		T-4-1 11 4	
		Total liabilities	
		Total liabilities Total assets	1,469 19,205

Fixed assets account

(see notes 53 to 57)

	Land and Freehold	Buildings Leasehold	Furniture and Equipment	Motor Vehicles	Not used for union business	Total
	£	£	£	£	£	£
Cost or Valuation						
At start of year						
Additions						
Disposals						
Revaluation/Transfers						
At end of year		Carre September 1		- (X-)		
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		(see notes 30 and		All Funds Except Political Funds £	Political Fund
	Equities (e.g. Shares)		<u> </u>		Σ
	Government Securities (Gilts)	45			
					, signand
	Other quoted securities (to be sp	pecified)	4 1 g 114 gs		
	Total quoted (as Balance Sheet) Market Value of Quoted Investm	ent			
Inquoted	Equities				
	Government Securities (Gilts)		. 2	the tell of war in	
	Mortgages			in the second	1448 J. (6) 1441 .
		San			
	Bank and Building Societies				- 6-11.5
	Other unquoted investments (to b	e specified)	vanda stands land		The state of the s
	Total unquoted (as Balance Shee Market Value of Unquoted Investr	t)			

Analysis of investment income (controlling interests)

(see notes 60 and 61)

a controlling	interest in	any limited	part of the u	mion, nave		Yes	No X	, i.e.
f YES name t	the relevant	companies:						
Company nan					Company in England	registration ned & Wales, sta	umber (if not ate where rec	registero
			-2 W 3 3 3 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1					
			SACE					
				42				
			200 (100 m) (1					
				CONTRACTOR OF THE PROPERTY OF	Transfer Committee Committ			
re the share	s which are	a controlled	Lby the unio					
gistered in NO, state the	the names of t	of the union he persons	I by the union's trustees'	?		Yes	No	
gistered in NO, state the	the names of the union are	of the union he persons	n's trustees' in whom the	?		Yesshareholders	No	
gistered in NO, state the ntrolled by th	the names of the union are	of the union he persons	n's trustees' in whom the	?		<u> 2553, 42</u>	No	
gistered in NO, state the ntrolled by th	the names of the union are	of the union he persons	n's trustees' in whom the	?		<u> 2553, 42</u>	No	
gistered in NO, state the ntrolled by th	the names of the union are	of the union he persons	n's trustees' in whom the	?	Names of	<u> 2553, 42</u>	No	
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gistered in NO, state the ntrolled by th	the names of the union are	of the union he persons	in whom the	?	Names of	<u> 2553, 42</u>	No	
egistered in NO, state the ontrolled by the	the names of the union are	he persons registered.	n's trustees' in whom the	shares	Names of	<u> 2553, 42</u>	No	
egistered in	the names of the union are	he persons registered.	in whom the	shares	Names of	<u> 2553, 42</u>	No	

Summary sheet (see notes 62 to 73)

	All funds except Political Funds	Political Funds £	Total Funds £
Income			
From Members			
From Investments	37		
Other Income (including increases by revaluation of assets)	7,800		7,800
Total Income	7,837		7,837
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	6,494		6,494
Funds at beginning of year			
Funds at end of year	16,393 17,736		
Funds at end of year (including reserves)			
(including reserves) Funds at end of year (including reserves) Assets			
Funds at end of year (including reserves)	17,736		16,393 17,736
Funds at end of year (including reserves)	17,736 Fixed Assets		
Funds at end of year (including reserves)	17,736 Fixed Assets Investment Assets	Total Assets	17,736
Funds at end of year (including reserves)	17,736 Fixed Assets Investment Assets	Total Assets Total Liabilities	17,736

Summary sheet

(see notes 62 to 73)

		<u> </u>	
	All funds except Political Funds £	Political Funds £	Total Funds £
Income			
From Members			
From Investments			
Other Income (including increases by revaluation of assets)			
Total Income			
Expenditure (including decreases by revaluation of assets)			
Total Expenditure			
Funds at beginning of year (including reserves) Funds at end of year (including reserves)			
Assets			
	Fixed Assets		
	Investment Assets		,
	Other Assets		
		Total Assets	
Liabilities		Total Liabilities	
Net Assets (Total Assets less Total Liab	ilities)		

Ballots & Industrial Action- If you have 6 or more entries for either of these, please complete the Excel Spreadsheet

Did the union hold any ballots in respect of industrial action during the return period? No If Yes How many ballots were held: For each ballot held please complete the information below: Ballot 1 Number of individual who were entitled to vote in the ballot
If Yes How many ballots were held: For each ballot held please complete the information below: Ballot 1
For each ballot held please complete the information below: Ballot 1
Bailot 1
Number of votes cast in the ballot
Number of Individuals answering "Yes" to the question
Number of individuals answering "No" to the question
Number of invalid or otherwise spoiled voting papers returned
1-3 should total "Number of votes cast"
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
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?
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
entitled to vote in the ballot
Ballot 2
Number of individual who were entitled to vote in the ballot
Number of votes cast in the ballot
Number of Individuals answering "Yes" to the question
Number of individuals answering "No" to the question
Number of invalid or otherwise spoiled voting papers returned
1-3 should total "Number of votes cast"
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
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?
f 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
Sallot 3
Number of individual who were entitled to vote in the ballot
Sumber of votes cast in the ballot
Number of Individuals answering "Yes" to the question
lumber of individuals answering "No" to the question
fumber of invalid or otherwise spoiled voting papers returned
1-3 should total "Number of votes cast"
Vere the number of votes cast in the ballot at least 50% of the number of individuals
ho were entitled to vote in the ballot
loes section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?
yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were
ntitled to vote in the ballot

Ballots & Industrial Action: If you have 6 or more entries for either of these, please complete the Excel Spreadsheet

Ballot 4	
Number of individual who were entitled to vote in the ballot	
Number of votes cast in the ballot	
Number of Individuals answering "Yes" to the question	1
Number of individuals answering "No" to the question	2
Number of invalid or otherwise spoiled voting papers returned	з
	1-3 should total "Number of votes cast"
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	
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 7	
If yes, were the number of individuals answering "Yes" to the question (or each individuals who were entitled to vote in the ballot	question) at least 40% of the number of
Ballot 5	
Number of individual who were entitled to vote in the ballot	
Number of votes cast in the ballot	
Number of Individuals answering "Yes" to the question	1
Number of individuals answering "No" to the question	2
Number of invalid or otherwise spoiled voting papers returned	3
	1-3 should total "Number of votes cast"
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	
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76	6-80)?
If yes, were the number of individuals answering "Yes" to the question (or each q individuals who were entitled to vote in the ballot	uestion) at least 40% of the number of
individuals with were entitled to vote in the ballot	[First Control of the control of th
	19 19 19 19 19 19 19 19 19 19 19 19 19 1
Ballot 6 Number of individual who were entitled to vote in the ballot	- I
Number of votes cast in the ballot	.
Number of Individuals answering "Yes" to the question	J 7.
Number of individuals answering "No" to the question]']_
Number of invalid or otherwise spoiled voting papers returned]
The state of the wat sponed voting papers returned	J°
	1-3 should total "Number of votes cast"
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	
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76	-80)?
lf yes, were the number of individuals answering "Yes" to the question (or each qu individuals who were entitled to vote in the ballot	uestion) at least 40% of the number of
- mis many strained to vote in the pallot	535 g 45 <u>—</u>
	The second of th

Ballots and Industrial Action: If you have 6 or more entries for either of these, please complete the Excel Spreadsheet

Ballots & Industrial Action: If you have 6 or more entries for either of these, please complete the Excel Spreadsheet

(see note 81)

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

*Categories of Nature of Trade Dispute

2. Dates of the industrial action taken:3. Number of days of industrial action:

4. Nature of industrial action.

	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 consulation, 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 consulation 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
	No
	If YES, for each industrial action taken please complete the information below:
	Industrial Action 1
	please tick the nature of the trade dispute for which industrial action was taken using the categories* below:
Α	
	2. Dates of the industrial action taken: to
	3. Number of days of industrial action:
	4. Nature of industrial action.
	Industrial Action 2
	1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:
Α	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.
	Industrial Action 3
Δ	1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

use a continuation page if necessary

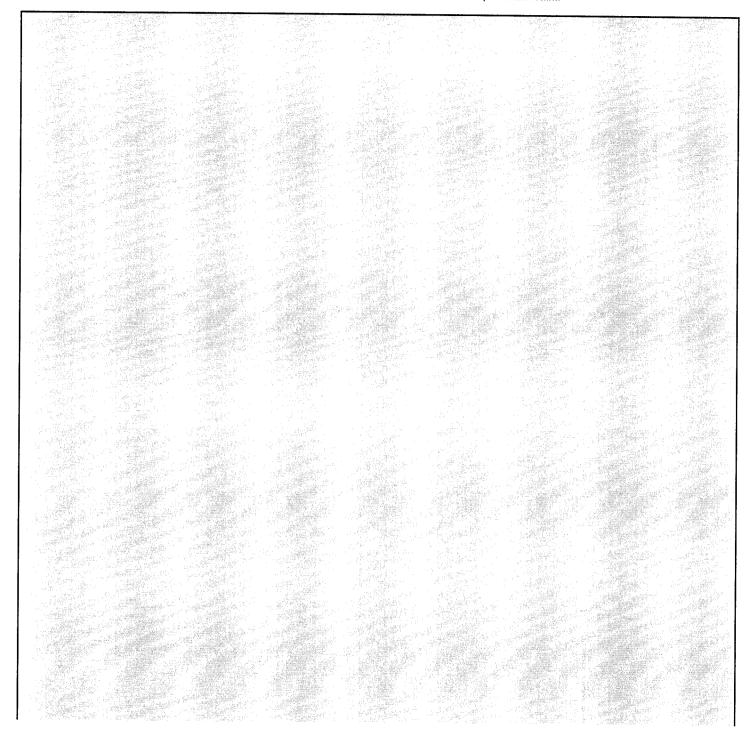
Industrial Action 4	
1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below	
A	
2. Dates of the industrial action taken:	1
3. Number of days of industrial action:	I
4. Nature of industrial action.	
Industrial Action 5	
1. please tick the nature 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:	
Number of days of industrial action:	
4. Nature of industrial action.	
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	
Dates of the industrial action taken: Number of days of industrial action	
3. Number of days of industrial action: 4. Nature of industrial action.	
Industrial Action 7	
1 place tick the pature of the trade diamete for which industrial and	
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: to	
3. Number of days of industrial action:	
4. Nature of industrial action.	
Industrial Action 8	
1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:	
A	
2. Dates of the industrial action taken:	
3. Number of days of industrial action:	
4. Nature of industrial action.	

Ballots & Industrial Action- If you have 6 or more entries for either of these, please complete the Excel Spreadsheet

Notes to the accounts

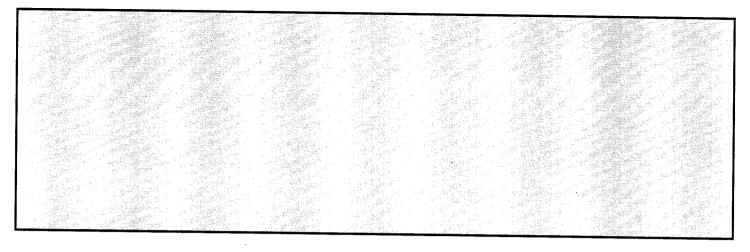
(see notes 82 and 83)

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



Accounting policies

(see notes 84 and 85)



Signatures to the annual return

(see notes 86 & 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:	beaut B. Robah	Chairman's Signature:	TANK TERROR TO THE CONTROL OF THE PROPERTY OF
Name:	ACRAINT BONNEL ROBERTS	Name:	(or other official whose position should be stated)
Date:	10. 8. 2020	Date:	Course

Checklist

(see notes 88 to 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 2 and Note 12)	Yes	/	No	
Has the return been signed? (see Pages 23 and 25 and Notes 86 and 95)	Yes	/	No	
Has the audtor's report been completed? (see Pages 20 and 21 and Notes 2 and 77)	Yes	/	No	
Is a rule book enclosed? (see Notes 8 and 88)	Yes	/	No	
A member statement is: (see Note 80)	Enclosed		To follow	
Has the summary sheet been completed? (see Page 17 and Notes 7 and 62)	Yes	/	To follow	
Has the membership audit certificate been completed? (see Page i to iii and Notes 97 and 103)	Yes	/	No	

Checklist for auditor's report

(see notes 90 and 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 related? (See section 36(1) and (2) of the 1992 Act and notes 92 and 93)

Please explain in your report overleaf or attached.

Mrs, see attached Additors' hoport.

- 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

Yes, See offerhal Auditors' Report.

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.

North of England Zoological Society Staff Association

Independent auditors' report to the members of North of England Zoological Society Staff Association

Opinion

We have audited the accounts of North of England Zoological Society Staff Association for the year ended 31 December 2019 which comprise the income and expenditure account and the balance sheet. These accounts have been prepared under the historical cost convention and in accordance with the accruals concept.

In our opinion the accounts:

- give a true and fair view of the state of the Association's affairs as at 31 December 2019 and of its surplus for the year then ended; and
- have been prepared in accordance with the requirements of sections 28, 32 and 36 of the Trade Union and Labour Relations (Consolidation) Act 1992.

Basis for opinion

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

Conclusions relating to going concern

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

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

Other information

The officers are responsible for the other information. The other information comprises the information other than the accounts and our Report of the Auditors thereon.

Our opinion on the accounts 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 accounts, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the accounts 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 accounts or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

North of England Zoological Society Staff Association

Independent auditors' report to the members of North of England Zoological Society Staff Association (continued)

Opinion on other matters prescribed by the Trade Union and Labour Relations (Consolidation) Act 1992

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

- the Association has not kept proper accounting records in accordance with the requirements of section 28; or
- the Association has not maintained a satisfactory system of control over its transactions in accordance with the requirements of section 28; or
- the accounts to which the report relates do not agree with the accounting records.

Responsibilities of officers

The officers of the Association are responsible for the preparation of the accounts and for being satisfied that they give a true and fair view, and for such internal control as the officers determine necessary to enable the preparation of accounts that are free from material misstatement, whether due to fraud or error.

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

Auditors' responsibilities for the audit of the accounts

Our objectives are to obtain reasonable assurance about whether the accounts as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Auditors 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 accounts.

A further description of our responsibilities for the audit of the accounts is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Auditors.

Use of our report

This report is made solely to the Association's members, as a body, in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the Association's members those matters we are required to state to them in an auditors' 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 Association and the Association's members as a body, for our audit work, for this report, or for the opinions we have formed.

11 Short chis

Robert Ellis FCA (Senior Statutory Auditor)

For and on behalf of

Ellis & Co (Accountants & Business Advisors) Limited

Chartered Accountants and

Statutory Auditors

Date: 11.8. 20

114 - 120 Northgate Street

Chester

CH1 2HT

Auditor's report (continued)

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	하는 뭐 됐다. 하는 그 이 얼룩 뭐 했다.				
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			A 544 F134 F17		
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Name(s): Profession(s) or Calling(s): Address(es):	CHARLES ROBERT CHARLES ROBERT FCA: CHIT VIO. INFLIZO WORTH STAGET CHESTER	347E			
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Name(s): Profession(s) or Calling(s): Address(es): Postcode	CHARLES ROBERT CHARLES ROBERT FCA: CHISTOS INGLIZO WORTH STUBET CHESTER CHI ZHT	no second			
Name(s): Profession(s) or Calling(s): Address(es): Postcode Date	CHARLES LOBERT CHARTSRED ACCO FCA: CHILI VIO. ILYLIZO NORTH STAFFT CHESTER CHILLAT	no second			
Name(s): Profession(s) or Calling(s): Address(es): Postcode Date	CHARLES LOBERT CHARTSRED ACCO FCA: CHILI VIO. ILYLIZO NORTH STAFFT CHESTER CHILLAT	no second			
Name(s): Profession(s) or Calling(s): Address(es): Postcode Date	CHARLES ROBERT CHARLES ROBERT FCA: Ellis VIO. ILYLIZO WORTH STUET CHESTER CHI DAT 11. 8 Zo Lobert ELLIS	Sane E			
Name(s): Profession(s) or Calling(s): Address(es): Postcode	CHARLES LOBERT CHARTSRED ACCO FCA: CHILI VIO. ILYLIZO NORTH STAFFT CHESTER CHILLAT	Sane E			

N.B. When notes to the account 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 reportign period proceding the one to which this audit relates was the total membership of the trade union greater than 10,000?



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

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 inforamation 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
- 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)

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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 it members and secured, so far asis reasonably practicable, that the entries in the register are accurate and up-to-date?



If "No" Please explain below:

Signature	Asbert Elli.
Name	CHARLES ROSEN ELLIS
Office held	Scariosary Auditar
Date	u. 8. 20.