

Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

| | | | | |
|--|---|--------------------------|----|--|
| Name of Trade Union: | INDEPENDENT FEDERATION OF NURSING IN SCOTLAND | | | |
| Year ended: | 31 December 2019 | | | |
| List no: | | | | |
| Head or Main Office address: | HUNTERS HILL VILLAGE | | | |
| | 102 CROWHILL ROAD | | | |
| | BISHOPBRIGGS | | | |
| | GLASGOW | | | |
| | | | | |
| Postcode | G64 1RP | | | |
| Website address (if available) | | | | |
| 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: | ELAINE SHEPHARD | | | |
| Telephone Number: | 0141 772 9222 | | | |
| Contact name for queries regarding the completion of this return | WILSON GALLOWAY, T B DUNN & CO | | | |
| Telephone Number: | 0141 429 1700 | | | |
| E-mail: | wg@tbdunn.co.uk | | | |

Please follow the guidance notes in the completion of this return

Any difficulties or problems in the completion of this return should be directed to the Certification Officer as below or by telephone to: 0330 109 3602

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

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

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

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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 (including Channel Islands) | Totals |
| Male | 119 | | | | 119 |
| Female | 459 | | | | 459 |
| Other | | | | | |
| Total | 578 | | | | A 578 |

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

| |
|-----|
| 578 |
| |

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

Change of Officers

Please complete the following to record any changes of officers during the twelve months covered by this return

| Position Held | Name of Officer ceasing to hold Office | Name of Officer Appointed | Date of change |
|---------------|---|------------------------------|----------------|
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |

State whether the union is:

a. A branch of another trade union?

| | | | |
|-----|--|----|---|
| Yes | | No | X |
|-----|--|----|---|

If yes, state the name of that other union:

b. A federation of trade unions?

| | | | |
|-----|--|----|---|
| Yes | | No | X |
|-----|--|----|---|

If yes, state the number of affiliated unions:

and names:

General Fund

(see notes 13 to 18)

| | £ | £ |
|--|---|---------|
| Income | | |
| From Members: Contributions and Subscriptions | | 114,304 |
| From Members: Other income from members (specify) | | |
| Total other income from members | | |
| Total of all income from members | | 114,304 |
| Investment income (as at page 12) | | |
| Other Income | | |
| Income from Federations and other bodies (as at page 4) | | |
| Income from any other sources (as at page 4) | | |
| Total of other income (as at page 4) | | |
| | Total income | 114,304 |
| | Interfund Transfers IN | |
| Expenditure | | |
| Benefits to members (as at page 5) | | |
| Administrative expenses (as at page 10) | | |
| Federation and other bodies (specify) | | 115,671 |
| Total expenditure Federation and other bodies | | 115,671 |
| Taxation | | |
| | Total expenditure | 115,671 |
| | Interfund Transfers OUT | |
| | Surplus (deficit) for year | -1,367 |
| | Amount of general fund at beginning of year | 3,302 |
| | Amount of general fund at end of year | 1,935 |

Analysis of income from federation and other bodies and other income

(see notes 19 and 20)

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

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

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

(See notes 21 and 23)

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

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

(See notes 21 and 23)

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

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

(See notes 21 and 23)

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

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

Political fund account

(see notes 24 to 33)

£

£

Political fund account 1 **To be completed by trade unions which maintain their own political fund**

| | | | |
|------------------------|-----------------------------------|---------------------------------|--|
| | Income | | |
| | Members contributions and levies | | |
| | Investment income (as at page 12) | | |
| Other income (specify) | | | |
| | | | |
| | | | |
| | | Total other income as specified | |
| | | Total income | |

Expenditure under section (82) of the Trade Union and Labour Relations (Consolidation) Act 1992 on purposes set out in section (72) (1) where consolidation of expenditures from the political funds exceeds £2,000 during the period

| | |
|--|---|
| | |
| Expenditure A (as at page i) | |
| Expenditure B (as at page ii) | |
| Expenditure C (as at page iii) | |
| Expenditure D (as at page iv) | |
| Expenditure E (as at page v) | |
| Expenditure F (as at page vi) | |
| Non-political expenditure (as at page vii) | |
| | Total expenditure |
| | Surplus (deficit) for year |
| | Amount of political fund at beginning of year |
| | Amount of political fund at the end of year (as <u>Balance Sheet</u>) |
| | Number of members at end of year contributing to the political fund |
| | Number of members at end of the year not contributing to the political fund |
| | Number of members at end of year who have completed an exemption notice and do not contribute to the political fund |

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

| | | | |
|---------------|---|---------------------------------|--|
| Income | Contributions and levies collected from members on behalf of central political fund | | |
| | Funds received back from central political fund | | |
| | Other income (specify) | | |
| | | | |
| | | | |
| | | Total other income as specified | |
| | | Total income | |

Expenditure

| | | |
|---|---|--|
| Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify) | | |
| | | |
| Administration expenses in connection with political objects(specify) | | |
| Non-political expenditure | | |
| | Total expenditure | |
| | Surplus (deficit) for year | |
| | Amount held on behalf of trade union political fund at beginning of year | |
| | Amount remitted to central political | |
| | Amount held on behalf of central political fund at end of year | |
| | Number of members at end of year contributing to the political fund | |
| | Number of members at end of the year not contributing to the political fund | |
| | Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund | |

Analysis of administrative expenses and other outgoings excluding amounts charged to political fund accounts

(see notes 34 and 35)

| | £ |
|--|-----------------------|
| Administrative Expenses | |
| Remuneration and expenses of staff | 74,513 |
| Salaries and Wages included in above | 2,411 |
| Auditors' fees | 14,628 |
| Legal and Professional fees | 8,770 |
| Occupancy costs | 2,076 |
| Stationery, printing, postage, telephone, etc. | |
| Expenses of Executive Committee (Head Office) | |
| Expenses of conferences | |
| Other administrative expenses (specify) | 9,890 |
| Members' indemnity insurance | 2,981 |
| Sundry expenses | |
| Other Outgoings | |
| Depreciation | 402 |
| Outgoings on land and buildings (specify) | |
| Other outgoings (specify) | |
| tretert | |
| Total | 115,671 |
| Charged to: | General Fund (Page 3) |
| Total | |

Fixed assets account

(see notes 53 to 57)

| | Land and Buildings | | Furniture and Equipment £ | Motor Vehicles £ | Not used for union business £ | Total £ |
|---|--------------------|----------------|------------------------------------|------------------------|--|------------|
| | Freehold £ | Leasehold £ | | | | |
| Cost or Valuation | | | | | | |
| At start of year | 930 | | | | | 930 |
| Additions | 1,256 | | | | | 1,256 |
| Disposals | | | | | | |
| Revaluation/Transfers | | | | | | |
| At end of year | 2,186 | | | | | 2,186 |
| Accumulated Depreciation | | | | | | |
| At start of year | 829 | | | | | 829 |
| Charges for year | 401 | | | | | 401 |
| Disposals | | | | | | |
| Revaluation/Transfers | | | | | | |
| At end of year | 1,230 | | | | | 1,230 |
| Net book value at end of year | 956 | | | | | 956 |
| Net book value at end of previous year | 101 | | | | | 101 |

Analysis of investments

(see notes 58 and 59)

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

Summary sheet

(see notes 62 to 73)

| | All funds except Political Funds | Political Funds £ | Total Funds £ |
|---|-------------------------------------|-------------------------|---------------------|
| Income | | | |
| From Members | 114,304 | | 114,304 |
| From Investments | | | |
| Other Income (including increases by revaluation of assets) | | | |
| Total Income | 114,304 | | 114,304 |
| Expenditure (including decreases by revaluation of assets) | | | |
| Total Expenditure | 115,671 | | 115,671 |
| Funds at beginning of year (including reserves) | 3,302 | | 3,302 |
| Funds at end of year (including reserves) | 1,935 | | 1,935 |
| Assets | | | |
| Fixed Assets | | | 956 |
| Investment Assets | | | |
| Other Assets | | | 6,488 |
| Total Assets | | | 7,444 |
| Liabilities | | | |
| Total Liabilities | | | 5,509 |
| Net Assets (Total Assets less Total Liabilities) | | | 1,935 |

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) | | | |
| Total Income | | | |
| Expenditure (including decreases by revaluation of assets) | | | |
| Total Expenditure | | | |
| Funds at beginning of year (including reserves) | | | |
| Funds at end of year (including reserves) | | | |
| Assets | | | |
| Fixed Assets | | | |
| Investment Assets | | | |
| Other Assets | | | |
| | | Total Assets | |
| Liabilities | | Total Liabilities | |
| Net Assets (Total Assets less Total Liabilities) | | | |

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

(see notes 74 to 80)

| | | |
|---|---|--|
| Did the union hold any ballots in respect of industrial action during the return period? | | <input type="text" value="No"/> |
| If Yes How many ballots were held: <input style="width: 50px;" type="text"/> | | |
| For each ballot held please complete the information below: | | |
| Ballot 1 | | |
| Number of individual who were entitled to vote in the ballot | <input style="width: 80px;" type="text"/> | |
| Number of votes cast in the ballot | <input style="width: 80px;" type="text"/> | |
| Number of individuals answering "Yes" to the question | <input style="width: 80px;" type="text"/> | 1 |
| Number of individuals answering "No" to the question | <input style="width: 80px;" type="text"/> | 2 |
| Number of invalid or otherwise spoiled voting papers returned | <input style="width: 80px;" type="text"/> | 3 |
| | | 1-3 should total "Number of votes cast" |
| Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot | <input style="width: 80px;" type="text"/> | |
| Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? | <input style="width: 80px;" type="text"/> | |
| If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot | | |
| <input style="width: 80px;" type="text"/> | | |
| Ballot 2 | | |
| Number of individual who were entitled to vote in the ballot | <input style="width: 80px;" type="text"/> | |
| Number of votes cast in the ballot | <input style="width: 80px;" type="text"/> | |
| Number of individuals answering "Yes" to the question | <input style="width: 80px;" type="text"/> | 1 |
| Number of individuals answering "No" to the question | <input style="width: 80px;" type="text"/> | 2 |
| Number of invalid or otherwise spoiled voting papers returned | <input style="width: 80px;" type="text"/> | 3 |
| | | 1-3 should total "Number of votes cast" |
| Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot | <input style="width: 80px;" type="text"/> | |
| Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? | <input style="width: 80px;" type="text"/> | |
| If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot | | |
| <input style="width: 80px;" type="text"/> | | |
| Ballot 3 | | |
| Number of individual who were entitled to vote in the ballot | <input style="width: 80px;" type="text"/> | |
| Number of votes cast in the ballot | <input style="width: 80px;" type="text"/> | |
| Number of individuals answering "Yes" to the question | <input style="width: 80px;" type="text"/> | 1 |
| Number of individuals answering "No" to the question | <input style="width: 80px;" type="text"/> | 2 |
| Number of invalid or otherwise spoiled voting papers returned | <input style="width: 80px;" type="text"/> | 3 |
| | | 1-3 should total "Number of votes cast" |
| Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot | <input style="width: 80px;" type="text"/> | |
| Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? | <input style="width: 80px;" type="text"/> | |
| If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot | | |
| <input style="width: 80px;" type="text"/> | | |

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

Ballot 4

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

1-3 should total "Number of votes cast"

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

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

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

Ballot 5

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

1-3 should total "Number of votes cast"

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

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

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

Ballot 6

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

1-3 should total "Number of votes cast"

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

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

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

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

(see note 81)

***Categories of Nature of Trade Dispute**

- A: terms and conditions of employment, or the physical conditions in which any workers require to work;
- B: engagement or non-engagement, or termination or suspension of employment or the duties of employment, of one or more workers;
- C: allocation of work or the duties of employment between workers or groups of workers;
- D: matters of discipline;
- E: a worker's membership or non-membership of a trade union;
- F: facilities for officials of trade unions;
- G: machinery for negotiation or consultation, and other procedures, relating to any of the above matters, including the recognition by employers or employers' associations of the right of a trade union to represent workers in such negotiation or consultation or in the carrying out of such procedures

Did Union members take industrial action during the return period in response to any inducement on the part of the Union? YES/NO

No

If YES, for each industrial action taken please complete the information below:

Industrial Action 1

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 2

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 3

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

use a continuation page if necessary

Industrial Action 4

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 5

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 6

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 7

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 8

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

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

Notes to the accounts

(see notes 82 and 83)

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

See attached sheets for accounting policies and notes to the accounts.

THE INDEPENDENT FEDERATION OF NURSING IN SCOTLAND

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2019

1. Accounting Policies

1.1 Accounting Convention

The financial statements are prepared under the historical cost convention.

1.2 Turnover

Turnover represents the total invoiced membership income received during the period. All membership income is accounted for on a receipts basis.

1.3 Tangible Fixed Assets and Depreciation

Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

Office Equipment - 25% on cost

2. Gross Income

Gross income is solely attributable to the principal activity of the organisation.

3. Operating Surplus/(Loss)

| | 2019 | 2018 |
|--|------------|-----------|
| | £ | £ |
| Operating Surplus/(Loss) is stated after charging: | | |
| Depreciation and other amounts written off Tangible Assets | 402 | 88 |
| | <u>402</u> | <u>88</u> |

4. Tangible Fixed Assets

| | Office Equipment |
|------------------------|---------------------|
| | £ |
| Cost | |
| At 1 January 2019 | 930 |
| Additions | 1,256 |
| Disposals | - |
| | <u>2,186</u> |
| As at 31 December 2019 | |
| Depreciation | |
| At 1 January 2019 | 829 |
| Charge for Period | 401 |
| Eliminated on disposal | - |
| | <u>1,230</u> |
| As at 31 December 2019 | |
| Net Book Value | |
| As at 31 December 2019 | <u>956</u> |
| | |
| As at 31 December 2018 | <u>101</u> |

THE INDEPENDENT FEDERATION OF NURSING IN SCOTLAND

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2019 (Contd.)

| 5. <u>Creditors: Amounts falling due within one year</u> | 2019 | 2018 |
|--|--------------|--------------|
| | £ | £ |
| Social Security and other taxes | 1,550 | (74) |
| Employee Pension | 263 | - |
| Other creditors | 1,947 | 3,957 |
| Accruals | 1,749 | 1,698 |
| | <u>5,509</u> | <u>5,581</u> |

6. Salaries & Other Benefits

Salaries to office bearers during the year ended 31 December 2019 were as follows:

| | |
|-------------------------------------|---------|
| Joint General Secretaries | £29,595 |
| Joint Associate General Secretaries | £16,530 |

No other benefit was provided to or in respect of any officer of the union or member of the executive.

7. Political Donations

No contributions were made to any political fund during the year ended 31 December 2019.

8. Advice to Members regarding Section 32A (6) (a) of the Trade Union & Labour Relations (Consolidation) Act 1992

“A member who is concerned that some irregularity may be occurring, or have occurred, in the conduct of the financial affairs of the union may take steps with a view to investigating further, obtaining clarification and, if necessary, securing regularisation of that conduct.

The member may raise any such concern with such one or more of the following as it seems appropriate to raise it with: the officials of the union, the trustees of the property of the union, the auditor or auditors of the union, the Certification Officer (who is an independent officer appointed by the Secretary of State) and the police.

Where a member believes that the financial affairs of the union have been or are being conducted in breach of the law or in breach of rules of the union and contemplates bringing civil proceedings against the union or responsible officials or trustees, he should consider obtaining independent legal advice.”

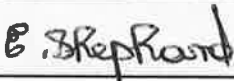
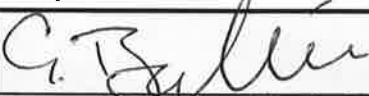
Accounting policies

(see notes 84 and 85)

Signatures to the annual return

(see notes 86 & 87)

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

| | | | |
|---------------------------|---|--------------------------|--|
| Secretary's Signature: |  | Chairman's Signature: |  |
| | | | (or other official whose position should be stated) |
| Name: | E Shephard | Name: | G Baillie |
| Date: | 28 May 2020 | Date: | 28 May 2020 |

Checklist

(see notes 88 to 89)

(please tick as appropriate)

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

Checklist for auditor's report

(see notes 90 and 96)

The checklist below is for guidance. A report is still required either set out overleaf or by way of an attached auditor's report that covers the 1992 Act requirements.

1. In the opinion of the auditors or auditor do the accounts they have audited and which are contained in this return give a true and fair view of the matters to which they related? (See section 36(1) and (2) of the 1992 Act and notes 92 and 93)

Please explain in your report overleaf or attached.

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

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

Please explain in your report overleaf or attached

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

In our opinion the financial statements:

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

Auditor's report (continued)

See attached sheet for Auditors' report.

Signature(s) of auditor or auditors:

T B Dunn & Co

Name(s):

T B Dunn & Co

Profession(s) or Calling(s):

Chartered Accountants

Address(es):

308 Albert Drive

Pollokshields

Glasgow

Postcode

G41 5RS

Date

29/4/2020

Contact name for inquiries and telephone number:

Wilson Galloway

0141 429 1700

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 AUDITORS' REPORT TO THE MEMBERS OF THE INDEPENDENT FEDERATION OF NURSING IN SCOTLAND

We have audited the financial statements of the Independent Federation of Nursing in Scotland for the year ended 31 December 2019 set out on pages three to six. The financial statements have been prepared in accordance with the Federation's constitution and the Trade Union and Labour Relations (Consolidation) Act 1992, under the accounting policies set out on page five.

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

The Federation's governing body are responsible for the financial statements

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared.

Basis of Audit Opinion

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgments made by the governing body in the preparation of the financial statements, and of whether the accounting policies are appropriate to the organisation's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

Opinion

In our opinion the financial statements give a true and fair view of the state of the organisation's affairs as at 31 December 2019 and of its income and expenditure in the period then ended and have been properly prepared in accordance with the provisions of the Trade Union and Labour Relations (Consolidation) Act 1992.



T B DUNN & CO
Chartered Accountants
Registered Auditors

Date: 29 April 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 reporting period preceding the one to which this audit relates was the total membership of the trade union greater than 10,000?

No

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

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

Membership audit certificate

Section one

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

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

Yes / No

- 2 In the opinion of the assurer has he/she obtained the 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)

| | |
|-----------------------------------|--|
| | |
| Signature of assurer | |
| Name | |
| Address | |
| Date | |
| Contact name and telephone number | |

Membership audit certificate

Section two

For a trade union with no **more than 10,000 members** at the end of the reporting period preceding the one to which this audit relates.

To the best of your knowledge and belief has the trade union during this reporting period complied with its duty to compile and maintain a register of the names and addresses of its members and secured, so far as is reasonably practicable, that the entries in the register are accurate and up-to-date?

Yes

If "No" Please explain below:

| | |
|-------------|----------------|
| Signature | |
| Name | Gerard Baillie |
| Office held | Chairperson |
| Date | 28-May-20 |