

Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	General Federation of Trade Unions		
Year ended:	31 December 2019		
List no:	336T/1/76		
Head or Main Office address:	84 Wood Lane		
	Quorn		
	Loughborough		
	Leicestershire		
Postcode	LE12 8DB		
Website address (if available)	www.gftu.org.uk		
Has the address changed during the year to which the return relates?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	('X' in appropriate box)
General Secretary:	Doug Nicholls		
Telephone Number:	01509 410855		
Contact name for queries regarding the completion of this return	David Goodwin		
Telephone Number:	0116 2551880		
E-mail:	david@sturgesshutchinson.co.uk		

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

You should send the annual return to the following email address stating the name of the union in subject:

For Unions based in England and Wales: returns@certoffice.org

For Unions based in Scotland: ymw@tcyoung.co.uk

Contents

Trade Union's details.....	1
Return of members.....	2
Change of officers.....	2
Officers in post.....	2a
General fund.....	3
Analysis of income from federation and other bodies and other income.....	4
Analysis of benefit expenditure shown at general fund.....	5
Accounts other than the revenue account/general fund.....	6-8a
Political fund account.....	9-9vii
Analysis of administrative expenses	10
Analysis of officials' salaries and benefits.....	11
Analysis of investment income.....	12
Balance sheet as at.....	13
Fixed assets account.....	14
Analysis of investments.....	15
Analysis of investment income (controlling interests).....	16
Summary Sheet.....	17
Summary sheet (Only for Incorporated Bodies).....	17a
Information on Industrial action ballots.....	18-19
Information on Industrial action.....	20-21
Notes to the accounts.....	22
Accounting policies.....	23
Signatures to the annual return.....	23
Checklist.....	23
Checklist for auditor's report.....	24
Auditor's report (continued).....	25
Membership audit certificate.....	i-iii
Guidance on completion.....	26

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					
Female					
Other	26				26
Total	26				A 26

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

26

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

State whether the union is:

a. A branch of another trade union?

Yes

No

If yes, state the name of that other union:

b. A federation of trade unions?

Yes

No

If yes, state the number of affiliated unions:

26

and names:

Aegis, Artists Union England, Association of Educational Psychologists, Bakers Food and Allied Workers Union, Community, Coordinating Committee of International Staff Unions and

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.

Name of Officer	Position held
O Williams	President
R Draper	Executive Committee Member
S Woolley	Executive Committee Member
R Rickhuss	Executive Committee Member
I Lawrence	Executive Committee Member
A Pratten	Executive Committee Member
M Cortes	Executive Committee Member
G Elliot	Executive Committee Member
B Linn	Executive Committee Member
J McGowan	Executive Committee Member
W Cummings	Executive Committee Member
Z Holbourne	Executive Committee Member
S Gillan	Executive Committee Member
S McGurk	Executive Committee Member
P Day	Executive Committee Member
D Lawson	Executive Committee Member
C Kirkham	Executive Committee Member
K Johnson	Executive Committee Member
C Jones	Executive Committee Member
P Donaldson	Executive Committee Member
T Howard	Executive Committee Member
J Georgiou	Executive Committee Member
D Pickles	Executive Committee Member
J Lyons	Executive Committee Member
C Jones	Executive Committee Member
S Birtles	Executive Committee Member

Analysis of income from federation and other bodies and other income

(see notes 19 and 20)

Description	£
Federation and other bodies	
Total federation and other bodies	
Any Other Sources	
Other operating income	187,547
Total other sources	187,547
Total of all other income	187,547

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

			£
Representation – Employment Related Issues		brought forward	
		Advisory Services	
Representation – Non Employment Related Issues		Other Cash Payments	
		Education and Training services	
Communications			
		Negotiated Discount Services	
Dispute Benefits			
		Other Benefits and Grants (specify)	
carried forward		Total (should agree with figure in General Fund)	

(See notes 21 and 23)

Fund 8		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
	Interfund Transfers IN		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Interfund Transfers OUT		
	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 9		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
	Interfund Transfers IN		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Interfund Transfers OUT		
	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 <u>Balance Sheet</u>)
	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 contribute to the political fund

Political fund account 2 To be completed by trade unions which act as components of a central trade union

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 year	
		Amount remitted to central political	
		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	

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	161,473
Salaries and Wages included in above	151,732
Auditors' fees	4,324
Legal and Professional fees	29,750
Occupancy costs	5,244
Stationery, printing, postage, telephone, etc.	4,774
Expenses of Executive Committee (Head Office)	29,599
Expenses of conferences	54,697
Other administrative expenses (specify)	
Pension scheme recharge to GFTUET	26,137
Bank charges	760
Insurance	5,963
ICT and software	5,423
Telephone	599
Sundries	5,077
Donations	1,055
Other Outgoings	
Depreciation	11,455
Investment management fees	17,493
Gift aid donation	400,000
Outgoings on land and buildings (specify)	
Other outgoings (specify)	
tretert	
Total	763,823
Charged to: General Fund (Page 3)	763,823
Total	763,823

Analysis of investment income

(see notes 47 and 48)

	Political Fund £		Other Fund(s) £
Rent from land and buildings			
Dividends (gross) from:			73,439
Equities (e.g. shares)			
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			
Other investment income (specify)			
Gain on disposal of investments			309,926
Exchange rate movement on investments			80
			383,445
		Total investment income	383,445
		Credited to:	
		General Fund (Page 3)	383,445
		Political Fund	
		Total Investment Funds	383,445

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			35,407			35,407
Additions						
Disposals						
Revaluation/Transfers						
At end of year			35,407			35,407
Accumulated Depreciation						
At start of year			20,682			20,682
Charges for year			11,455			11,455
Disposals						
Revaluation/Transfers						
At end of year			32,137			32,137
Net book value at end of year						
Net book value at end of year			3,270			3,270
Net book value at end of previous 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)		
Shares	156,417	
Managed investments	955,860	
Government Securities (Gilts)		
Other quoted securities (to be specified)		
Total quoted (as Balance Sheet) Market Value of Quoted Investment	1,112,277	
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		

Summary sheet

(see notes 62 to 73)

	All funds except Political Funds	Political Funds £	Total Funds £
Income			
From Members	178,608		178,608
From Investments	383,445		383,445
Other Income (including increases by revaluation of assets)	187,547		187,547
Total Income	749,600		749,600
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	1,134,634		1,134,634
Funds at beginning of year (including reserves)	6,853,463		6,853,463
Funds at end of year (including reserves)	6,468,429		6,468,429
Assets			
Fixed Assets			3,270
Investment Assets			1,112,277
Other Assets			6,473,245
		Total Assets	7,588,792
Liabilities		Total Liabilities	1,120,363
Net Assets (Total Assets less Total Liabilities)			6,468,429

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

(see notes 74 to 80)

Did the union hold any ballots in respect of industrial action during the return period?	No
If Yes How many ballots were held: <input style="width: 50px;" type="text"/>	
For each ballot held please complete the information below:	
Ballot 1	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
Number of votes cast in the ballot	<input style="width: 80px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px;" type="text"/> ¹
Number of individuals answering "No" to the question	<input style="width: 80px;" type="text"/> ²
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px;" type="text"/> 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	<input style="width: 60px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 60px;" type="text"/>
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	<input style="width: 60px;" type="text"/>
Ballot 2	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
Number of votes cast in the ballot	<input style="width: 80px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px;" type="text"/> ¹
Number of individuals answering "No" to the question	<input style="width: 80px;" type="text"/> ²
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px;" type="text"/> 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	<input style="width: 60px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 60px;" type="text"/>
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	<input style="width: 60px;" type="text"/>
Ballot 3	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
Number of votes cast in the ballot	<input style="width: 80px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px;" type="text"/> ¹
Number of individuals answering "No" to the question	<input style="width: 80px;" type="text"/> ²
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px;" type="text"/> 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	<input style="width: 60px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 60px;" type="text"/>
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	<input style="width: 60px;" type="text"/>

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 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 76-80)?

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

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 76-80)?

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

Ballot 6

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 76-80)?

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

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

(see note 81)

***Categories of Nature of Trade Dispute**

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

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: 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:

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 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: to

3. Number of days of industrial action:

4. Nature of industrial action.

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: to

3. Number of days of industrial action:

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: to

3. 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

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 7

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

A B C D E F G

2. Dates of the industrial action taken: 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 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.

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

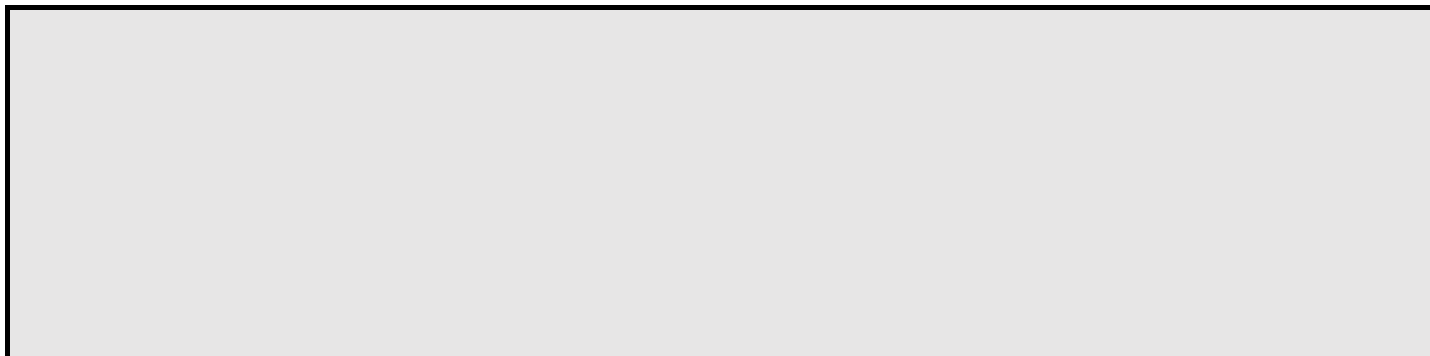
Notes to the accounts

(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 copy and paste your electronic signature here

Secretary's Signature:			Chairman's Signature:	
				(or other official whose position should be stated)
Name:	D Nicholls		Name:	O Williams
Date:	26 August 2020		Date:	26 August 2020

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	<input checked="" type="checkbox"/>	No	
Has the list of officers in post been completed? (see Page 2 and Note 12)	Yes	<input checked="" type="checkbox"/>	No	
Has the return been signed? (see Pages 23 and 25 and Notes 86 and 95)	Yes	<input checked="" type="checkbox"/>	No	
Has the auditor's report been completed? (see Pages 20 and 21 and Notes 2 and 77)	Yes	<input checked="" type="checkbox"/>	No	
Is a rule book enclosed? (see Notes 8 and 88)	Yes	<input checked="" type="checkbox"/>	No	
A member statement is: (see Note 80)	Enclosed		To follow	<input checked="" type="checkbox"/>
Has the summary sheet been completed? (see Page 17 and Notes 7 and 62)	Yes	<input checked="" type="checkbox"/>	To follow	
Has the membership audit certificate been completed? (see Page i to iii and Notes 97 and 103)	Yes	<input checked="" type="checkbox"/>	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.

2. Are the auditors or auditor of the opinion that the union has complied with section 28 of the 1992 Act and has:

- a. kept proper accounting records with respect to its transactions and its assets and liabilities; and
- b. established and maintained a satisfactory system of control of its accounting records, its cash holding and all its receipts and remittances. (See section 36(4) of the 1992 Act set out in note 92)

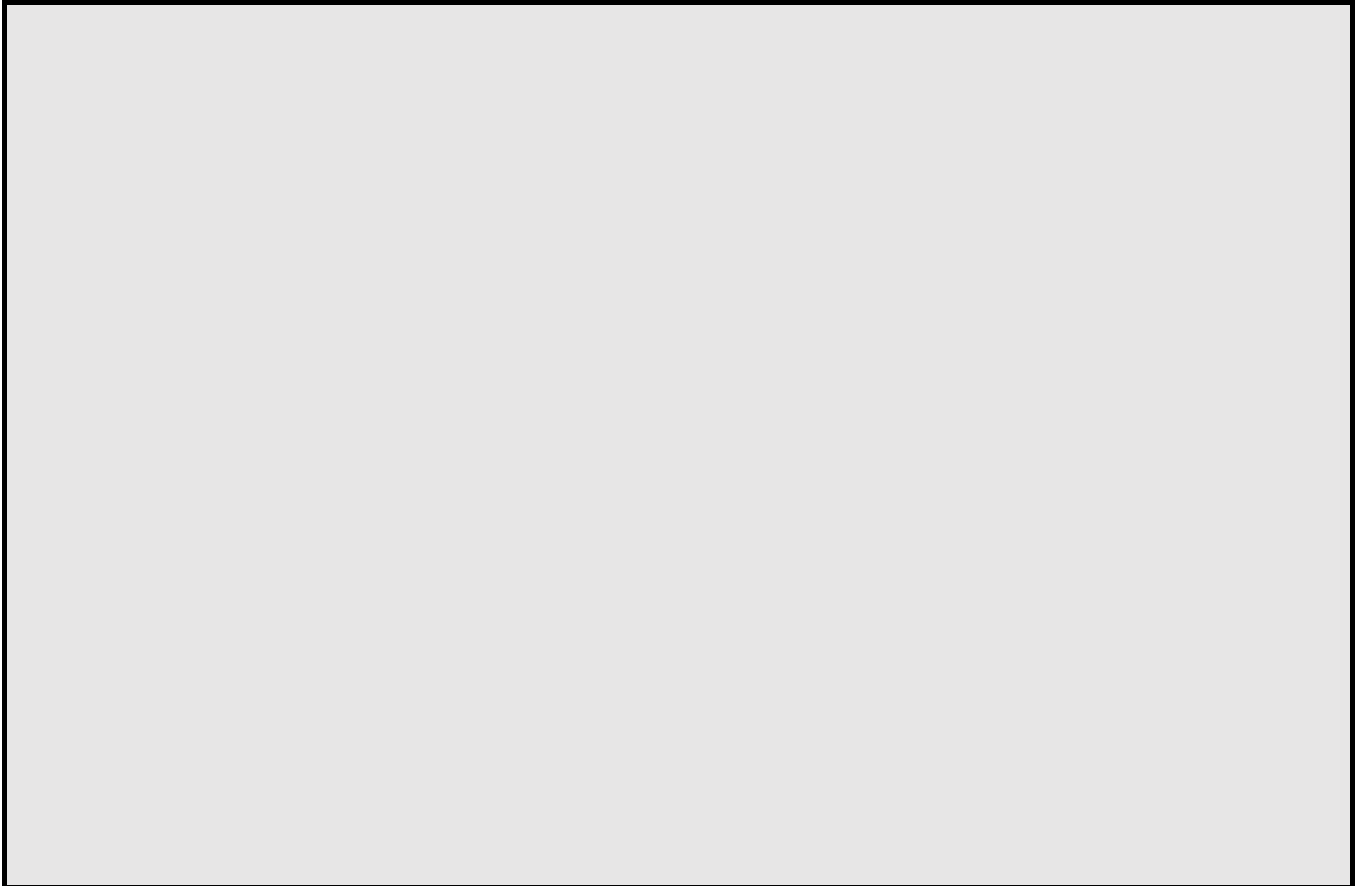
Please explain in your report overleaf or attached

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

In our opinion the financial statements:

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

Auditor's report (continued)



Signature(s) of auditor or auditors:

Name(s):

Sturgess Hutchinson (Leicester)
Limited

Profession(s) or Calling(s):

Chartered Certified Accountants and
Statutory Auditors

Address(es):

21 New Walk

Leicester

Postcode

LE1 6TE

Date

26/08/2020

Contact name for inquiries and
telephone number:

0116 2551880

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?

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 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
- (c) state whether the assurer required that information or those explanations from the union's officers, or officers of any of its branches or sections under section 24ZE of the 1992 Act
- (d) send a copy of this certificate to the Certification Officer as soon as is reasonably practicable after it is provided to the union.

Membership audit certificate (continued)

Signature of assurer	
Name	
Address	
Date	
Contact name and telephone number	

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

If "No" Please explain below:

[Large greyed-out area for explanation]

Signature 

Name Sturgess Hutchinson (Leicester) Limited

Office held Auditor

Date 26/08/2020

General Federation of Trade Unions

Report and Accounts

31 December 2019

**General Federation of Trade Unions
Report and accounts
Contents**

	Page
Federation information	1
Executive Committee report	2 - 3
Independent auditor's report	4 - 5
Income and Expenditure account	6
Statement of comprehensive income	7
Balance sheet	8
Notes to the accounts	9 - 16

General Federation of Trade Unions Information

Executive Committee

O Williams
R Draper
S Woolley
R Rickhuss
I Lawrence
A Pratten
M Cortes
G Elliot
B Linn
J McGowan
W Cummings
Z Holbourne
S Gillan
S McGurk
P Day
D Lawson
C Kirkham
K Johnson
C Jones
P Donaldson
T Howard
J Georgiou
D Pickles
J Lyons
C Jones
S Birtles

General Secretary

D Nicholls

Auditors

Sturgess Hutchinson (Leicester) Limited
21 New Walk
Leicester
LE1 6TE

Bankers

Unity Trust Bank plc
Nine Brindley Place
Oozells Square
Birmingham
B1 2HB

Main Office

86 Wood Lane
Quorn
Leicestershire
LE12 8DB

General Federation of Trade Unions

Executive Committee Report

The executive committee present their annual report on the affairs of the Federation, on behalf of the Governing Body, together with the accounts and auditors' report for the year ended 31 December 2019.

Principal activities

The Federation was founded in 1899 to provide services to members of affiliated trade unions.

The results for the year are set out in the Income and Expenditure Account on page 5, which the Members of the Executive Committee consider to be acceptable. As at 31 December 2019 the Federation had a net asset position of £6,468,429 (2018 - £6,853,463) which is shown on the balance sheet on page 8.

Executive Committee

The governing body of the Federation is the Biennial General Council Meeting of delegates from affiliated unions.

The governing body of the Federation delegates the management of its affairs to an Executive Committee.

The Executive Committee is elected at the Biennial General Council Meeting and serves for a period of two years. On becoming affiliated a union is entitled to appoint a member to the Executive Committee. In 2019 the following served on the Executive Committee:-

O Williams
R Draper
S Woolley
R Rickhuss
I Lawrence
A Pratten
M Cortes
G Elliot
B Linn
J McGowan
W Cummings
Z Holbourne
S Gillan
S McGurk
P Day
D Lawson
C Kirkham
K Johnson
C Jones
P Donaldson
T Howard
J Georgiou
D Pickles
J Lyons
C Jones
S Birtles

General Federation of Trade Unions

Executive Committee Report

Investment management

The Federation holds investments in quoted and unquoted companies as detailed in note 8 to the financial statements. The main investment funds are held by City Asset Management and Brooks Macdonald to whom the Executive Committee has delegated investment decision making. The performance of the managed investment fund is set out in note 9. Investment options are reviewed regularly by the Executive Committee.

Risk management

In January 2012 the Executive Committee created a Finance and General Purposes Committee which conducted a thorough review of all financial aspects and risks facing the Federation. This Committee continually monitors risks and seeks to mitigate them as well as plan and monitor budgets.

Statement of Executive Committees responsibilities

The Executive Committee, on behalf of the Governing Body, are required under legislation relating to trade unions and employers' associations to prepare accounts for each financial year which give a true and fair view of the state of affairs of the Federation and of the transactions of the Federation for that period.

In preparing these accounts we are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the Federation will continue in business.

Executive Committee are also responsible for:

- keeping proper accounting records;
- safeguarding the Federation's assets;
- taking reasonable steps for the prevention and detection of fraud;
- establishing and maintaining a satisfactory system of control of its accounting records, its cash holdings and all its receipts and remittances

Disclosure of information to auditors

Each person who was a member of the Executive Committee at the time this report was approved confirms that:

- so far as they are aware, there is no relevant audit information of which the Federation's auditor is unaware; and
- They have taken all the steps that they ought to have taken as the Executive Committee in order to make themselves aware of any relevant audit information and to establish that the Federation's auditors are aware of that information.

Further information

Any further information regarding the Federation can be obtained from the Federation's main office, which is detailed on the information page, or on the Federation's website: www.gftu.org.uk

This report was approved by the Executive Committee on 26 August 2020 and signed on its behalf.

O Williams
President

General Federation of Trade Unions
Independent auditor's report
to the members of General Federation of Trade Unions

Opinion

We have audited the accounts of General Federation of Trade Unions for the year ended 31 December 2019 which comprise the Income and Expenditure Account, the Statement of Comprehensive Income, the Balance Sheet and notes to the accounts, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the Federation'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 Federation'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 Federation and the Federation's members as a body, for our audit work, for this report, or for the opinions we have formed.

In our opinion the accounts:

- give a true and fair view of the state of the Federation's affairs as at 31 December 2019 and of its deficit for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Trade Union and Labour Relations (Consolidation) Act 1992.

Basis of opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the accounts section of our report. We are independent of the Federation 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 the provisions available for small entities, in the circumstances set out below, 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.

In accordance with the exemption provided by FRC's Ethical Standard - Provisions Available for Audits of Small Entities, we have prepared and submitted the Federation's returns to the tax authorities and assisted with the preparation of the accounts.

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 federation's use of the going concern basis of accounting in the preparation of the accounts is not appropriate; or
- the federation has not disclosed in the accounts any identified material uncertainties that may cast significant doubt about the company'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 other information comprises the information included in the report and accounts, other than the accounts and our auditor's report thereon. The members of the executive committee are responsible for the other information. 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.

General Federation of Trade Unions
Independent auditor's report
to the members of General Federation of Trade Unions

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

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the executive committee report for the financial year for which the accounts are prepared is consistent with the accounts; and

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Federation and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the accounts are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or

Responsibilities of Executive Committee

As explained more fully in the executive committee responsibilities statement, the executive committee 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 Executive Committee determines is necessary to enable the preparation of accounts that are free from material misstatement, whether due to fraud or error.

In preparing the accounts, the executive committee are responsible for assessing the Federation'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 executive committee either intends to liquidate the Federation or to cease operations, or have no realistic alternative but to do so.

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

Mr David Goodwin
(Senior Statutory Auditor)
for and on behalf of
Sturgess Hutchinson (Leicester) Limited
Accountants and Statutory Auditors
26 August 2020

21 New Walk
Leicester
LE1 6TE

**General Federation of Trade Unions
Income and Expenditure Account
for the year ended 31 December 2019**

	2019	2018
	£	£
Income		
Contributions	178,608	195,434
Income from investments	383,445	473,914
Other operating income	187,547	126,664
Expenditure		
Investment management costs	(17,493)	(46,881)
Administrative expenses	(346,330)	(254,226)
Pension - Current service costs	(24,000)	(98,000)
Pension - Other finance costs	(23,000)	(20,000)
Operating surplus	<u>338,777</u>	<u>376,905</u>
Revaluation of investments and managed funds	(76,811)	(557,481)
Surplus/(deficit) before taxation	<u>261,966</u>	<u>(180,576)</u>
Gift aid donated	(400,000)	(425,000)
Deficit for the financial year	<u>(138,034)</u>	<u>(605,576)</u>

**General Federation of Trade Unions
Statement of comprehensive income
for the year ended 31 December 2019**

		2019	2018
		£	£
Deficit for the financial year		(138,034)	(605,576)
Other comprehensive income			
Pension scheme:			
Effect of changes in assumptions	14	(463,000)	363,000
Effect of experience adjustments	14	(211,000)	-
Return on plan assets	14	427,000	(366,000)
Total comprehensive income for the year		<u>(385,034)</u>	<u>(608,576)</u>

General Federation of Trade Unions

Balance Sheet as at 31 December 2019

	Notes	2019 £	2018 £
Fixed assets			
Tangible assets	7	3,270	14,725
Investments	8	156,417	121,317
Managed investments		955,860	2,856,193
		<u>1,115,547</u>	<u>2,992,235</u>
Current assets			
Debtors	10	6,451,591	3,886,828
Cash at bank and in hand		21,654	904,983
		<u>6,473,245</u>	<u>4,791,811</u>
Creditors: amounts falling due within one year	11	(86,363)	(102,583)
Net current assets		<u>6,386,882</u>	<u>4,689,228</u>
Total assets less current liabilities		<u>7,502,429</u>	<u>7,681,463</u>
Pension liability		(1,034,000)	(828,000)
Net assets		<u>6,468,429</u>	<u>6,853,463</u>
Reserves			
General fund		6,468,429	6,853,463
		<u>6,468,429</u>	<u>6,853,463</u>

O Williams
President
Approved by the Executive Committee on 26 August 2020

**General Federation of Trade Unions
Notes to the Accounts
for the year ended 31 December 2019**

1 Accounting policies

Basis of preparation

The accounts have been prepared under the historical cost convention and in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland (as applied to small entities by section 1A of the standard).

Tangible fixed assets

Tangible fixed assets are measured at cost less accumulative depreciation and any accumulative impairment losses. Depreciation is provided on all tangible fixed assets, other than freehold land, at rates calculated to write off the cost, less estimated residual value, of each asset evenly over its expected useful life, as follows:

Motor vehicles	25% reducing balance
Fixtures, fittings and equipment	33% straight line

Investments

Investments are recognised initially at fair value which is normally the transaction price excluding transaction costs. Subsequently, they are measured at fair value through profit or loss if the shares are publicly traded or their fair value can otherwise be measured reliably. Other investments are measured at cost less impairment.

Investment income is accounted for on a receivable basis advised where necessary by the fund managers.

Taxation

Corporation tax is liable on investment income only. It is measured at the amount expected to be paid or recovered using the tax rates and laws that have been enacted or substantively enacted by the balance sheet date.

2 Audit information

The audit report is unqualified.

Senior statutory auditor:	Mr David Goodwin
Firm:	Sturgess Hutchinson (Leicester) Limited
Date of audit report:	26 August 2020

3 Investment income

	2019	2018
	£	£
Dividends received	73,439	105,550
(Loss)/gain on disposal of investments	309,926	367,935
Exchange rate movements on investments	80	429
	<u>383,445</u>	<u>473,914</u>

**General Federation of Trade Unions
Notes to the Accounts
for the year ended 31 December 2019**

4 Investment management costs	2019	2018
	£	£
Investment management fees	17,909	46,881
Interest payable	(416)	-
	<u>17,493</u>	<u>46,881</u>

5 Administrative expenses	2019	2018
	£	£
Employment costs	151,732	153,793
Redundancy costs	-	-
Pension scheme costs	13,278	16,112
Pension scheme recharged to GFTUET	26,137	4,414
Executive committee costs	29,599	18,748
Staff expenses, training and welfare	9,741	4,769
Conference expenses	54,697	10,929
Occupancy costs	5,244	2,827
Relocation costs	-	-
Telephone	599	-
Printing, postage, stationery and publications	4,187	2,408
Bank charges	760	1,213
Insurance	5,963	564
ICT and Software	5,423	6,912
Repairs and maintenance	-	-
Depreciation	11,455	4,676
Loss on disposal of fixed assets	-	-
Sundries	5,077	9,827
Donations	1,055	1,500
Audit fees	4,324	4,402
Bookkeeping and payroll	-	-
Advertising and PR	9,944	5,354
Legal and professional	6,528	4,794
	<u>345,743</u>	<u>253,242</u>

6 Gift Aid

The General Federation of Trade Unions Educational Trust ("GFTU Educational Trust") was established by the General Federation of Trade Unions, which continues to support it financially by way of Gift Aid donations. The total donated during the year was as follows:

	2019	2018
	£	£
General Federation of Trade Unions Educational Trust	400,000	425,000
	<u>400,000</u>	<u>425,000</u>

**General Federation of Trade Unions
Notes to the Accounts
for the year ended 31 December 2019**

7 Tangible fixed assets

	Fixtures, fittings & equipment £
Cost	
At 1 January 2019	35,407
At 31 December 2019	<u>35,407</u>
Depreciation	
At 1 January 2019	20,682
Charge for the year	11,455
At 31 December 2019	<u>32,137</u>
Net book value	
At 31 December 2019	<u>3,270</u>
At 31 December 2018	<u>14,725</u>

8 Investments

	Unlisted investments £	Listed investments £	Total £
Cost			
At 1 January 2019	-	121,317	121,317
Revaluation	-	35,100	35,100
At 31 December 2019	<u>-</u>	<u>156,417</u>	<u>156,417</u>

General Federation of Trade Unions
Notes to the Accounts
for the year ended 31 December 2019

9 Managed investments

	Total
	£
Market value as at 1 January 2019 (excluding cash balance)	2,516,139
Book cost of acquisitions	339,470
Proceeds of disposals	(2,416,438)
Corporate action	(25,225)
	<u>413,946</u>
Realised losses on disposal of investments	309,926
Unrealised increase in market value	(86,684)
	<u>637,188</u>
Cash balance as at 1 January 2019	340,054
Book cost of acquisitions	(339,470)
Proceeds of disposals	2,416,438
Dividend income on investments received	43,840
Corporate actions	25,225
Disinvestment of funds	(2,150,000)
Management fees paid	(17,909)
Interest and charges paid	416
Foreign exchange gains	80
	<u>318,674</u>
Cash balance as at 31 December 2019	<u>318,674</u>
Managed investments as at 31 December 2018	<u>2,856,193</u>
Managed investments as at 31 December 2019	<u>955,860</u>

Analysis of investments at market value	2019	2018
	£	£
Bonds	118,205	378,119
Property	43,336	127,247
Equities	364,023	1,540,505
Cash deposits	318,672	340,054
Alternative assets	111,622	470,268
	<u>955,858</u>	<u>2,856,193</u>

Analysis of book cost	£
Book cost as at 1 January 2019	2,335,082
Book cost of acquisitions	339,470
Book cost of disposals	(2,047,321)
	<u>627,231</u>

**General Federation of Trade Unions
Notes to the Accounts
for the year ended 31 December 2019**

10 Debtors	2019	2018
	£	£
Trade debtors	148,987	13,441
Other debtors	8,669	96,860
Due from GFTUET Trading Company	56,747	204,338
Due from GFTU Educational Trust	6,237,188	3,572,189
	<u>6,451,591</u>	<u>3,886,828</u>
Amounts due after more than one year included above	<u>6,237,188</u>	<u>3,572,189</u>

11 Creditors: amounts falling due within one year	2019	2018
	£	£
Trade creditors	32,943	12,114
Taxation and social security costs	4,599	6,693
Due to GFTU Pension Scheme	33,981	73,231
Other creditors	14,840	10,545
	<u>86,363</u>	<u>102,583</u>

12 General Fund	2019	2018
	£	£
At 1 January 2019 as previously stated	6,853,463	7,462,039
Deficit for the year	(138,034)	(605,576)
Pension scheme assumptions and Experience	(247,000)	(3,000)
	<u>6,468,429</u>	<u>6,853,463</u>

General Federation of Trade Unions
Notes to the Accounts
for the year ended 31 December 2019

13 Employment costs

Staff have joint contracts of employment with the Federation and the GFTU Educational Trust. The staff costs are administered by the Federation and a recharge is made to the Trust based on the time spent on the Trusts' activities.

	2019	2018
Average number of employees	<u>8</u>	<u>11</u>
	2019	2018
	£	£
Gross, including employer's NI, pension contribution, childcare vouchers	369,767	337,824
Redundancy costs accrued	-	-
Recharged to Educational Trust	(165,424)	(154,125)
Recharged to TSSA, NAPO & POA	(52,612)	(29,906)
	<u>151,731</u>	<u>153,793</u>

Pensions

The proportion of pension scheme contributions recharged to the GFTU Educational Trust is reflected within note 5 to the accounts and the recharge for the year is as follows:

	£	£
Administrative expenses - Pension scheme contributions recharged	<u>26,137</u>	<u>4,414</u>
	Actual	Actual
	2019	2018
	£ 000	£ 000
Interest income	189	182
Interest expense	(212)	(202)
Other finance costs	<u>(23)</u>	<u>(20)</u>
	Actual	Actual
	2019	2018
	£ 000	£ 000
Current service costs	<u>(24)</u>	<u>(98)</u>

General Federation of Trade Unions
Notes to the Accounts
for the year ended 31 December 2019

14 Pension commitments

The Federation is a member of the General Federation of Trade Unions Pension Scheme, a defined benefit scheme in the UK which covers various organisations on a combined basis. The Federation's share of the scheme equates to 64% (2018 - 64%) of net assets and future. A full actuarial valuation for statutory funding purposes was carried out by a qualified independent actuary as at 31 December 2018.

An actuarial valuation report as at 31 December 2019 was carried out by a qualified actuary and the results of this valuation are reflected in the financial statements to 31 December 2019 as outlined below.

The major assumptions used by the actuary were:

	2019	2018
Weighted average assumptions to determine defined benefit obligations		
Discount rate	2.10%	2.90%
Salary increase rate	3.90%	4.10%
Pensions-in-payment increase rate (where linked to RPI)	2.90%	3.10%
Deferred pension increase rate	2.10%	2.30%
Price inflation rate (RPI)	2.90%	3.10%
Price inflation rate (CPI)	2.10%	2.30%
Assumed life expectancy on retirement at age 65		
Retiring today (member age 65)	22.3	22.7
Retiring in 20 years (member age 45 today)	23.9	24.9

	2019	2018
	£000s	£000s
Amounts recognised in the balance sheet were as follows:		
Defined benefit obligation	8,067	7,463
Fair value of plan assets	(7,033)	(6,635)
Net defined benefit liability	<u>1,034</u>	<u>828</u>

	2019	2018
	£000s	£000s
Change in defined benefit obligation		
Defined benefit obligation at end of prior year	7,463	7,965
Cost arising from employee service in reporting period	24	24
Loss on curtailments/changes/introductions	-	74
Interest expense	212	202
Benefit payments from plan assets	(313)	(445)
Participant contributions	7	6
Effect of changes in assumptions	463	(363)
Effect of experience adjustments	211	-
	<u>8,067</u>	<u>7,463</u>

	2019	2018
	£000s	£000s
Change in fair value of plan assets		
Fair value of plan assets at end of prior year	6,635	7,169
Interest income	189	182
Employer contributions	88	89
Participant contributions	7	6
Benefit payments from plan assets	(313)	(445)
Return on plan assets	427	(366)
	<u>7,033</u>	<u>6,635</u>

**General Federation of Trade Unions
Notes to the Accounts
for the year ended 31 December 2019**

15 Other financial commitments	2019	2018
	£	£
Total future minimum contributions to the General Federation of Trade Unions Pension Scheme	<u>700,000</u>	<u>980,000</u>

16 Contingent liabilities

The Federation has a commitment to continue supporting the GFTU Educational Trust, which based on draft financial statements had net assets at the year end of £620,824 (2018 - £526,910).

17 Related party transactions

The General Federation of Trade Unions Educational Trust ("GFTU Educational Trust") was established by the General Federation of Trade Unions, which continues to support it financially. At 31 December 2019, the GFTU Educational Trust which based on draft financial statements had net assets of £620,824 (2018 - £526,910). Transactions during the year ended 31 December 2019 included:

	2019	2018
	£	£
Gift Aid donated to the GFTU Educational Trust	(400,000)	(425,000)
Employment costs recharged to the GFTU Educational Trust	165,424	154,125
Occupancy costs recharged to the GFTU Educational Trust	<u>-</u>	<u>-</u>

The balance due from the GFTU Educational Trust at the year end was £6,237,188 (2018 - £3,572,189) which is included in debtors.

86 Wood Lane
Quorn
Leicestershire
LE12 8DB