

# Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

## Annual Return for a Trade Union

|  |  |  |                          |
|--|--|--|--------------------------|
| Name of Trade Union:   | Independent Democratic Union                       |  |                          |
| Year ended:  | 31 January 2020 (13 month period)                  |  |                          |
| List no:   | 787T   |  |                          |
| Head or Main Office address:   | 8 Fairfields Road                                  |  |                          |
|  | Basingstoke  |  |                          |
|  | Hampshire  |  |                          |
|  |  |  |                          |
|  |  |  |                          |
| Postcode   | RG21 3DR   |  |                          |
| Website address (if available)                                       | <a href="http://www.idu.org.uk">www.idu.org.uk</a> |  |                          |
| 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:   | Mr Alistair Maclean                                |  |                          |
| Telephone Number:  | 08448004421  |  |                          |
| Contact name for queries regarding the completion of this return     | Zoe Atwood   |  |                          |
| Telephone Number:  | 08448004421  |  |                          |
| E-mail:  | info@idu.org.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](mailto:returns@certoffice.org)

For Unions based in Scotland: [ymw@tcyoung.co.uk](mailto:ymw@tcyoung.co.uk)

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# 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<br>(including Channel Islands) | Totals  |
| Male         | 4,051                                    | 23               |                |   | 4,074   |
| Female       | 2,727                                    |                  |                |   | 2,727   |
| Other        | 9  |                  |                |   | 9       |
| <b>Total</b> | 6,787                                    | 23               |                |   | A 6,810 |

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

6,810

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<br>ceasing to hold Office | Name of<br>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:

and names:





## Analysis of income from federation and other bodies and other income

(see notes 19 and 20)

| Description                              | £ |
|--|---|
| <b>Federation and other bodies</b>       |   |
|  |   |
| <b>Total federation and other bodies</b> |   |
| <b>Any Other Sources</b>                 |   |
|  |   |
| <b>Total other sources</b>               |   |
| <b>Total of all other income</b>         |   |

## Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

|   | £      |   | £       |
|---|--------|---|---------|
| Representation –<br>Employment Related Issues     |        | <b>brought forward</b>                                      | 51,835  |
|   | 51,835 | Advisory Services   |         |
| Representation –<br>Non Employment Related Issues |        | Other Cash Payments   |         |
|   |        | Education and Training services                             | 3,513   |
| Communications                                    |        | Salary Costs  | 371,073 |
|   |        | Negotiated Discount Services                                |         |
| Dispute Benefits                                  |        | Other Benefits and Grants (specify)                         |         |
| <b>carried forward</b>                            | 51,835 | <b>Total (should agree with figure in<br/>General Fund)</b> | 426,421 |







(See notes 21 and 23)

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

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

(See notes 21 and 23)

| Fund 8             |   | Fund Account |   |
|--------------------|---|--------------|---|
| Name:              |   | £            | £ |
| <b>Income</b>      | From members  |              |   |
|                    | Investment income (as at page 12)                             |              |   |
|                    | Other income (specify)  |              |   |
|                    |   |              |   |
|                    | <b>Total other income as specified</b>                        |              |   |
|                    | <b>Total Income</b>   |              |   |
|                    | Interfund Transfers IN  |              |   |
| <b>Expenditure</b> | Benefits to members   |              |   |
|                    | Administrative expenses and other expenditure (as at page 10) |              |   |
|                    | <b>Total Expenditure</b>                                      |              |   |
|                    | Interfund Transfers OUT                                       |              |   |
|                    | <b>Surplus (Deficit) for the year</b>                         |              |   |
|                    | <b>Amount of fund at beginning of year</b>                    |              |   |
|                    | <b>Amount of fund at the end of year (as Balance Sheet)</b>   |              |   |
|                    | <b>Number of members contributing at end of year</b>          |              |   |

| Fund 9             |   | Fund Account |   |
|--------------------|---|--------------|---|
| Name:              |   | £            | £ |
| <b>Income</b>      | From members  |              |   |
|                    | Investment income (as at page 12)                             |              |   |
|                    | Other income (specify)  |              |   |
|                    |   |              |   |
|                    | <b>Total other income as specified</b>                        |              |   |
|                    | <b>Total Income</b>   |              |   |
|                    | Interfund Transfers IN  |              |   |
| <b>Expenditure</b> | Benefits to members   |              |   |
|                    | Administrative expenses and other expenditure (as at page 10) |              |   |
|                    | <b>Total Expenditure</b>                                      |              |   |
|                    | Interfund Transfers OUT                                       |              |   |
|                    | <b>Surplus (Deficit) for the year</b>                         |              |   |
|                    | <b>Amount of fund at beginning of year</b>                    |              |   |
|                    | <b>Amount of fund at the end of year (as Balance Sheet)</b>   |              |   |
|                    | <b>Number of members contributing at end of year</b>          |              |   |

## Political fund account

(see notes 24 to 33)

£

£

| <b>Political fund account 1</b>  |   | <b>To be completed by trade unions which maintain their own political fund</b>  |  |
|--|---|---|--|
|  | <b>Income</b>   |   |  |
|  | Members contributions and levies  |   |  |
|  | Investment income (as at page 12)   |   |  |
| Other income (specify)   |   |   |  |
|  |   |   |  |
|  |   |   |  |
|  |   | Total other income as specified   |  |
|  |   | Total income  |  |
| <b>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</b> |   |   |  |
|  | <b>Expenditure A</b> (as at page i)   |   |  |
|  | <b>Expenditure B</b> (as at page ii)  |   |  |
|  | <b>Expenditure C</b> (as at page iii)   |   |  |
|  | <b>Expenditure D</b> (as at page iv)  |   |  |
|  | <b>Expenditure E</b> (as at page v)   |   |  |
|  | <b>Expenditure F</b> (as at page vi)  |   |  |
|  | <b>Non-political expenditure</b> (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           |  |
| <b>Political fund account 2</b>  |   | <b>To be completed by trade unions which act as components of a central trade union</b>                                       |  |
| <b>Income</b>  | 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  |  |
| <b>Expenditure</b>   | 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)

|  | £       |
|--|---------|
| <b>Administrative Expenses</b>                 |         |
| Remuneration and expenses of staff             | 98,780  |
| Salaries and Wages included in above           | 98,780  |
| Auditors' fees                                 | 9,300   |
| Legal and Professional fees                    | 67,744  |
| Occupancy costs                                | 19,099  |
| Stationery, printing, postage, telephone, etc. | 71,634  |
| Expenses of Executive Committee (Head Office)  | 9,805   |
| Expenses of conferences                        | 13,401  |
| Other administrative expenses (specify)        |         |
| Office sundries                                | 1,523   |
| Small IT equipment and consumables             | 2,851   |
| Other small equipment purchases                | 488     |
| <b>Other Outgoings</b>                         |         |
| Bank loans interest                            | 8,034   |
| Depreciation                                   | 1,123   |
| Outgoings on land and buildings (specify)      |         |
| Other outgoings (specify)                      |         |
| tretert  |         |
| <b>Total</b>                                   | 303,782 |
| Charged to: General Fund (Page 3)              | 303,782 |
| <b>Total</b>                                   | 303,782 |

## Analysis of officials' salaries and benefits

(see notes 36 to 46 below)

| Office held       | Gross Salary | Employers<br>N.I.<br>contributions | Benefits                 |                | Total  |       |
|-------------------|--------------|------------------------------------|--------------------------|----------------|--------|-------|
|                   |              |                                    | Pension<br>Contributions | Other Benefits |        |       |
|                   |              |                                    |                          | Description    |        | Value |
| £                 | £            | £                                  | £                        | £              | £      |       |
| General Secretary | 62,781       | 7,381                              | 5,758                    |                | 75,920 |       |
| Minute Secretary  | 18,116       | 1,218                              | 856                      |                | 20,190 |       |
| Field Officer     |              |                                    |                          | Car Allowance  | 5,200  |       |
|                   |              |                                    |                          |                |        |       |
|                   |              |                                    |                          |                |        |       |
|                   |              |                                    |                          |                |        |       |
|                   |              |                                    |                          |                |        |       |
|                   |              |                                    |                          |                |        |       |
|                   |              |                                    |                          |                |        |       |
|                   |              |                                    |                          |                |        |       |
|                   |              |                                    |                          |                |        |       |
|                   |              |                                    |                          |                |        |       |
|                   |              |                                    |                          |                |        |       |
|                   |              |                                    |                          |                |        |       |
|                   |              |                                    |                          |                |        |       |
|                   |              |                                    |                          |                |        |       |
|                   |              |                                    |                          |                |        |       |
|                   |              |                                    |                          |                |        |       |

# Analysis of investment income

(see notes 47 and 48)

|                                   | Political<br>Fund<br>£ |                         | Other<br>Fund(s)<br>£ |
|-----------------------------------|------------------------|-------------------------|-----------------------|
| 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       |                        |                         | 321                   |
| Other investment income (specify) |                        |                         |                       |
|                                   |                        |                         | 321                   |
|                                   |                        | Total investment income | 321                   |
|                                   |                        | Credited to:            |                       |
|                                   |                        | General Fund (Page 3)   | 321                   |
|                                   |                        |                         |                       |
|                                   |                        |                         |                       |
|                                   |                        |                         |                       |
|                                   |                        |                         |                       |
|                                   |                        |                         |                       |
|                                   |                        | Political Fund          |                       |
|                                   |                        |                         |                       |
|                                   |                        | Total Investment Funds  | 321                   |



## Fixed assets account

(see notes 53 to 57)

|   | Land and Buildings |                | Furniture<br>and<br>Equipment<br>£ | Motor<br>Vehicles<br>£ | Not used for<br>union<br>business<br>£ | Total<br>£ |
|---|--------------------|----------------|------------------------------------|------------------------|--|------------|
|   | Freehold<br>£      | Leasehold<br>£ |                                    |                        |  |            |
| <b>Cost or Valuation</b>                          |                    |                |                                    |                        |  |            |
| At start of year                                  | 534,503            |                | 110,288                            |                        |  | 644,791    |
| Additions   |                    |                | 682                                |                        |  | 682        |
| Disposals   |                    |                |                                    |                        |  |            |
| Revaluation/Transfers                             |                    |                |                                    |                        |  |            |
| At end of year                                    | 534,503            |                | 110,970                            |                        |  | 645,473    |
| <b>Accumulated<br/>Depreciation</b>               |                    |                |                                    |                        |  |            |
| At start of year                                  |                    |                | 106,953                            |                        |  | 106,953    |
| Charges for year                                  |                    |                | 1,123                              |                        |  | 1,123      |
| Disposals   |                    |                |                                    |                        |  |            |
| Revaluation/Transfers                             |                    |                |                                    |                        |  |            |
| At end of year                                    |                    |                | 108,076                            |                        |  | 108,076    |
| <b>Net book value at<br/>end of year</b>          | 534,503            |                | 2,894                              |                        |  | 537,397    |
| <b>Net book value at<br/>end of previous year</b> | 534,503            |                | 3,335                              |                        |  | 537,838    |



# Analysis of investments

(see notes 58 and 59)

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



# Summary sheet

(see notes 62 to 73)

|   | All funds except<br>Political Funds | Political<br>Funds<br>£  | Total<br>Funds<br>£ |
|---|-------------------------------------|--------------------------|---------------------|
| <b>Income</b>   |                                     |                          |                     |
| From Members  | 796,832                             |                          | 796,832             |
| From Investments  | 321                                 |                          | 321                 |
| Other Income (including increases by<br>revaluation of assets)          |                                     |                          |                     |
| <b>Total Income</b>   | 797,153                             |                          | 797,153             |
| <b>Expenditure</b><br>(including decreases by revaluation<br>of assets) |                                     |                          |                     |
| <b>Total Expenditure</b>  | 730,203                             |                          | 730,203             |
| <b>Funds at beginning of year</b><br>(including reserves)               | 595,717                             |                          | 595,717             |
| <b>Funds at end of year</b><br>(including reserves)                     | 662,667                             |                          | 662,667             |
| <b>Assets</b>   |                                     |                          |                     |
| Fixed Assets  |                                     |                          | 537,397             |
| Investment Assets   |                                     |                          |                     |
| Other Assets  |                                     |                          | 391,932             |
|   |                                     | <b>Total Assets</b>      | 929,329             |
| <b>Liabilities</b>  |                                     | <b>Total Liabilities</b> | 266,662             |
| <b>Net Assets (Total Assets less Total Liabilities)</b>                 |                                     |                          | 662,667             |

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

(see notes 74 to 80)

|  |   |
|--|---|
| <p><b>Did the union hold any ballots in respect of industrial action during the return period?</b> <input style="width: 50px; height: 15px;" type="text"/></p>                     |   |
| <p>If Yes How many ballots were held: <input style="width: 50px; height: 15px;" type="text"/></p>  |   |
| <p>For each ballot held please complete the information below:</p>   |   |
| <p><b>Ballot 1</b></p>   |   |
| <p>Number of individual who were entitled to vote in the ballot</p>  | <input style="width: 80%; height: 15px;" type="text"/>              |
| <p><b>Number of votes cast in the ballot</b></p>   | <input style="width: 80%; height: 15px;" type="text"/>              |
| <p>Number of Individuals answering "Yes" to the question</p>   | <input style="width: 80%; height: 15px;" type="text"/> <sup>1</sup> |
| <p>Number of individuals answering "No" to the question</p>  | <input style="width: 80%; height: 15px;" type="text"/> <sup>2</sup> |
| <p>Number of invalid or otherwise spoiled voting papers returned</p>   | <input style="width: 80%; height: 15px;" type="text"/> <sup>3</sup> |
| <p><b>1-3 should total "Number of votes cast"</b></p>  |   |
| <p>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</p>   | <input style="width: 60%; height: 15px;" type="text"/>              |
| <p>Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?</p>  | <input style="width: 60%; height: 15px;" type="text"/>              |
| <p>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</p> | <input style="width: 60%; height: 15px;" type="text"/>              |
| <p><b>Ballot 2</b></p>   |   |
| <p>Number of individual who were entitled to vote in the ballot</p>  | <input style="width: 80%; height: 15px;" type="text"/>              |
| <p><b>Number of votes cast in the ballot</b></p>   | <input style="width: 80%; height: 15px;" type="text"/>              |
| <p>Number of Individuals answering "Yes" to the question</p>   | <input style="width: 80%; height: 15px;" type="text"/> <sup>1</sup> |
| <p>Number of individuals answering "No" to the question</p>  | <input style="width: 80%; height: 15px;" type="text"/> <sup>2</sup> |
| <p>Number of invalid or otherwise spoiled voting papers returned</p>   | <input style="width: 80%; height: 15px;" type="text"/> <sup>3</sup> |
| <p><b>1-3 should total "Number of votes cast"</b></p>  |   |
| <p>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</p>   | <input style="width: 60%; height: 15px;" type="text"/>              |
| <p>Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?</p>  | <input style="width: 60%; height: 15px;" type="text"/>              |
| <p>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</p> | <input style="width: 60%; height: 15px;" type="text"/>              |
| <p><b>Ballot 3</b></p>   |   |
| <p>Number of individual who were entitled to vote in the ballot</p>  | <input style="width: 80%; height: 15px;" type="text"/>              |
| <p><b>Number of votes cast in the ballot</b></p>   | <input style="width: 80%; height: 15px;" type="text"/>              |
| <p>Number of Individuals answering "Yes" to the question</p>   | <input style="width: 80%; height: 15px;" type="text"/> <sup>1</sup> |
| <p>Number of individuals answering "No" to the question</p>  | <input style="width: 80%; height: 15px;" type="text"/> <sup>2</sup> |
| <p>Number of invalid or otherwise spoiled voting papers returned</p>   | <input style="width: 80%; height: 15px;" type="text"/> <sup>3</sup> |
| <p><b>1-3 should total "Number of votes cast"</b></p>  |   |
| <p>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</p>   | <input style="width: 60%; height: 15px;" type="text"/>              |
| <p>Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?</p>  | <input style="width: 60%; height: 15px;" type="text"/>              |
| <p>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</p> | <input style="width: 60%; height: 15px;" 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**

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.

### Basis of preparation

Trade Unions are governed by the Trade Union and Labour Relations (Consolidation Act) 1992 Amended. Under that Act the Accounts of Trade Unions are required to give a true and fair view. The Accounts have been prepared in accordance with applicable accounting standards.

### Judgements and key sources of estimation uncertainty

The preparation of the Accounts requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates. The following judgements (apart from those involving estimates) have had the most significant effect on amounts recognised in the Accounts.

### Revenue

Contributions income is accounted for on an accruals basis.

### Interest income

Revenue is recognised as interest is received.

### Fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Computer equipment 33.3% straight line basis

Office furniture 10% straight line basis

Office equipment 20% straight line basis



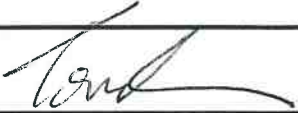
# Accounting policies

(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:                  | Tony Dunne  | Name:                 | Deborah Wood  |
| Date:                  | 25 September 2020   | Date:                 | 25 September 2020   |

## Checklist

(see notes 88 to 89)

(please tick as appropriate)

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

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.



# MEMBERSHIP AUDIT CERTIFICATE

(see notes 88 to 94)

made in accordance with section 24ZD of the  
Trade Union and Labour Relations (Consolidation) Act 1992.

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

~~YES~~/NO

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

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

## MEMBERSHIP AUDIT CERTIFICATE SECTION ONE

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

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

YES/NO

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

YES/NO

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

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

# MEMBERSHIP AUDIT CERTIFICATE (continued)

NOT APPLICABLE

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/~~NO~~

If "NO" Please explain below:

Signature



Name

Tony Dunne

Office held

NATIONAL SECRETARY ROAD SERVICES

Date

12/09/2020

**Independent Democratic Union**  
**Accounts**  
**For the period ended 31 January 2020**

# INDEPENDENT DEMOCRATIC UNION

## RETURN OF MEMBERS

Number of Members at 31 January 2020

|   | Great Britain | Northern Ireland | Total        |
|---|---------------|------------------|--------------|
| Male  | 4,051         | 23               | 4,074        |
| Female  | 2,727         | 0                | 2,727        |
| Other   | 9             | 0                | 9            |
| <b>Total</b>  | <b>6,787</b>  | <b>23</b>        | <b>6,810</b> |
| Number of members for whom no home or authorised address is held      |               |                  | 0            |
| Number of members at the end of year contributing to the General Fund |               |                  | 6,810        |

## OFFICERS IN POST

|                           |                 |
|---------------------------|-----------------|
| <b>NATIONAL PRSEIDENT</b> | Deborah Wood    |
| <b>NATIONAL SECRETARY</b> | Tony Dunne      |
| <b>FIELD OFFICER</b>      | Steve Millman   |
| <b>MINUTE SECRETARY</b>   | Lenka Schofield |



## **INDEPENDENT DEMOCRATIC UNION**

### **STATEMENT OF RESPONSIBILITIES OF THE NATIONAL EXECUTIVE COMMITTEE FOR THE PERIOD ENDED 31 JANUARY 2020**

The legislation relating to trade union requires the Union to submit a return for each calendar year to the Certification Officer. This return contains Accounts which must give a true and fair view of the state of affairs of the Union at the year end and of its transactions for the year then ended. The Accounts set out on the following pages have been prepared on the same basis and are used to complete the return to the Certification Officer.

In relation to the Independent Democratic Union these requirements to prepare Accounts that give a true and fair view is the responsibility of the Executive Committee. The Executive Committee is responsible for preparing the Accounts in accordance with applicable law and the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). In so doing the Executive Committee is required to:

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

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

## **REPORT OF INDEPENDENT AUDITORS TO THE MEMBERS OF THE INDEPENDENT DEMOCRATIC UNION**

We have audited the Accounts of the Independent Democratic Union for the period ended 31 January 2020, set out on pages 4 to 8. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102.

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

### **Respective responsibilities of the Union's Executive Committee and auditors**

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

### **Scope of the audit of the financial statements**

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

### **Opinion on financial statements**

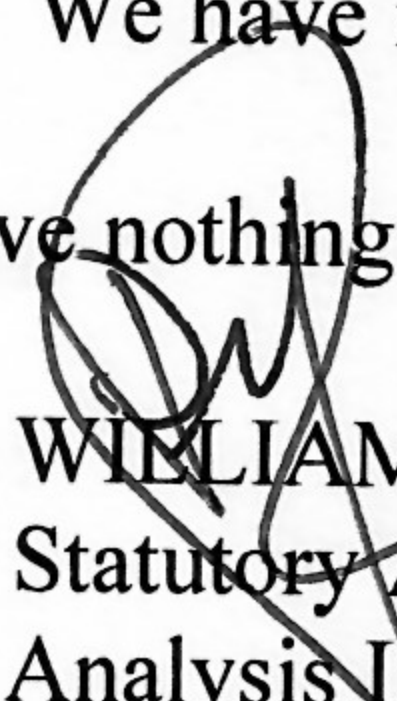
In our opinion the Accounts give a true and fair view of the state of the Union's affairs as at 31 January 2020 and of its income and expenditure for the year then ended and have been prepared in accordance with the requirements of the sections 28,32 and 36 of the Trade Union and Labour Relations (consolidation) Act 1992.

### **Matters on which we are required to report by exception**

We are required by the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended) to report to you by exception in respect of the following matters if, in our opinion:

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

We have nothing to report to you in respect of the above matters.

  
PAUL WILLIAM JOHN  
Senior Statutory Auditor  
Pareto Analysis Ltd  
Weston-super-Mare

17/09/2020

**INDEPENDENT DEMOCRATIC UNION**

**GENERAL FUND**

**Income and Expenditure Account  
Period Ended 31 January 2020**


|   | Notes | Period ended<br>31.01.20<br>£ | Year ended<br>31.12.19<br>£ |
|---|-------|-------------------------------|-----------------------------|
| <b>INCOME</b>                                 |       |                               |                             |
| From Members: Contributions and subscriptions |       | 59,806                        | 737,026                     |
| Investment income                             | 2     | <u>-</u>                      | <u>321</u>                  |
| Total Income                                  |       | 59,806                        | 737,347                     |
| <b>EXPENDITURE</b>                            |       |                               |                             |
| Benefits to members                           | 3     | 36,726                        | 389,695                     |
| Administrative expenses                       | 4     | <u>27,106</u>                 | <u>276,676</u>              |
| Total Expenditure                             |       | 63,832                        | 666,371                     |
| (Deficit)/Surplus for period                  |       | (4,026)                       | 70,976                      |
| Amount of general fund at beginning of period |       | <u>666,693</u>                | <u>595,717</u>              |
| Amount of general fund at end of period       |       | <u>662,667</u>                | <u>666,693</u>              |

**INDEPENDENT DEMOCRATIC UNION**

**Balance Sheet As At  
31 January 2020**

|                                | Notes | 31.01.20<br>£  | 31.12.19<br>£  |
|--------------------------------|-------|----------------|----------------|
| <b>FIXED ASSETS</b>            |       |                |                |
|                                | 6     | 537,397        | 537,483        |
| <b>CURRENT ASSETS</b>          |       |                |                |
| Sundry debtors and prepayments | 7     | 62,196         | 59,826         |
| Cash at bank and on deposit    |       | <u>329,736</u> | <u>327,910</u> |
|                                |       | 391,932        | 387,736        |
| <b>CURRENT LIABILITIES</b>     |       |                |                |
| Other loans                    |       |                |                |
| Sundry creditors               | 8     | 221,592        | 223,140        |
| Accrued expenses               |       | 16,593         | 16,296         |
|                                |       | <u>28,477</u>  | <u>19,090</u>  |
|                                |       | <u>266,662</u> | <u>258,526</u> |
| Net Current Assets             |       | <u>125,270</u> | <u>129,210</u> |
| Net Assets                     |       | <u>662,667</u> | <u>666,693</u> |
| Accumulated Fund               |       |                |                |
| Main Fund                      |       | <u>662,667</u> | <u>666,693</u> |

Approved on

.....  


17/09/2020

# INDEPENDENT DEMOCRATIC UNION

## NOTES TO THE ACCOUNTS Period Ended 31 January 2020

### 1 Basis of preparation

Trade Unions are governed by the Trade Union and Labour Relations (Consolidation Act) 1992 Amended. Under that Act the Accounts of Trade Unions are required to give a true and fair view. The Accounts have been prepared in accordance with applicable accounting standards.

#### Judgements and key sources of estimation uncertainty

The preparation of the Accounts requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates. The following judgements (apart from those involving estimates) have had the most significant effect on amounts recognised in the Accounts.

#### Revenue

Contributions income is accounted for on an accruals basis.

#### Interest income

Revenue is recognised as interest is received.

#### Fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

|                    |                           |
|--------------------|---------------------------|
| Computer equipment | 33.3% straight line basis |
| Office furniture   | 10% straight line basis   |
| Office equipment   | 20% straight line basis   |

### 2 Investment income

|                        |                 |            |
|------------------------|-----------------|------------|
|                        | <b>31.01.20</b> | 31.01.19   |
|                        | <b>£</b>        | <b>£</b>   |
| Bank interest received | <u>—</u>        | <u>321</u> |

### 3 Benefits and services to members

|  |               |                |
|--|---------------|----------------|
|  | <b>£</b>      | <b>£</b>       |
| Training and education                     | 720           | 2,793          |
| Representation & Employment related issues | 5,336         | 46,499         |
| Salary costs                               | <u>30,670</u> | <u>340,403</u> |
|  | <u>36,726</u> | <u>389,695</u> |

**INDEPENDENT DEMOCRATIC UNION**

**NOTES TO THE ACCOUNTS**  
**Period Ended 31 January 2020**

|   |                 |                |
|---|-----------------|----------------|
| <b>4 Administrative expenses</b>              | <b>31.01.20</b> | 31.12.19       |
|   | £               | £              |
| Remuneration and expenses of staff            | 8,686           | 90,094         |
| Auditors' fees                                | 3,600           | 5,700          |
| Legal and Professional Fees                   | 6,181           | 61,563         |
| Occupancy costs                               | 1,372           | 17,727         |
| Stationery, printing, postage, telephone, etc | 5,555           | 66,079         |
| Expenses of Executive Committee (Head Office) | 413             | 9,392          |
| Expenses of conferences                       | -               | 13,401         |
| Other administrative expenses                 |                 |                |
| Office sundries                               | 593             | 930            |
| Small IT equipment and consumables            | -               | 2,851          |
| Other small equipment purchases               | -               | 488            |
| Interest payable                              |                 |                |
| Mortgages                                     | 620             | 7,414          |
| Depreciation                                  | <u>86</u>       | <u>1,037</u>   |
|   | <u>27,106</u>   | <u>276,676</u> |

**5 Officials salaries and benefits**

|                   | <b>Gross<br/>Salary<br/>£</b> | <b>Benefits<br/>£</b> | <b>Total<br/>£</b> | <b>National<br/>Insurance<br/>£</b> |
|-------------------|-------------------------------|-----------------------|--------------------|-------------------------------------|
| Office held       |                               |                       |                    |                                     |
| General Secretary | 4,829                         | 443                   | 5,272              | 567                                 |
| Minute Secretary  | 1,333                         | 67                    | 1,400              | 85                                  |
| Field Officer     | -                             | -                     | 400                | -                                   |

**6 Fixed assets**

|                       | <b>Freehold<br/>Property<br/>£</b> | <b>Furniture &amp;<br/>Equipment<br/>£</b> | <b>Total<br/>£</b> |
|-----------------------|------------------------------------|--|--------------------|
| <b>Cost</b>           |                                    |  |                    |
| At 1 January 2020     | 534,503                            | 110,970                                    | 645,473            |
| Additions             | -                                  | -  | -                  |
| At 31 January 2020    | <u>534,503</u>                     | <u>110,970</u>                             | <u>645,473</u>     |
| <b>Depreciation</b>   |                                    |  |                    |
| At 1 January 2020     | -                                  | 107,990                                    | 107,990            |
| Charge for year       | -                                  | 86   | 86                 |
| At 31 January 2020    | <u>-</u>                           | <u>108,076</u>                             | <u>108,076</u>     |
| <b>Net book value</b> |                                    |  |                    |
| At 31 December 2019   | <u>534,503</u>                     | <u>2,980</u>                               | <u>537,483</u>     |
| At 31 January 2020    | <u>534,503</u>                     | <u>2,894</u>                               | <u>537,397</u>     |

**INDEPENDENT DEMOCRATIC UNION**

**NOTES TO THE ACCOUNTS**  
**Period Ended 31 January 2020**

**7 Sundry debtors and prepayments**

|                | <b>31.01.20</b> | <b>31.12.19</b> |
|----------------|-----------------|-----------------|
|                | £               | £               |
| Prepayments    | 10,280          | 8,782           |
| Accrued income | <u>51,916</u>   | <u>51,044</u>   |
|                | <u>62,196</u>   | <u>59,826</u>   |

**8 Other loans**

|               |                |                |
|---------------|----------------|----------------|
|               | £              | £              |
| Barclays Bank | <u>221,592</u> | <u>223,140</u> |

This loan is secured against the freehold property at Unit 8 Fairfields Road, Basingstoke.

**9 Transfer of engagements**

The Independent Democratic Union entered into a Transfer of Engagements with Community Union on 31 January 2020.