Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	Workers Uniting			
Year ended:	31 December 2019			
List no:	800T			
Head or Main Office address:	Unite House			
	128 Theobald's Road			
	London			
Postcode	WC1X 8TN			
Website address (if available)	www.workersuniting.org			
Has the address changed during the year to which the return relates?	Yes No X ('X' in appropriate box)			
General Secretary:	Len McCluskey			
Telephone Number:	020 7611 2500			
Contact name for queries regarding the completion of this return	Howard Beckett			
Telephone Number:	020 7611 2500			
E-mail:	howard.beckett@unitetheunion.org			
Please follow the guidance notes in the completion of this return Any difficulties or problems in the completion of this return should be directed to the Certification Officer as below or by telephone to: 0330 109 3602				

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' salararies 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	
Guidance on completion	26

			n of Memb notes 10 and 11)	ers			
Number of members at the end of the year							
	Great Britain	Northern Ireland	Irish Republic	Elsewhere (includ Channel Is	ing	To	tals
Male							
Female							
Other	1				1		2
Total	1				1	Α	2
neld:	lete the following t	Chanç o record any chang	ge of Offic		months co	overed by t	his ratur
- lease compi	lete the following t		- -			vereu by t	ins return
Positio	on Held co	Name of Officer easing to hold Officer		me of Appointed	Da	ate of cha	nge
State whethe	er the union is:						

State	whether the union is:	
a.	A branch of another trade union?	Yes No X
	If yes, state the name of that other union:	
b.	A federation of trade unions?	Yes X No
	If yes, state the number of affiliated unions:	2
	and names:	Unite the Union United Steelworkers

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

Workers Uniting

Appendix 1 (See page 11)

Workers Uniting Steering Committee Members 31 December 2019

Name	
Len McCluskey	
Tony Woodhouse	
Tony Burke	
Diana Holland	
Tommy Murphy	
Phil Entwistle	
Maggie Ryan	
Jayne Taylor	
Tom Conway	
Fred Redmond	
Ken Neumann	
Dave McCall	Joined 1st December 2019
John Shinn	Joined 1st December 2019
Roxanne Brown	Joined 1st December 2019
Leanne Foster	Joined 1st December 2019
Ben Davis	Joined 1st December 2019
Carol Landry	Resigned 1st December 2019
Leo Gerard	Resigned 1st December 2019
Jerry Fernandez	Resigned 1st December 2019
Stan Johnson	Resigned 1st December 2019

General Fund

(see notes 13 to 18)

	£	£
Income		
From Members: Contributions and Subscriptions		
From Members: Other income from members (specify)		
Total other income from members		
Total of all income from members		
Investment income (as at page 12)		
Other Income		
ı	68,240	
Income from Federations and other bodies (as at page 4)	00,210	
Income from any other sources (as at page 4)		
I Total of other income (as at page 4)		68,240
Total income		68,240
Interfund Transfers IN		
Expenditure		
Benefits to members (as at page 5)		
Administrative expenses (as at page 10)		58,240
Federation and other bodies (specify)		
Union Sindcal Obrera		10,000
Total expenditure Federation and other bodies		10,000
Taxation		
Total expenditure Interfund Transfers OUT		68,240
Surplus (deficit) for year		
Amount of general fund at beginning of year		
Amount of general fund at end of year		

Analysis of income from federation and other bodies and other income

(see notes 19 and 20)

Description	£
Federation and other bodies	
Unite the Union	68,240
Total federation and other bodies Any Other Sources	68240
Total other sources	
Total of all other income	68,240

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

	(5555155		£
Representation –		brought forward	
Employment Related Issues		Advisory Services	
Representation –		Other Cash Payments	
Non Employment Related Issues			
		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)	

Fund 2	· · · · · · · · · · · · · · · · · · ·		Fund Account
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other inc	ome as specified	
		Total Income	
	Inte	rfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Т	otal Expenditure	
	Interfu	nd Transfers OUT	
		·	
	Surplus (De	eficit) for the year	
	Amount of fund at b	eginning of year	
	Amount of fund at the end of year (a	s Balance Sheet)	
	Number of members contributi	ng at end of year	

Fund 3			Fund Account
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other inc	ome as specified	
		Total Income	
	Inte	rfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
		otal Expenditure	
	Interfu	nd Transfers OUT	
		ficit) for the year	
	Amount of fund at b		
	Amount of fund at the end of year (a	s Balance Sheet)	
	Number of members contributi	ng at end of year	

Fund 4	·		Fund Account
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other inco	ome as specified	
		Total Income	
	Inter	fund Transfers IN	
Expenditure	_		
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
		otal Expenditure	
	Interfur	nd Transfers OUT	
	Surplus (De	ficit) for the year	
	Amount of fund at b	eginning of year	
	Amount of fund at the end of year (as	s Balance Sheet)	
	Number of members contributing	ng at end of year	

Fund	5		Fund Account
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other i	ncome as specified	
		Total Income	
	Ir		
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
		Total Expenditure	
	Inte	rfund Transfers OUT	
	Surplus (Deficit) for the year	
	Amount of fund a	t beginning of year	
	Amount of fund at the end of year	(as Balance Sheet)	
	Number of members contrib	uting at end of year	

Fund 6			Fund Account
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other inc	come as specified	
		Total Income	
	Inte	erfund Transfers IN	
Expenditure		r	
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
		Total Expenditure	
	Interf	und Transfers OUT	
	Surplus (D	eficit) for the year	
	Amount of fund at	beginning of year	
	Amount of fund at the end of year (as Balance Sheet)	
	Number of members contribut	ting at end of year	

Fund	7		Fund Account
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other i	ncome as specified	
		Total Income	
	Ir	nterfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
		Total Expenditure	
	Inte	rfund Transfers OUT	
	Surplus (Deficit) for the year	
	Amount of fund a	t beginning of year	
	Amount of fund at the end of year	(as Balance Sheet)	
	Number of members contrib	uting at end of year	

Fund	8		Fund Account
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other inc	come as specified	
		Total Income	
	Inte	erfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)	Tatal Francischitans	
		Total Expenditure und Transfers OUT	
	interio	und Transfers OUT	
	Surplue (D	eficit) for the year	
	Amount of fund at		
	Amount of fund at the end of year (a		
	Amount of fund at the end of year (as balance sneet)	
	Number of members contribut	ing at end of year	
	Humber of members contribute	at ond or year	

Fund	9		Fund Account
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other i	ncome as specified	
		Total Income	
	li de la companya de	nterfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
		Total Expenditure	
	Inte	rfund Transfers OUT	
		,	
		(Deficit) for the year	
		at beginning of year	
	Amount of fund at the end of year	(as Balance Sheet)	
	Number of members contrib	uting at end of year	

Political fund account

			(see notes 24 to 33)		£		£
Political fund	d account 1	To be comp	pleted by trade unions which maintai	n their ow	n political fund		
		Income	Members contributions and	levies			
		lr	nvestment income (as at page 12)				
	Other income (specify)						
			-	Total other	income as specified		
					Total income		
			n and Labour Relations (Consolidati litical funds exceeds £2,000 during t		92 on purposes set	out in sec	tion (72) (1)
		E	expenditure A (as at page i)				
		E	Expenditure B (as at page ii)				
		E	Expenditure C (as at page iii)				
		E	Expenditure D (as at page iv)				
		E	Expenditure E (as at page v)				
		E	Expenditure F (as at page vi)				
		N	lon-political expenditure (as at page	vii)			
					Total expenditure		
				Sur	olus (deficit) for year		
			Amount of po	litical 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	g to the political fund		
		Num	ber of members at end of the year not	contributing	g to the political fund		
Numb	er of members at end of y	ear who have	e completed an exemption notice and do r	not contribu	te to the political fund		
Political fund	d account 2 To be	completed b	y trade unions which act as compon	ents of a	central trade union		
Income	Contributions and levies	collected from	members on behalf of central political fu	nd			
	Funds received back from	n central politi	ical fund				
	Other income (specify)						
					Total other income a	as specified	
					To	otal income	
Expenditure							
	Expenditure under section	n 82 of the Tra	ade Union and Labour Relations				
	(Consolidation) Act 1992	(specify)					
		<u> </u>					
	Administration e	expenses in co	onnection with political objects(specify)				
	Non-political expend	liture					
					Total expenditure		
		_		Su	rplus (deficit) for year		
			Amount held on behalf of trade union	political fund	d at beginning of year		
			Ar	mount remit	ted to central political		
			Amount held on behalf of ce	entral politic	al fund at end of year		
			Number of members at end of year	r contributir	ng to the political fund		
		1	Number of members at end of the year no	t contributir	ng to the political fund		
1					te to the political fund		

The following pages 9i to 9vii relate to the Political Fund Account Expenditure

Political fund account expenditure (a)

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

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

Contribution to the funds of, or on the payment of expenses incurred directly or indirectly by a political party		
Name of political party in relation to which money was expended	Total amount spent during the period £	
Total		

Political fund account expenditure (b)

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

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

Total

Political fund account expenditure (c)

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

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

Expenditure in connection with the registration of electors, the candidature of any person, the selection of any candidate or the holding of any ballot by the union in connection with any election to a political office

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

Political fund account expenditure (d)

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

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

Expenditure on the maintaince of any holder of political office			
Name of office holder	£		
Total			

Political fund account expenditure (e)

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

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

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

Name of political party

£

Total

Political fund account expenditure (f)

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

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

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

to vote for a political party of candidate			
Name of organisation or political party	£		
Total			

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

For expenditure not falling within section 72 (1) the required information	on is-	
(a) the nature of each cause or campaign for which money was expended, and the total amount expended in relation to each one		£
Total expen	diture	
(b) the name of each organisation to which money was paid (otherwise than for a particular cause of campaign), and the total amount paid to each one		£
Total expen	diture	
rotal expon	aitaro	
(c) the total amount of all other money expended		£
Total expen	diture	
Total of all expendi	tures	

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 staf	f		
Salaries and Wages included in abo			
Auditors' fees			
Legal and Professional fees			
Occupancy costs			
Stationery, printing, postage, teleph	one, etc.		
Expenses of Executive Committee (
Expenses of conferences			48,776
Other administrative expenses (spe	cify)		
Travel and subsistence			9,464
Other Outgoings			
Outgoings on land and build	lings (specify)		
	J (1)/		
Other outgoings (specify)			
tretert			
uetert		Total	E0.040
Charre	d to.		58,240
Charge	d to:	General Fund (Page 3)	58,240
		Total	58,240

Analysis of officials' salaries and benefits (see notes 36 to 46 below)

Office held	Gross Salary	Employers N.I. contributions		Benefits		Total
			Pension Contributions	Other Benefits		
				Description	Value	
	£	£	£		£	£

Analysis of investment income

(see notes 47 and 48)

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

Balance sheet as at

(see notes 49 to 52)

Previous Year		£	£
	Fixed Assets (at page 14)		
	Investments (as per analysis on page 15)		
	Quoted (Market value £ (
	Unquoted		
	Total Investments		
	Other Assets		
	Loans to other trade unions		
	Sundry debtors		
	Cash at bank and in hand		
	Income tax to be recovered		
	Stocks of goods		
	Others (specify)		
	Total of other assets		
		Total assets	
	C		
	General fund (page 3)		
	Political Fund Account		
	Liebilide		
	Liabilities		
	Amount held on behalf of central trade union political fund		
		Total liabilities	
		Total assets	

Fixed assets account

(see notes 53 to 57)

	Land and Freehold	Buildings Leasehold £	Furniture and Equipment £	Motor Vehicles £	Not used for union business	Total £
Cost or Valuation						
At start of year						
Additions						
Disposals						
Revaluation/Transfers						
At end of year						
Accumulated Depreciation						
At start of year						
Charges for year						
Disposals						
Revaluation/Transfers						
At end of year						
Net book value at end of year						
January San		1				
Net book value at end of previous year						

Analysis of investments (see notes 58 and 59)

Quoted		All Funds Except	Political Fund
		Political Funds	6
	Equities (e.g. Shares)	£	£
	Equities (e.g. Shares)		
	0 (0)		
	Government Securities (Gilts)		
	Other quoted securities (to be specified)		
	· (p*)		
	Total quoted (as Balance Sheet)		
	Market Value of Quoted Investment		
Unquoted	Equities		
	O		
	Government Securities (Gilts)		
	Mortgages		
	Bank and Building Societies		
	Other unquoted investments (to be specified)		
	oner unquoted investments (to be specified)		
	Total unquoted (as Balance Sheet)		
	Market Value of Unquoted Investments		

Analysis of investment income (controlling interests)

(see notes 60 and 61)

Does the union, or any constituent part of the union, have a controlling interest in any limited company?		Yes	No X
If YES name the relevant companies:	_		
Company name			nber (if not registered where registered)
Are the shares which are controlled by the union registered in the names of the union's trustees?		Yes	No X
If NO, state the names of the persons in whom the shares controlled by the union are registered.			
Company name	Names of	f shareholders	

Summary sheet

(see notes 62 to 73)

	All funds except Political Funds	Political Funds £	Total Funds £
Income			
From Members			
From Investments			
Other Income (including increases by revaluation of assets)	68,240		68,240
Total Income	68,240		68,240
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	68,240		68,240
Funds at beginning of year (including reserves) Funds at end of year (including reserves)			
Assets			
	Fixed Assets		
	Investment Assets		
	Other Assets		
		Total Assets	
Liabilities		Total Liabilities	
Net Assets (Total Assets less Total Lial	bilities)		

(see notes 74 to 80)

(see flotes 74 to 60)
Did the union hold any ballots in respect of industrial action during the return period?
If Yes How many ballots were held:
For each ballot held please complete the information below:
Ballot 1 Number of individual who were entitled to vote in the ballot
Number of notes cast in the ballot
Number of Individuals answering "Yes" to the question
Number of individuals answering "No" to the question
Number of invalid or otherwise spoiled voting papers returneds
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 2
Number of individual who were entitled to vote in the ballot
Number of votes cast in the ballot
Number of Individuals answering "Yes" to the question
Number of individuals answering "No" to the question
Number of invalid or otherwise spoiled voting papers returned 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 3
Number of individual who were entitled to vote in the ballot
Number of votes cast in the ballot
Number of Individuals answering "Yes" to the question
Number of individuals answering "No" to the question
Number of invalid or otherwise spoiled voting papers returned 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 & Industrial Action: If you have 6 or more entries for either of these, please complete the Excel Spreadsheet

Ballot 4
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
Number of individuals answering "No" to the question
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
Number of individuals answering "No" to the question
Number of invalid or otherwise spoiled voting papers returned 3
4.0 alastid 4.4 al IIN in the autority of a state and a sastillar
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(2R) of the 1992 Act apply in relation to this hallot (see notes 76-80)?
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
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of
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
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
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
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
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
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
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 Number of individuals answering "No" to the question
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 Number of individuals answering "No" to the question Number of invalid or otherwise spoiled voting papers returned 1-3 should total "Number of votes cast"
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 Number of individuals answering "No" to the question Number of invalid or otherwise spoiled voting papers returned 3
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 Number of individuals answering "No" to the question Number of invalid or otherwise spoiled voting papers returned 1-3 should total "Number of votes cast" Were the number of votes cast in the ballot at least 50% of the number of
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
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 Number of individuals answering "No" to the question Number of invalid or otherwise spoiled voting papers returned 1-3 should total "Number of votes cast" Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot

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

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

(see note 81)

B: engagement or non-engagement, or termination or suspension of employment or the duties of

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

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

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

*Categories of Nature of Trade Dispute

D: matters of discipline;

employment, of one or more workers;

F: facilities for officials of trade unions;

	G: machinery for negotiation or consulation, and other procedures, relating to any of the above matters, including the recognition by employers or employers' associations of theright of a trade union to represent workers in such negotiation or consulation or in the carrying out of such procedures
	Did Union members take industrial action during the return period in response to any inducement on the part of the Union? YES/NO
	No
	If YES, for each industrial action taken please complete the information below:
	Industrial Action 1
	1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:
Α	B C D E F G
	2. Dates of the industrial action taken: to
	3. Number of days of industrial action:
	4. Nature of industrial action.
	Industrial Action 2
	1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:
Α	B C D E F G
	2. Dates of the industrial action taken: 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:
Α	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

P20

Industrial Action 4
1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:
A
2. Dates of the industrial action taken: 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
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:
2. Dates of the industrial action taken: 3. Number of days of industrial action:
Number of days of industrial action: A. 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 D B C D D E D F G D
2. Dates of the industrial action taken: to
3. Number of days of industrial action:
4. Nature of industrial action.
Industrial Action 8
1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:
A
2. Dates of the industrial action taken:
3. Number of days of industrial action:
4. Nature of industrial action.

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

Notes to the accounts

(see notes 82 and 83)

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

Accounting policies

(see notes 84 and 85)

Signatures to the annual return

(see notes 86 & 87)

Including the accounts and balance sheet contained in the return. Please copy and paste your electronic signature here

Secretary's	10, 2500	Chairman's	Nursellalet
Signature:	Len m Cluskey	Signature:	/wmwnerc(X)
			(or other official whose position should be stated)
Name:	Len McCluskey – General Secretary	Name:	Howard Beckett, Assistant General Secretary for Politics and Legal Affairs
Name.	Left Weedlaskey General Georgia y	Name.	Politics and Legal Affairs
Date:	15 December 2020	Date:	15 December 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	Х	No	
Has the list of officers in post been completed? (see Page 2 and Note 12)	Yes	X	No	
Has the return been signed? (see Pages 23 and 25 and Notes 86 and 95)	Yes	x	No	
Has the audtor's report been completed? (see Pages 20 and 21 and Notes 2 and 77)	Yes	Х	No	
Is a rule book enclosed? (see Notes 8 and 88)	Yes	X	No	
A member statement is: (see Note 80)	Enclosed	X	To follow	
Has the summary sheet been completed? (see Page 17 and Notes 7 and 62)	Yes	X	To follow	
Has the membership audit certificate been completed? (see Page i to iii and Notes 97 and 103)	Yes	X	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.

this return	oinion of the auditors or auditor do the accounts they have audited and which are contained in give a true and fair view of the matters to which they related? (See section 36(1) and (2) of the notes 92 and 93)
Please exp	plain in your report overleaf or attached.
2. Are the 1992 Act	auditors or auditor of the opinion that the union has complied with section 28 of the and has:
a. kept	proper accounting records with respect to its transactions and its assets and liabilities; and
	olished and maintained a satisfactory system of control of its accounting records, its cash holding its receipts and remittances. (See section 36(4) of the 1992 Act set out in note 92)
Please ex	plain in your report overleaf or attached
3. Your a	uditors or auditor must include in their report the following wording:
In our op	inion the financial statements:
• give a	true and fair view of the matters to which they relate to.
	en prepared in accordance with the requirements of the sections 28, 32 f the Trade Union and Labour Relations (consolidation) Act 1992.

Auditor's report (continued)

See Appendix		
Oliman dama (a) of any difference and difference		
Signature(s) of auditor or auditors:	Booul	
	100000	
Name(s):	BDO LLP	
, ,		
Profession(s) or Calling(s):	Statutory Auditor	
Address(es):	55 Baker Street	
	London	
Postcode	W3 6EY	
Date	17-Dec-20	
Contact name for inquiries and	Gareth Jones	
telephone number:	+44 (0)20 7486 5888	

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

Independent Auditor's Report to Workers Uniting

Opinion

We have audited the financial statements of Workers Uniting (the 'union') for the year ended 31 December 2019 which comprise the Statement of Comprehensive Income, the Balance Sheet and 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 Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

- the Steering Committee's use of the going concern basis of accounting in the preparation of the financial statements is not appropriate, or
- the Steering Committee has not disclosed in the financial statements any identified material uncertainties
 that may cast significant doubt about the union'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 financial statements are
 authorised for issue.

Other information

The Steering Committee is responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

Matters on which we are required to report by exception

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

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

- proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us, in accordance with the requirements; or
- the union has not maintained a satisfactory system of controls over its transactions in accordance with the requirements; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of the Steering Committee

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

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

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and 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 financial statements.

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

Use of our report

This report is made solely to Workers Uniting, as a body, in accordance with the provisions of the Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the union 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 as a body, for our audit work, for this report, or for the opinions we have formed.

Booup

BDO LLP

Chartered Accountants Statutory Auditor

55 Baker Street, London, W1U 7EU

Date: 17 December 2020

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

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 it members and secured, so far asis reasonably practicable, that the entries in the register are accurate and up-to-date?
Yes
If "No" Please explain below:

Signature	Murrel Male A
Name	Howard Beckett
Office held	Assistant General Secretary for Politics and Legal Affairs
Date	10-Dec-20