

# Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

## Annual Return for a Trade Union

Name of Trade Union:	Associated Society for Locomotive Engineers and Firemen				
Year ended:	31st December 2020				
List no:	CO/23T/1				
Head or Main Office address:	77 St John Street				
	London				
Postcode	EC1M 4NN				
Website address (if available)	<a href="http://www.aslef.org.uk">www.aslef.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:	Michael Whelan				
Telephone Number:	0207 324 2400				
Contact name for queries regarding the completion of this return	Nicola Newing				
Telephone Number:	0207 324 2445				
E-mail:	nikki.newing@aslef.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 (including Channel Islands)	Totals
Male	22,073				22,073
Female	1,552				1,552
Other					
<b>Total</b>	<b>23,625</b>				A <b>23,625</b>

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

23,625
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Number of members included in totals box 'A' above for whom no home or authorised address is held:

23,625

## 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
Trustee	Ian Smith	John McCue	16.11.20

State whether the union is:

a. A branch of another trade union?

Yes	
-----	--

No		<b>X</b>
----	--	----------

If yes, state the name of that other union:

--

b. A federation of trade unions?

Yes	
-----	--

No		<b>X</b>
----	--	----------

If yes, state the number of affiliated unions:

--

and names:

--



# General Fund

(see notes 13 to 18)

	£	£
<b>Income</b>		
<b>From Members:</b> Contributions and Subscriptions		6,917,199
<b>From Members:</b> Other income from members (specify)		
<b>Total other income from members</b>		
<b>Total of all income from members</b>		6,917,199
<b>Investment income (as at page 12)</b>		269,419
<b>Other Income</b>		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	308,647	
<b>Total of other income (as at page 4)</b>		308,647
	<b>Total income</b>	7,495,265
	<b>Interfund Transfers IN</b>	5
<b>Expenditure</b>		
Benefits to members (as at page 5)		412,927
Administrative expenses (as at page 10)		10,955,151
<b>Federation and other bodies (specify)</b>		
<b>Total expenditure Federation and other bodies</b>		
<b>Taxation</b>		
	<b>Total expenditure</b>	11,368,078
	<b>Interfund Transfers OUT</b>	
	Surplus (deficit) for year	-3,872,813
	Amount of general fund at beginning of year	6,601,660
	Amount of general fund at end of year	2,728,852

## 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>	
Donations	39,702
Memorabilia sold	619
Increase in value of investment assets	268,326
<b>Total other sources</b>	<b>308,647</b>
<b>Total of all other income</b>	<b>308,647</b>

## Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

			<b>£</b>
Representation – Employment Related Issues		<b>brought forward</b>	352,506
Legal services	28,032	Advisory Services	
Representation – Non Employment Related Issues		Other Cash Payments	
		Education and Training services	
		Educational costs	60,421
Communications			
Locomotive Journal	275,117		
Diaries	49,357		
		Negotiated Discount Services	
Dispute Benefits		Other Benefits and Grants (specify)	
<b>carried forward</b>	352,506	<b>Total (should agree with figure in General Fund)</b>	412,927





(See notes 21 and 23)

Fund 4		Fund Account	
Name:	ASLEF Fighting Fund	£	£
<b>Income</b>			
	From members		365
	Investment income (as at page 12)		
	Other income (specify)		
	<b>Total other income as specified</b>		
	<b>Total Income</b>		365
	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>		365
	<b>Amount of fund at beginning of year</b>		89,068
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		89,433
	<b>Number of members contributing at end of year</b>		n/a

Fund 5		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	259,912
		Investment income (as at page 12)	
Other income (specify)		Donations	309
		Total other income as specified	309
		Total income	260,221
<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)		65,148
	<b>Expenditure B</b> (as at page ii)		
	<b>Expenditure C</b> (as at page iii)		43,753
	<b>Expenditure D</b> (as at page iv)		
	<b>Expenditure E</b> (as at page v)		3,985
	<b>Expenditure F</b> (as at page vi)		
	<b>Non-political expenditure</b> (as at page vii)		10,000
		Total expenditure	122,886
		Surplus (deficit) for year	137,335
		Amount of political fund at beginning of year	99,626
		Amount of political fund at the end of year (as <u>Balance Sheet</u> )	236,961
		Number of members at end of year contributing to the political fund	20,426
		Number of members at end of the year not contributing to the political fund	3,199
		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	















**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 is-**

(a) the nature of each cause or campaign for which money was expended, and the total amount expended in relation to each one	£
Sadiq Khan campaign	10,000

Total expenditure 10,000

(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 expenditure  

(c) the total amount of all other money expended	£

Total expenditure  

**Total of all expenditures** 10,000

## 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		3,804,495
Salaries and Wages included in above	2,151,882	
Auditors' fees		33,432
Legal and Professional fees		101,963
Occupancy costs		311,058
Stationery, printing, postage, telephone, etc.		244,368
Expenses of Executive Committee (Head Office)		198,158
Expenses of conferences		35,699
Other administrative expenses (specify)		
Organisation administration costs		340,123
Bank Interest and Charges		22,738
Paybill commission		49,490
Depreciation		130,830
 <b>Other Outgoings</b>		
Affiliations		132,386
Donations		44,476
 Outgoings on land and buildings (specify)		
 Other outgoings (specify)		
Actuarial loss in the year		5,484,000
Deferred Taxation		27,817
<b>Total</b>		10,961,033
Charged to:	General Fund (Page 3)	10,955,151
	ASLEF Distress/ Hardship Fund	
	ASLEF Branches General Fund	5,882
	ASLEF Fighting Fund	
<b>Total</b>		10,961,033

## 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 £
M Whelan General Secretary	106,226	13,444	27,877		147,547	
D Calfe President	13,267	664			13,931	
A Hudd Vice President	1,125				1,125	
M Colombini Executive Officer	55,083	6,658			61,741	
H Kaye Executive Officer	46,987	5,712			52,699	
T Wilkinson Executive Officer	22,960	309			23,269	
John Metcalfe Executive Officer	15,304	960			16,264	
Jim Baxter Executive Officer	13,567	701			14,268	
Mark Wakenshaw Executive Officer	11,952	542			12,494	
S Weller Assistant General Secretary	91,255	11,485	14,992		117,732	

# Analysis of investment income

(see notes 47 and 48)

	Political Fund £		Other Fund(s) £
Rent from land and buildings			205,656
Dividends (gross) from:			
Equities (e.g. shares)			63,210
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			553
Other investment income (specify)			
			269,419
		Total investment income	269,419
		Credited to:	
		General Fund (Page 3)	269,419
		ASLEF Distress/ Hardship Fund	
		ASLEF Branches General Fund	
		ASLEF Fighting Fund	
		Political Fund	
		Total Investment Funds	269,419



## Fixed assets account

(see notes 53 to 57)

	Land and Buildings		Furniture and Equipment £	Motor Vehicles £	Not used for union business £	Total £
	Freehold £	Leasehold £				
<b>Cost or Valuation</b>						
At start of year	9,113,578	1,516,941	327,253			10,957,772
Additions	36,920		25,412			62,332
Disposals						
Revaluation/Transfers						
At end of year	9,150,498	1,516,941	352,665			11,020,104
<b>Accumulated Depreciation</b>						
At start of year	372,501	37,513	228,925			638,939
Charges for year	54,881	10,572	65,377			130,830
Disposals						
Revaluation/Transfers						
At end of year	427,382	48,085	294,302			769,769
<b>Net book value at end of year</b>	8,723,116	1,468,856	58,363			10,250,335
<b>Net book value at end of previous year</b>	8,741,077	1,479,428	98,328			10,318,833



## Analysis of investments

(see notes 58 and 59)

Quoted	All Funds Except Political Funds £	Political Fund £
Equities (e.g. Shares) Equities	6,165,827	
Government Securities (Gilts)		
Other quoted securities (to be specified)		
Total quoted (as Balance Sheet)	6,165,827	
Market Value of Quoted Investment	6,165,827	
<b>Unquoted</b>		
Equities		
Government Securities (Gilts)		
Mortgages		
Bank and Building Societies		
Other unquoted investments (to be specified) Equities	117,375	
Total unquoted (as Balance Sheet)	117,375	
Market Value of Unquoted Investments		



## Summary sheet

(see notes 62 to 73)

	All funds except Political Funds	Political Funds £	Total Funds £
<b>Income</b>			
From Members	7,039,197	259,912	7,299,109
From Investments	269,419		269,419
Other Income (including increases by revaluation of assets)	325,976	309	326,285
<b>Total Income</b>	7,634,592	260,221	7,894,813
<b>Expenditure</b> (including decreases by revaluation of assets)			
<b>Total Expenditure</b>	11,389,541	122,886	11,512,427
<b>Funds at beginning of year</b> (including reserves)	8,508,559	99,626	8,608,185
<b>Funds at end of year</b> (including reserves)	4,753,610	236,961	4,990,571
<b>Assets</b>			
Fixed Assets			10,250,335
Investment Assets			6,283,202
Other Assets			2,966,122
		<b>Total Assets</b>	19,499,659
<b>Liabilities</b>		<b>Total Liabilities</b>	14,509,088
<b>Net Assets (Total Assets less Total Liabilities)</b>			4,990,571

# Summary sheet

(see notes 62 to 73)

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

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

(see notes 74 to 80)

<b>Did the union hold any ballots in respect of industrial action during the return period?</b>	<b>Yes</b>
If Yes How many ballots were held: <input style="width: 50px; text-align: center;" type="text" value="14"/>	
For each ballot held please complete the information below:	
<b>Ballot 1</b>	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
<b>Number of votes cast in the ballot</b>	<input style="width: 80px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px;" type="text"/> <sup>1</sup>
Number of individuals answering "No" to the question	<input style="width: 80px;" type="text"/> <sup>2</sup>
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px;" type="text"/> <sup>3</sup>
<b>1-3 should total "Number of votes cast"</b>	
Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 60px;" type="text"/>
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>
<b>Ballot 2</b>	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
<b>Number of votes cast in the ballot</b>	<input style="width: 80px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px;" type="text"/> <sup>1</sup>
Number of individuals answering "No" to the question	<input style="width: 80px;" type="text"/> <sup>2</sup>
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px;" type="text"/> <sup>3</sup>
<b>1-3 should total "Number of votes cast"</b>	
Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 60px;" type="text"/>
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>
<b>Ballot 3</b>	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
<b>Number of votes cast in the ballot</b>	<input style="width: 80px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px;" type="text"/> <sup>1</sup>
Number of individuals answering "No" to the question	<input style="width: 80px;" type="text"/> <sup>2</sup>
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px;" type="text"/> <sup>3</sup>
<b>1-3 should total "Number of votes cast"</b>	
Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 60px;" type="text"/>
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>

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

**Ballot 4**

Number of individual who were entitled to vote in the ballot

**Number of votes cast in the ballot**

Number of Individuals answering "Yes" to the question  1

Number of individuals answering "No" to the question  2

Number of invalid or otherwise spoiled voting papers returned  3

**1-3 should total "Number of votes cast"**

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

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

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

**Ballot 5**

Number of individual who were entitled to vote in the ballot

**Number of votes cast in the ballot**

Number of Individuals answering "Yes" to the question  1

Number of individuals answering "No" to the question  2

Number of invalid or otherwise spoiled voting papers returned  3

**1-3 should total "Number of votes cast"**

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

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

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

**Ballot 6**

Number of individual who were entitled to vote in the ballot

**Number of votes cast in the ballot**

Number of Individuals answering "Yes" to the question  1

Number of individuals answering "No" to the question  2

Number of invalid or otherwise spoiled voting papers returned  3

**1-3 should total "Number of votes cast"**

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

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

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

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

**Ballots & 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**



## Information on Industrial Action Ballots

Name of Organisation:		Reporting Period						
Did the union hold any ballots in respect of industrial action during the return period?		Yes						
If yes, how many ballots were held?		14						
Ballot	Number of individuals 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	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 226(2B) of the 1992 Act apply to this 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
1	1809	1364	788	576	0	0 Yes		
2	57	41	41	0	0	0 Yes		
3	99	63	59	3	3	1 Yes		
4	99	63	57	6	6	0 Yes		
5	2164	1613	1535	78	78	0 Yes		
6	36	27	23	4	4	0 Yes		
7	177	62	43	19	19	0 No		
8	64	37	34	3	3	0 Yes		
9	2119	1485	1414	71	71	0 Yes		
10	142	55	41	14	14	0 No		
11	36	31	30	1	1	0 Yes		
12	62	36	35	1	1	0 Yes		
13	490	350	308	41	41	1 Yes		
14	490	350	245	101	101	4 Yes		

## Information on Industrial Action

Name of Organisation:		Reporting Period										
<p><b>Did Union members take industrial action during the return period in response to any inducement on the part of the union?</b></p>												
<b>No</b>	<p>If YES, for each industrial action taken please complete the information below</p>											
<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 30%;">Industrial Action</th> <th style="width: 30%;">Nature of the trade dispute for which action was taken</th> <th style="width: 20%;">Dates of the industrial action taken</th> <th style="width: 20%;">Number of days of industrial action</th> <th style="width: 10%;">Nature of industrial action</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>	Industrial Action	Nature of the trade dispute for which action was taken	Dates of the industrial action taken	Number of days of industrial action	Nature of industrial action						<p><b>Categories of nature of Trade Dispute</b></p> <p>A: Terms and conditions of employment, or the physical conditions in which any workers are required to work</p> <p>B: Engagement or non-engagement, or termination or suspension of employment or the duties of employment, of one or more workers</p> <p>C: Allocation of work or the duties of employment between workers or groups of workers</p> <p>D: Matters of discipline</p> <p>E: A worker's membership or non-membership of a trade union</p> <p>F: Facilities for officials of trade unions</p> <p>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</p>	
Industrial Action	Nature of the trade dispute for which action was taken	Dates of the industrial action taken	Number of days of industrial action	Nature of industrial action								

## 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.

st December 2020.

## Accounting policies



(see notes 84 and 85)

See attached accounts for the year ended 31st December 2020.

## 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

General Secretary's Signature:		President's Signature:	
Name:	Michael Whelan	Name:	Dave Calfe
Date:	28.05.21	Date:	28.05.21

## 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		No	
Has the auditor's report been completed? (see Pages 20 and 21 and Notes 2 and 77)	Yes		No	
Is a rule book enclosed? (see Notes 8 and 88)	Yes	<input checked="" type="checkbox"/>	No	
A member statement is: (see Note 80)	Enclosed		To follow	
Has the summary sheet been completed? (see Page 17 and Notes 7 and 62)	Yes	<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.

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN  
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2020**

**1. ACCOUNTING POLICIES**

**a) Basis of preparation**

These financial statements have been prepared in accordance with UK GAAP, including Financial Reporting Standard 102- " The Financial Reporting standard applicable in the United Kingdom and Republic of Ireland"

The financial statements are prepared under the historical cost convention as modified by the revaluation of freehold investment properties and investments to Fair Value (Market Value) in accordance with FRS102. Changes in fair value are recognised in the Income and Expenditure Account for the year.

The financial statements have been prepared under FRS 102 and their preparation, in compliance with FRS102 requires the use of certain critical accounting estimates (note 1m).

**b) Going concern**

The financial statements are drawn up on the going concern basis which assumes the Union will continue in operational existence for the foreseeable future. Due consideration has been given to the working capital and cash flow requirements of the group for at least 12 months from the date of signature on the accounts.

The Union have generated a operating surplus of £1,633,483 in 2020 (2019: £1,069,058). And the Union held net cash of £1,628,264 at the year end.

As stated in the Foreword on pages 1 to 3, the members of Executive Committee expect the Union to generate a surplus in 2021 after taking into account the potential effects of Covid 19.

On the basis of the above information, the members of Executive Committee consider it appropriate to prepare the Union financial statements on the going concern basis.

**c) Members' contributions**

Contributions are shown in the accounts on the basis of cash receivable for the year.

**d) Other income**

Other income such as rent is dealt with on an accrual basis.

**e) Payments to branches**

Control over the use of the amounts paid to Branches' General Funds under Rule 10.5 (a) and Branches' Political Funds under Rule 10.5 (i) is delegated to branches. Branches' General and Political Funds are incorporated in these financial statements.

**f) Fixed assets**

Fixed assets are stated at cost less accumulated depreciation.

Depreciation is provided on the following bases:

Freehold land	Nil
Freehold buildings (excluding investment property )	Over their estimated remaining useful lives ranging from 40 to 50 years from 1 January 1991 or 100 years from date of purchase if later.
Leasehold property	Over the term of the 150 year lease.
Furniture and fittings and equipment	At 10 per cent per annum on cost
Computer equipment	At 20 per cent per annum on cost

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN  
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2020**

**g) Investments**

Quoted Investments are stated at fair value which is deemed to be market value at the Balance Sheet date. Movements in the market value are accounted for in the Statement of Comprehensive Income after the results from the operating activities for the year. Unquoted investments are stated at cost.

**h) Investment property**

Investment property at the balance sheet date is valued at fair value which deemed to be market value at that date. Movements in the market value are accounted for in the Statement of Comprehensive Income after the results from the operating activities for the year.

**i) Provisions**

Provisions, where considered appropriate, are made on a consistent and prudent basis. The valuation is based on reasoned estimation of costs as provided by independent third parties, and can be carried forward to future periods.

**j) Taxation**

Taxation has been applied in accordance with current UK taxation legislation.

Value added Tax is only partially recoverable. The non-recoverable element is expensed through the Statement of Comprehensive Income in the operating costs of the Union.

Deferred tax is provided to take account of material timing differences in the accounting treatment of certain assets or accounting purposes and for taxation purposes.

**k) Operating leases**

Rental income from leases is charged to the Statement of Comprehensive Income as and when due.

Lease payments are expensed to the Statement of Comprehensive Income on a straight line basis during the year as part of the operating costs of the Union.

**l) Defined benefit pension scheme**

The surplus or deficit arising on the Union's defined benefit pension scheme is disclosed in the Union's Balance Sheet. Movements on the pension scheme are reflected through the Income and Expenditure Account to the extent that they relate to the employer's current service costs (which is reflected within staff costs) or movements arising from expected returns on scheme assets net of interest on scheme liabilities. Movements arising from changes in actuarial assumptions are reflected through the Statement of Comprehensive Income.

**m) Critical accounting assumptions and judgements**

The preparation of financial statements requires management to make judgements, estimates and assumptions in the application of accounting policies that affect the reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates. Estimates and judgements are continuously evaluated and are based on historical experience and other factors including expectations of future events that are believed to be reasonable. Revisions to accounting estimates are recognised in the period in which the estimates are revised and any future period affected.

In preparing these financial statements, the Union has made the following judgements:

Determined whether there are any indicators of impairment of the Union's tangible fixed assets. Factors taken into consideration in reaching such a decision include the economic viability and expected future financial performance of the asset and where it is a component of a larger cash-generating unit, the viability and expected future performance of that unit.

Pension scheme – see note above.

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN  
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2020**

2. FIXED ASSETS	Properties Note 19	Furniture fittings & equipment	Computer equipment	Total
	£	£	£	£
<b>VALUE</b>				
Balance 1 January 2020	10,630,519	235,210	92,043	10,957,772
Additions	36,920	2,419	22,993	62,332
<b>Balance 31 December 2020</b>	<u>10,667,439</u>	<u>237,629</u>	<u>115,036</u>	<u>11,020,104</u>
<b>DEPRECIATION</b>				
Balance 1 January 2020	410,014	192,172	36,753	638,939
Charged	65,453	41,588	23,789	130,830
<b>Balance 31 December 2020</b>	<u>475,467</u>	<u>233,760</u>	<u>60,542</u>	<u>769,769</u>
<b>BOOK VALUE</b>				
<b>Balance 31 December 2020</b>	<u>10,191,972</u>	<u>3,869</u>	<u>54,494</u>	<u>10,250,335</u>
Balance 31 December 2019	<u>10,220,505</u>	<u>43,038</u>	<u>55,290</u>	<u>10,318,833</u>

For a full breakdown of the properties see note 19 on page 26.



**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN  
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2020**

**3. TAXATION**

The Union is not liable to taxation on income from its members. Tax credits arise on dividends received. Corporation tax is payable on investment income to the extent that this exceeds provident benefits.

However the aggregate deferred tax relating to revalued investments that are recognised in the Income & Expenditure account has been provided for as below:

<b>Deferred Tax Provision</b>	<b>2020</b> £	<b>2019</b> £
Balance 1 January 2020	242,124	242,303
Revaluation of investment property At 31 December 2020 @19%	27,817	179
Balance 31 December 2020	<u>269,941</u>	<u>242,124</u>

**4. INVESTMENT INCOME**

	<b>2020</b> £	<b>2019</b> £
Dividends and interest received	63,763	81,782
Rents received	205,656	213,753
	<u>269,419</u>	<u>295,535</u>

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN  
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2020**

	General Fund	Political Fund	Branches Gen Fund	Branches Political Fund	2020 TOTAL	2019
	£	£	£	£	£	£
<b>5 BENEFITS AND SERVICES</b>						
Legal services	28,032	-	-	-	28,032	31,759
Diaries	49,357	-	-	-	49,357	38,787
ASLEF Journal	275,117	-	-	-	275,117	281,514
Educational costs	60,421	-	581	-	61,002	132,757
Branches' General Fund education	-	-	-	-	-	24,024
Branches' Political Fund education	-	-	-	-	-	1,088
Rule 16.2 Hardship payments	15,000	-	-	-	15,000	23,212
	427,927	-	581	-	428,508	533,141
<b>6 AFFILIATION FEES</b>						
Labour Party	-	50,012	-	-	50,012	46,421
Scottish Labour Party	-	1,180	-	-	1,180	590
Branches' Political Fund affiliations	-	-	-	-	-	3,449
Branches' General Fund affiliations	-	-	-	-	-	3,591
Trades Union Congress	60,980	-	-	-	60,980	56,917
Scottish TUC	3,695	-	-	-	3,695	3,283
Wales TUC	200	-	-	-	200	158
TULO	-	-	-	-	-	1,237
Freight on Rail	4,800	-	-	-	4,800	9,600
International Transport Workers' Federation	36,927	-	-	-	36,927	35,084
European Transport Workers' Federation	16,928	-	-	-	16,928	15,627
Others (Appendix 1)	4,261	-	4,595	4,376	13,232	8,532
	127,791	51,192	4,595	4,376	187,954	184,489

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN  
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2020**

7 DONATIONS	General Fund £	Political Fund £	Branches Gen Fund £	Branches Political Fund £	2020 TOTAL £	2019 £
Branches' General Fund Donations	-	-	(14,118)	-	(14,118)	12,114
District Organisers' General Fund Donations	1,621	-	-	-	1,621	3,926
Branches' Political Fund Donations	-	-	-	4,789	4,789	6,672
District Organisers' Political Fund Donations	-	-	-	-	-	1,070
Friends of Durham gala	2,000	-	-	-	2,000	-
Institute of Employment Rights	1,000	-	-	-	1,000	1,000
National Pensioners Convention	1,000	-	-	-	1,000	-
Justice for Colombia	5,250	-	-	-	5,250	5,000
Hope Not Hate	500	-	-	-	500	1,200
Royal British Legion	-	-	-	-	-	1,500
Unions 21	2,500	-	-	-	2,500	3,353
Labour Party Election Campaign	-	-	-	-	-	96,370
Sadiq Khan Campaign	-	10,000	-	-	10,000	-
Hazards	1,000	-	-	-	1,000	-
Railway children	1,000	-	-	-	1,000	2,500
Justice4Grenfell	-	-	-	-	-	3,000
Jenin Nursery	-	-	-	-	-	2,040

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN  
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2020**

7 DONATIONS Cont'd	General Fund	Political Fund	Branches Gen Fund	Branches Political Fund	2020 TOTAL	2019
	£	£	£	£	£	£
Crowdfunding Appeal –C Ponsati	-	-	-	-	-	1,000
Centre for Labour & Social Studies	12,000	-	-	-	12,000	6,000
Mind	2,500	-	-	-	2,500	-
Shelter	2,500	-	-	-	2,500	-
Wortley Hall	1,000	-	-	-	1,000	-
Morning Star Fighting Fund	5,000	-	-	-	5,000	1,000
Show Racism The Red Card	600	-	-	-	600	-
Stonehaven disaster	5,000	-	-	-	5,000	-
Funeral support	-	-	-	-	-	7,619
National Justice for Mineworkers	2,000	-	-	-	2,000	2,000
Others (Appendix 2)	12,123	4,791	-	-	16,914	21,511
	58,594	14,791	(14,118)	4,789	64,056	178,876

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN  
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2020**

	Note	2020	2019
		£	£
<b>8</b>	<b>CONFERENCE EXPENSES</b>		
	Annual assembly of delegates	1,300	232,100
	TUC Congress	3,949	41,306
	Scottish TUC	2,075	13,370
	Wales TUC	80	220
	TUC conferences	8,376	25,277
	ITF and ETF	8,357	22,208
	Labour Party	1,496	46,252
	Scottish Labour Party	1,600	5,350
	Wales Labour Party	889	7,560
	Rail, Tram Bus Union	-	13,612
	Rail, Maritime TU	-	-
	Others (Appendix 3)	11,562	76,508
		39,684	483,763
		39,684	483,763
<b>9</b>	<b>SALARIES AND EXPENSES</b>		
	General Secretary – M Whelan	25	106,226
	Executive committee	24	198,158
	Officers	25	819,448
	Head office staff		1,226,208
	Political salaries		-
	National insurance		19,997
	Pension, group life and permanent health costs		271,821
			1,406,810
		4,002,653	3,793,786
		4,002,653	3,793,786

Included within pension costs above are £ 1,052,000 (2019: £ 864,000) in respect of current service cost and interest on liability as determined by the scheme actuary and shown in note 12.

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN  
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2020**

	<b>2020</b>	<b>2019</b>
	£	£
<b>10 OTHER ORGANISING EXPENSES</b>		
Branch expenses	19,296	53,610
Branch officers' expenses	139,623	140,299
District organisers' expenses	1,646	1,779
Branches' General Fund		
- miscellaneous expenses	15,405	86,357
Branches' Political Fund		
- miscellaneous expenses	43,753	27,105
District council expenses	113,694	167,620
Company council representatives	6,698	16,050
Representative committees	21,511	36,294
Delegation and organising expenses	19,065	28,761
Trustees' expenses	3,185	8,418
	<u>383,876</u>	<u>566,293</u>
<b>11 OFFICE EXPENSES</b>		
Stationery, printing and publications	39,842	42,188
Communications	28,944	53,394
Bank charges and interest	22,738	21,302
Audit and accountancy	33,432	27,764
General legal and professional expenses	101,963	62,776
Goods purchased for presentation and resale	12,319	35,095
Ballots	27,972	18,192
Technology and sundry expenses	135,291	104,707
	<u>402,501</u>	<u>365,418</u>

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN  
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2020**

**12. PENSION SCHEME CONTRIBUTIONS**

The Union operates a defined benefit scheme in the UK. The last actuarial valuation of the Scheme was carried out at 1 August 2019 revealing a funding deficit of £2.5m. The results of this valuation have been updated to 31 December 2020 by a qualified actuary, independent of the Union. The assumptions used by the actuary are shown below.

The Union has agreed to pay annual contributions of either 39.5% or 37.0% of members' pensionable salaries each year, depending on the member's rate of benefit accrual, to meet the cost of future service accrual. In respect of the deficit in the Scheme the Union has agreed to pay contributions of £21,750 per month from November 2020 to October 2033.

Member contributions payable in addition to the above, remain at the rates of either 5% or 7.5% of pensionable pay.

The value of the assets and defined benefit obligations reflect market conditions at the year end.

At 31 December 2020 the deficit in the Scheme was £13,791,000 (2019: £7,943,000). The main contributing factor to the deterioration was a change in assumptions which significantly increased the defined benefit obligation, (primarily due to a lower discount rate following falls in corporate bond yields over the year).

Other less significant factors contributing to the deterioration, such as updating the starting point for the calculations to the latest actuarial valuation, were largely offset by actual investment return being higher than that required to match the expected increase in the defined benefit obligation.

In 2018 a High Court ruling gave Trustees the duty to make sure that equal pension benefits were paid to men and women, including where these benefits are in the form of GMP. As a result, all schemes with GMP rights have to now allow for the equalisation of benefits for the effect of unequal GMPs. This has been allowed for within these disclosures, by increasing the defined benefit obligation by 0.2% (2019 0.2%). The GMP equalisation allowance of 0.2% of the defined benefit obligation equates to £71,000 (2019 £55,000).

The assumptions used in calculating the defined benefit obligations for section 28 of FRS 102 are not used for funding the Scheme. The assumptions used in funding the Scheme and for calculating the funding deficit of £2.5m referred to above, are in accordance with s225 and s226 of The Pensions Act 2004.

**Present values of scheme liabilities, fair value of assets and deficit**

	<b>2020</b>	<b>2019</b>	<b>2018</b>
	£'000	£'000	£'000
Fair value of scheme assets	21,611	19,767	17,736
Present value of scheme liabilities	35,402	27,710	24,874
<b>Deficit in scheme</b>	<u>(13,791)</u>	<u>(7,943)</u>	<u>(7,138)</u>

There is no deferred tax asset or liability in relation to the above pension assets or liabilities.

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN  
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2020**

12 **PENSION SCHEME CONTRIBUTIONS (continued)**

	<b>2020</b>	<b>2019</b>
<b>Reconciliation of opening and closing balances of the fair value of scheme liabilities</b>		
	£'000	£'000
Scheme liabilities at 1 January 2020	27,710	24,874
Current service cost	1,052	864
Past service cost in respect of GMP equalisation	-	-
Interest cost	531	672
Contributions by scheme participants	158	153
Actuarial losses / (gains)	6,646	(2,170)
Benefits paid and death in service insurance premiums	(695)	(1,023)
<b>Scheme liabilities at 31 December 2020</b>	<b>35,402</b>	<b>27,710</b>

**Reconciliation of opening and closing balances of the fair value of scheme assets**

	£'000	£'000
Fair value of scheme assets at 1 January 2020	19,767	17,736
Expected return on scheme assets	1,162	1,603
Interest Income	378	478
Contributions by employer	841	820
Contributions by scheme participants	158	153
Benefits paid and death in service insurance premiums	(695)	(1,023)
<b>Fair value of scheme assets at 31 December 2020</b>	<b>21,611</b>	<b>19,767</b>



**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN  
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2020**

12 **PENSION SCHEME CONTRIBUTIONS (continued)**

**Total expense recognised in profit and loss account**

	<b>2020</b>	<b>2019</b>
	£'000	£'000
Current service cost	1,052	864
Past service cost in respect of GMP equalisation		-
Interest cost	153	194
<b>Total expense recognised in profit or loss</b>	<b>1,205</b>	<b>1,058</b>

	<b>2020</b>	<b>2019</b>
	£'000	£'000
<b>Other Comprehensive Income</b>		
Difference between interest costs and actual return on scheme assets:		
Amount: gain / (loss)	1,162	1,603
Effects of changes in the demographic and financial assumptions underlying the present value of the scheme liabilities:		
Amount: (loss) / gain on liabilities	(6,646)	(2,170)
<b>Total Other Comprehensive Income</b>	<b>(5,484)</b>	<b>(567)</b>

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN  
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2020**

12 **PENSION SCHEME CONTRIBUTIONS (continued)**

**Assets**

	<b>2020</b>	<b>2019</b>	<b>2018</b>
	£'000	£'000	£'000
Insured Annuities	4,952	4,723	4,835
Equities	2,823	2,542	1,994
Diversified growth funds	12,100	11,514	10,108
Cash and net current assets	1,736	988	799
<b>Total assets</b>	<b>21,611</b>	<b>19,767</b>	<b>17,736</b>

None of the fair values of the assets shown above include any property occupied by, or other assets used by, the Union.

**ASSUMPTIONS**

	<b>2020</b>	<b>2019</b>	<b>2018</b>
Inflation – RPI	3.0%	2.8%	3.3%pa
Inflation – CPI	2.5%	2.1%	2.3%pa
Salary increases	3.0%	2.6%	2.8%pa
Rate of discount	1.3%	1.9%	2.7%pa
Allowance for pension in payment increases of RPI or 5% per annum if less	3.0%	2.8%	3.2%pa
Allowance for revaluation of deferred pensions of CPI previously RPI or 5% per annum if less	2.5%	2.1%	2.30%pa
Allowance for commutation of pension for cash at retirement	50% of max	50% of max	50% of max

The mortality assumptions adopted at 31 December 2020 imply the following life expectancies:

	<b>2020</b>	<b>2019</b>
Male retiring at age 65 in 2020	21.90	21.80
Female retiring at age 65 in 2020	24.20	24.00
Male retiring at age 65 in 2039	23.20	23.10
Female retiring at age 65 in 2039	25.60	25.50

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN  
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2020**

**13 CONTINGENT LIABILITIES**

There were no contingent liabilities for the Union as at 31 December 2020 (2019 £ nil).

**14 CAPITAL COMMITMENTS**

Capital investment was further committed to in 2020 in respect of the following:

- Works on the Fire Escape at 77 St John Street at a cost of £ 65,000 plus vat plus fees with a proportion recoverable from adjoining properties amounting to approximately £ 41,000 plus vat plus fees, of this cost.
- Capital investment was agreed upon in 2020 for the upgrade and re-build of the ASLEF membership and system database at an initial estimated maximum cost of £ 300,000.
- ASLEF have made a commitment to additional investment in The People's Printing Press for a further 7 years at a cost of £ 2,000 per annum.

**15 OPERATING LEASE OBLIGATION**

Operating leases existing during 2020 had the following commitments:

	<b>2020</b>	<b>2019</b>
	£	£
Payments due within one year	35,851	42,372
Payments due 2 to 5 years	84,425	112,787
Payments due over 5 years to the end of the lease period	1,138,434	1,141,891

**16 OPERATING LEASES REVENUE**

Leases for the rental of Floors 1 & 2 at 77 St John Street. Recognised commitments include:

	<b>2020</b>	<b>2019</b>
	£	£
Payments due within one year	205,000	205,000
Payments due 2 to 5 years	274,819	479,819
Payments due over 5 years to the end of the lease period	-	-

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN  
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2020**

17	<b>DILAPIDATION RESERVE</b>	<b>2020</b>	<b>2019</b>
		<b>£</b>	<b>£</b>
	Balance at 1 January 2020	17,434	297,399
	Increase in reserve	50,331	146,159
	Utilised	(11,447)	(426,124)
	At 31 December 2020	56,318	17,434

18	<b>ACCUMULATED FUNDS</b>	Balance at 1 January 2020	Surplus/ for year	Balance 31 December 2020
		£	£	£
	General Fund	6,601,660	(3,872,808)	2,728,852
	Distress / Hardship Fund	1,500,000	-	1,500,000
	Fighting Fund	89,068	365	89,433
	Branches' General Fund	317,831	117,494	435,325
	Political Fund	99,626	137,335	236,961
	<b>Total</b>	8,608,185	(3,617,614)	4,990,571

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN  
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2020**

**19 PROPERTIES**

	<b>FREEHOLD PROPERTIES</b>	<b>FREEHOLD INVESTMENT PROPERTY</b>	<b>LEASE HOLD PROPERTY</b>	<b>TOTAL PROPERTY</b>
	£	£	£	£
<b>MARKET VALUE</b>		2,891,580		2,891,580
<b>31 December 2020</b>				
<b>COST</b>				
<b>31 December 2020</b>	6,258,918		1,516,941	7,775,859
<b>VALUE</b>	<u>6,258,918</u>	<u>2,891,580</u>	<u>1,516,941</u>	<u>10,667,439</u>
<b>31 December 2020</b>				
<b>NET BOOK VALUE</b>	<u>5,831,535</u>	<u>2,891,580</u>	<u>1,468,857</u>	<u>10,191,972</u>
<b>31 December 2020</b>				
<b>NET BOOK VALUE</b>	<u>5,849,497</u>	<u>2,891,580</u>	<u>1,479,428</u>	<u>10,220,505</u>
<b>31 December 2019</b>				

The Freehold properties net book value at 31 December 2020 comprised of the following:

77 St John Street £4,322,620, 14 A Bonny Street £1,197,524, 86 Hillside Gardens £ 214,908, and 3 Gunning Way £96,483.

The long leasehold properties net book value at 31 December 2020 comprised of the following:  
Flat 4, 242-244 St John Street £569,703 and Apt 604 9b Clerkenwell Road £899,154.

<b>20 QUOTED INVESTMENTS</b>	<b>2020</b>	<b>2019</b>
	£	£
Market value at 1 January 2020	4,838,605	4,267,071
Additions	1,058,896	53,744
Unrealised gain / (loss)	268,326	517,790
Market value at 31 December 2020	<u>6,165,827</u>	<u>4,838,605</u>

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN  
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2020**

21	<b>DEBTORS AND PREPAYMENTS</b>	<b>2020</b>	<b>2019</b>
		£	£
	Trade debtors	43,949	61,172
	Accrued income	207,563	248,019
	Prepayments	290,851	154,480
	Other debtors	293,050	284,707
		835,413	748,378
		835,413	748,378
22	<b>CASH AT BANK</b>		
	Cash on deposit	1,271,697	686,199
	ASLEF Fighting Fund	89,397	89,032
	Other bank balances	267,170	179,134
		1,628,264	954,365
		1,628,264	954,365
23	<b>CREDITORS AND ACCRUALS</b>		
	Trade creditors	(6,419)	65,271
	Social security and other taxes	98,540	102,555
	Accruals	145,369	257,476
	Other creditors	154,339	131,854
		391,829	557,156
		391,829	557,156

**Auditor's report (continued)**

Signature(s) of auditor or auditors:

*Assets Audit Services Limited*

Name(s):

ASSETS AUDIT  
SERVICES LIMITED

Profession(s) or Calling(s):

CHARTERED  
ACCOUNTANTS

Address(es):

REGIS HOUSE

45 KING WILLIAM ST.

LONDON

Postcode

E4R 9AN

Date

3 JUNE 2021

Contact name for inquiries and  
telephone number:

JOHN HOWARD  
0207 403 1877

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 ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN**

### **Opinion**

We have audited the financial statements of the Associated Society of Locomotive Engineers and Firemen (ASLEF) (the 'Union') for the year ended 31 December 2020 which comprise the income and expenditure account, the statement of comprehensive income, the balance sheet, the cash flow statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and 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 2020 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 Executive Committee's use of the going concern basis of accounting in the preparation of the financial statements is not appropriate, or
- the Executive 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 Executive Committee is responsible for the other information. The other information comprises the information included in the Foreword to the 2020 Annual Report and Financial Statements, other than the financial statements and our auditor's report thereon. 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.



## **INDEPENDENT AUDITORS' REPORT TO THE ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN**

### **Matters in 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 Executive Committee**

As explained more fully in the Statement of The Executive Committee's Responsibilities, the Executive Committee are 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 Executive 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 Executive Committee are 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 Executive Committee either intend 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](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

### **Use of our report**

This report is made solely to the Associated Society of Locomotive Engineers and Firemen, 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'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 as a body, for our audit work, for this report, or for the opinions we have formed.

*Azets Audit Services Limited*

Azets Audit Services Limited  
Chartered Accountants, Statutory Auditor,  
Regis House, 45 King William Street, London EC4R 9AN.

14<sup>th</sup> April 2021

## 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?

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

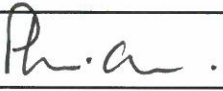
- 2 In the opinion of the assurer has he/she obtained the information and explanations necessary for the performance of his/her functions?

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)

Signature of assurer	
Name	PHILIP CLARK
Address	REGIS HOUSE 45 KING WILLIAM STREET, LONDON EC4R 9AN
Date	3 JUNE 2021
Contact name and telephone number	PHIL CLARK 0207 403 1877

## 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	
Office held	
Date	