

Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	Trades Union Congress				
Year ended:	31 December 2020				
List no:	1180T				
Head or Main Office address:	Congress House				
	23/28 Great Russell Street				
	London				
Postcode	WC1B 3LS				
Website address (if available)	https://www.tuc.org.uk				
Has the address changed during the year to which the return relates?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>	('X' in appropriate box)
General Secretary:	Frances O'Grady				
Telephone Number:	(020) 7636 4030				
Contact name for queries regarding the completion of this return	B Skeete				
Telephone Number:	(020) 7467 1278				
E-mail:	financeoffice@tuc.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

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

Contents

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

Return of Members

(see notes 10 and 11)

	Number of members at the end of the year				
	Great Britain	Northern Ireland	Irish Republic	Elsewhere Abroad (including Channel Islands)	Totals
Male					
Female					
Other	48				48
Total	48				A 48

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

48

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

Change of Officers

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

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

State whether the union is:

a. A branch of another trade union?

Yes

No

If yes, state the name of that other union:

b. A federation of trade unions?

Yes

No

If yes, state the number of affiliated unions:

48

and names:

See Appendix 1

TUC Members at 31 December 2020

1. Accord
2. Advance
3. Aegis
4. Artists Union England
5. Associated Society of Locomotive Engineers and Firemen (ASLEF)
6. Association of Educational Psychologists (AEP)
7. Association of Flight Attendants (AFA-CWA)
8. Bakers, Food & Allied Workers Union (BFAWU)
9. British & Irish Orthoptic Society (BIOS)
10. British Air Line Pilots Association (BALPA)
11. British Dietetic Association (BDA)
12. Chartered Society of Physiotherapy (CSP)
13. College of Podiatry
14. Communication Workers Union (CWU)
15. Community
16. Educational Institute of Scotland (EIS)
17. Equity
18. F D A
19. Fire Brigades Union (FBU)
20. G M B
21. Hospital Consultants & Specialists Association (HCSA)
22. Musicians Union (MU)
23. National Association of Head Teachers (NAHT)
24. National Association of Probation Officers (NAPO)
25. National Association of Schoolmasters Union of Women Teachers (NASUWT)
26. National Association of Stable Staff (NARS)
27. National Education Union (NEU)
28. National House Building Council Staff Association
29. National Society for Education in Art and Design (NSEAD)
30. National Union of Journalists (NUJ)
31. National Union of Mineworkers (NUM)
32. National Union of Rail, Maritime & Transport Workers (RMT)
33. Nationwide Group Staff Union (NGSU)
34. Nautilus International
35. Prison Officers Association (POA)
36. Professional Footballers Association (PFA)
37. Prospect
38. Public & Commercial Services Union (PCS)
39. Royal College of Midwives (RCM)
40. Society of Radiographers (SoR)
41. Transport Salaried Staffs' Association (TSSA)
42. Undeb Cenedlaethol Athrawon Cymru (UCAC)

TUC Members at 31 December 2020 (continued)

43. Union of Shop Distributive & Allied Workers (USDAW)
44. UNISON
45. Unite the Union
46. United Road Transport Union (URTU)
47. University & College Union (UCU)
48. Writers' Guild of Great Britain (WGGB)

General Fund

(see notes 13 to 18)

	£000	£000
Income		
From Members: Contributions and Subscriptions		13,846
From Members: Other income from members (specify)		
Total other income from members		
Total of all income from members		13,846
Investment income (as at page 12)		2,335
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	753	
Total of other income (as at page 4)		753
Total income		16,934
Interfund Transfers IN		
Expenditure		
Benefits to members (as at page 5)		
Administrative expenses (as at page 10)		25,598
Federation and other bodies (specify)		
ITUC		994
ETUC		859
TUAC		76
Total expenditure Federation and other bodies		1,929
Taxation		244
Total expenditure		27,771
Interfund Transfers OUT		
Surplus (deficit) for year		-10,837
Amount of general fund at beginning of year		76,550
Amount of general fund at end of year		65,713

Analysis of income from federation and other bodies and other income

(see notes 19 and 20)

Description	£000
Federation and other bodies	
Total federation and other bodies	
Any Other Sources	
Sales and publications	112
Donations and grants received	130
Furlough income	511
Total other sources	753
Total of all other income	753

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

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

(See notes 21 and 23)

Fund 2		Fund Account	
Name:	Development Fund	£000	£000
Income			
	From members		1,410
	Investment income (as at page 12)		
	Other income (specify)		
	Sales and publications		
	Donations and grants received		1,371
	Total other income as specified		1,371
	Total Income		2,781
	Interfund Transfers IN		
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		2,619
	Total Expenditure		2,619
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		162
	Amount of fund at beginning of year		7,597
	Amount of fund at the end of year (as Balance Sheet)		7,759
	Number of members contributing at end of year		48

Fund 3		Fund Account	
Name:	Unionlearn	£000	£000
Income			
	From members		647
	Investment income (as at page 12)		
	Other income (specify)		
	Sales and publications		
	Donations and grants received		12,076
	Total other income as specified		12,076
	Total Income		12,723
	Interfund Transfers IN		
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		12,295
	Total Expenditure		12,295
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		428
	Amount of fund at beginning of year		131
	Amount of fund at the end of year (as Balance Sheet)		559
	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		

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	£

Total expenditure

(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

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

(see notes 34 and 35)

		£000
Administrative Expenses		
Remuneration and expenses of staff		14,258
Salaries and Wages included in above	10,484	
Auditors' fees		44
Legal and Professional fees		422
Occupancy costs		1,707
Stationery, printing, postage, telephone, etc.		125
Expenses of Executive Committee (Head Office)		
Expenses of conferences		149
Other administrative expenses (specify)		
Repairs and Renewals		850
Travel and meetings		84
Other Outgoings		
Depreciation		173
Taxation - VAT recovered		-144
Doubtful debt provision		33
Grants and donations		9,417
Gain on FX		
Projects and campaigns		1,959
Finance adjustment - pension schemes		1,490
Gains on disposal of investments		-246
Changes in FV of investments and inv property		2,377
Deferred tax on Changes in FV of Inv & Inv property		-122
Outgoings on land and buildings (specify)		
Change in FV of freehold property		3,949
Other outgoings (specify)		
Pension scheme actuarial loss		3,894
Trade union education		241
Deferred tax on other comprehensive income		-348
tretert		
Total		40,312
Charged to:	General Fund (Page 3)	25,598
	Development Fund	2,619
	Unionlearn	12,295
	Dilapidations Fund	-200
Total		40,312

Analysis of investment income

(see notes 47 and 48)

	Political Fund £000		Other Fund(s) £000
Rent from land and buildings			2,152
Dividends (gross) from:			
Equities (e.g. shares)			183
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			
Other investment income (specify)			
			2,335
		Total investment income	2,335
		Credited to:	
		General Fund (Page 3)	2,335
		Development Fund	
		Unionlearn	
		Dilapidations Fund	
		Political Fund	
		Total Investment Funds	2,335

Fixed assets account

(see notes 53 to 57)

	Land and Buildings		Furniture and Equipment £000	Motor Vehicles £000	Not used for union business £000	Total £000
	Freehold £000	Leasehold £000				
Cost or Valuation						
At start of year	40,174		1,668	24	26,466	68,332
Additions			129			129
Disposals			-45			-45
Revaluation/Transfers	-3,949				-2,601	-6,550
At end of year	36,225		1,752	24	23,865	61,866
Accumulated Depreciation						
At start of year			1,068	18		1,086
Charges for year						
Disposals			-45			-45
Revaluation/Transfers			167	6		173
At end of year			1,190	24		1,214
Net book value at end of year	36,225		562		23,865	60,652
Net book value at end of previous year	40,174		600	6	26,466	67,246

Analysis of investments

(see notes 58 and 59)

Quoted	All Funds Except Political Funds £000	Political Fund £000
Equities (e.g. Shares)		
UK quoted	5,794	
International Quoted	5,750	
Government Securities (Gilts)		
Other quoted securities (to be specified)		
Total quoted (as Balance Sheet)	11,544	
Market Value of Quoted Investment	11,544	
Unquoted		
Equities		
Unity trust	1	
Union Energy Ltd		
Government Securities (Gilts)		
Mortgages		
Bank and Building Societies		
Other unquoted investments (to be specified)		
MSI Brussels	5	
Total unquoted (as Balance Sheet)	6	
Market Value of Unquoted Investments		

Summary sheet

(see notes 62 to 73)

	All funds except Political Funds £000	Political Funds £000	Total Funds £000
Income			
From Members	15,903		15,903
From Investments	2,335		2,335
Other Income (including increases by revaluation of assets)	14,200		14,200
Total Income	32,438		32,438
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	42,485		42,485
Funds at beginning of year (including reserves)	84,952		84,952
Funds at end of year (including reserves)	74,905		74,905
Assets			
Fixed Assets			60,652
Investment Assets			11,550
Other Assets			12,983
		Total Assets	85,185
Liabilities		Total Liabilities	10,280
Net Assets (Total Assets less Total Liabilities)			74,905

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

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

Ballot 4

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

1-3 should total "Number of votes cast"

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

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

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

Ballot 5

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

1-3 should total "Number of votes cast"

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

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

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

Ballot 6

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

1-3 should total "Number of votes cast"

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

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

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

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

(see note 81)

***Categories of Nature of Trade Dispute**

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

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

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

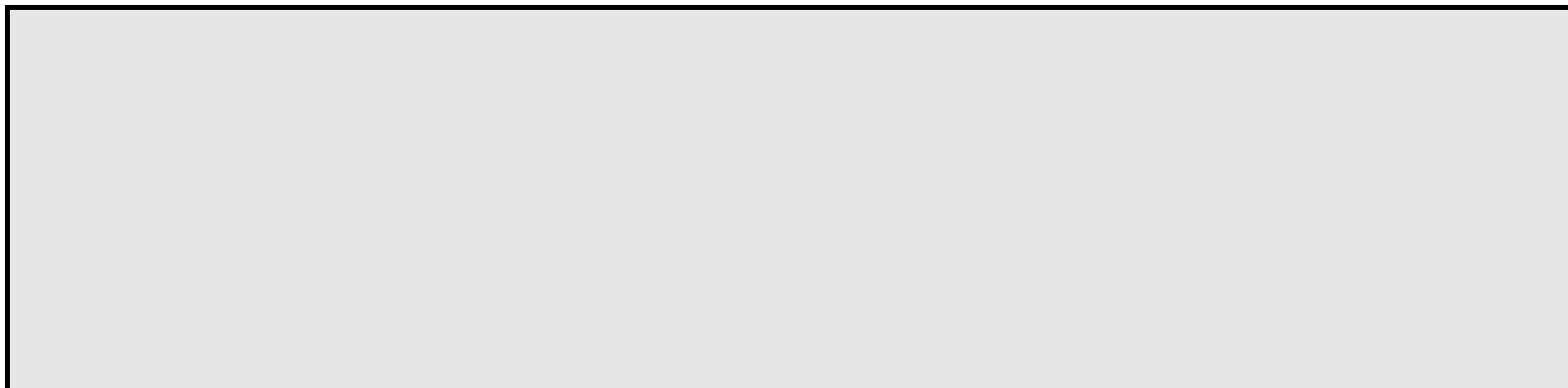
(see notes 82 and 83)

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

See appendix 2

Accounting policies



(see notes 84 and 85)



Signatures to the annual return

(see notes 86 & 87)

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

General Secretary's Signature:		Chairman's Signature:	
			(or other official whose position should be stated)
Name:	Frances O'Grady	Name:	Paul Nowak - Deputy General Secretary
Date:	28 June 2021	Date:	28 June 2021

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 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	<input checked="" type="checkbox"/>	No	

TRADES UNION CONGRESS

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2020

1 ACCOUNTING POLICIES

a Basis of accounts

The accounts have been prepared under the historical cost basis of accounting and in accordance with applicable Accounting Standards, including Financial Reporting Standard 102 (FRS 102), 'the Financial Reporting Standard in the UK and Republic of Ireland'. These financial statements are presented in pounds sterling (GBP), as this is the currency in which the majority of the TUC's transactions are denominated. They comprise the financial statements of the TUC for the year ended 31 December 2020 and are presented to the nearest pound.

b Going concern

The General Council have reviewed the TUC's financial performance and reserves position. We have adequate financial resources and are well placed to manage the business risks. Our planning process, including financial projections, has taken into consideration the current economic climate and its potential impact on the various sources of income and planned expenditure.

The current COVID-19 pandemic has impacted on the organisation's finances but the TUC remains confident in our ability to remain sustainable in the coming 12 months by carefully controlling costs, and taking advantage of relevant government support. We are able to continue operating during lockdown, and that includes our ability to collect affiliation fees as normal, so cash flow will be maintained.

Our reserves position is strong, and we are scenario planning to better understand the longer term impact on our income from a reduction in union membership and the solutions we might put in place.

The General Council have, at the time of approving the financial statements, a reasonable expectation that the TUC has adequate resources to continue in operational existence for the foreseeable future. Thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

c Affiliation fee Income

Affiliation fees are shown in the accounts on the basis of those amounts collected and due from members in respect of the year under review.

d Property rental and service charges

Rental income is recognised on a straight line basis over the lease term, taking into account any rent free period at the commencement of the lease.

e Investment income

Dividends from investments are recognised when entitlement to receive payment is established.

f Donations and fees income

Donations and fees income is recognised in the accounts on an accruals basis in accordance with the underlying conditions attached to it. Amounts relating to future periods are accounted for as deferred income within creditor.

Government grants are recognised on the performance model, when the union has complied with any conditions attaching to the grant and the grant will be received. The grant in connection to the job retention scheme has been recognised in the period to which the underlying furloughed staff costs relate to.

g Tangible fixed assets and depreciation

Fixed assets are stated at a cost. Depreciation is provided on all tangible fixed assets on a straight line basis, at rates estimated to write off the cost, less estimated residual value, of each asset over its expected useful life.

Furniture and Fittings	10% per annum on cost as applicable
Equipment	20% - 50% per annum on cost as applicable
Motor Vehicles	25% per annum on cost

The assets' residual values, useful lives and depreciation methods are reviewed, and adjusted prospectively if appropriate, or if there is an indication of a significant change since the last reporting date.

TRADES UNION CONGRESS

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2020

1. ACCOUNTING POLICIES (continued)

h Freehold property

Individual freehold properties are carried at current year value at fair value at the date of the revaluation. Revaluations are undertaken at the end of each reporting period to ensure the carrying amount does not differ materially from that which would be determined using fair value at the balance sheet date. Fair values are determined from market based evidence normally undertaken by professionally qualified valuers.

i Investment property

Investment properties are carried at fair value determined on an annual basis by external valuers. Values are derived from the current market rents and investment property yields for comparable real estate, adjusted if necessary for any difference in the nature, location or condition of the specific asset. No depreciation is provided. Changes in fair value are recognised in profit or loss.

j Operating leases

Rentals under operating leases are charged on a straight-line basis over the term of the contract.

k Investments

Investments held as fixed assets are stated at market value.

l Pension

The Trades Union Congress Superannuation Society Limited pension scheme is a defined benefit scheme. The amounts charged to Statement of Comprehensive Income are the current service costs. Actuarial gains and losses are recognised immediately in the Statement of Comprehensive Income.

The assets of the scheme are held separately from those of the Trades Unions Congress in a separate trustee administered fund. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method and a discounted rate equivalent to the current rate of return on high quality corporate bonds of equivalent currency and term to the scheme liabilities.

m Critical accounting assumptions and adjustments

The preparation of financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the accounting policies selected for use by the union. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the consolidated financial statements are disclosed below. Use of available information and application of judgement are inherent in the formation of estimates. Actual outcomes in the future could differ from such estimates.

In preparing these financial statements, the following estimates and judgements have been made:

Investments

Quoted investments are disclosed at mid market values at the Statement of Financial Position date. Unquoted investments are disclosed at their original cost or, where available, at their estimated current value as estimated by an independent third party.

TRADES UNION CONGRESS

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2020

1. ACCOUNTING POLICIES (CONTINUED)

Defined benefit pension scheme

The cost of defined benefit pension plans are determined using actuarial valuations. The actuarial valuation involves making assumptions about discount rates, future salary increases, mortality rates and future pension increases. Due to the complexity of the valuation, the underlying assumptions and the long term nature of these plans, such estimates are subject to significant uncertainty. After taking appropriate professional advice, management determines the appropriate discount rate at the end of each reporting period. This is the interest rate that should be used to determine the present value of estimated future cash outflows expected to be required to settle the pension obligations. In determining the appropriate discount rate, consideration is given to the interest rates of high-quality corporate bonds that are denominated in the currency in which the benefits are to be paid and that have terms to maturity approximating the terms of the related pension liability. Details of the assumptions used in the calculation of the value of the defined benefit pension scheme can be found in note 15.

Valuation of property

The TUC carries its property at fair value, with changes in fair value being recognised in the Statement of Comprehensive Income for the period in which they arise. Management review the valuation of the properties on an annual basis and, taking the market conditions into account, consider the values included in the accounts to be the fair value of the properties. Further detail of the current valuation of the property can be found in note 9.

Provisions for liabilities

Provisions for liabilities included at the year end have been calculated using the best available knowledge at the time of preparing the financial statements, adjusted for information subsequently received. An element of estimation is therefore required when calculating the provisions.

	2020	2019
	£'000	£'000
2. STAFF COSTS		
Salaries and national insurance	10,484	10,337
Pension contributions	2,201	2,187
Welfare and training	253	437
Banked Leave	43	-
Restructuring costs	1,222	(4)
Advertising and recruitment	55	64
	<hr/> 14,258	<hr/> 13,021

TRADES UNION CONGRESS

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2020

	2020	2019
	£'000	£'000
3. PROPERTY CHARGES		
Rent and rates	732	757
Heating and lighting	231	307
Cleaning	109	144
Insurance	107	108
Building repairs and renewals	306	374
External functions	222	892
Expenditure from dilapidations fund	-	536
	<u>1,707</u>	<u>3,118</u>
	2020	2019
	£'000	£'000
4. OFFICE EXPENSES		
Communications	82	121
Stationery and printed materials	43	72
Renewals and repairs to office equipment	850	953
Audit fees	44	42
Bank charges	6	10
Legal costs	125	73
Finance	78	164
Consultancy fees	213	344
Provision for doubtful debts	33	(53)
	<u>1,474</u>	<u>1,726</u>
	2020	2019
	£'000	£'000
5. PROJECT AND CAMPAIGN EXPENSES		
Printing and publicity	152	209
Media and supporters work	319	148
Projects and campaigns	27	62
Conferences	52	109
Training and development	13	24
Consultancy fees	1,396	1,438
	<u>1,959</u>	<u>1,990</u>

TRADES UNION CONGRESS

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2020

		2020	2019
		£'000	£'000
6.	INTERNATIONAL AFFILIATION FEES		
	ITUC	994	966
	ETUC	859	872
	TUAC	76	81
		1,929	1,919

		2020	2019
		£'000	£'000
7.	GRANTS AND DONATIONS		
	Tolpuddle Martyrs Memorial Trust	95	75
	TUC Educational Trust	-	60
	Sundry	69	52
	Union Learning Fund	9,253	9,740
	Grants to organisations overseas	-	-
		9,417	9,927

8. TAXATION

This represents tax due on investment income, rents receivable and capital gains arising on disposal of investments.

	2020	2019
	£'000	£'000
Over provision in prior years	(9)	-
Provision for the year	253	213
	244	213

DEFERRED TAX LIABILITY

	2020	2019
	£'000	£'000
1 January 2020	5,785	5,400
Increase in deferred tax on changes in fair value of investment property and investments	(121)	3
Decrease in deferred tax on other comprehensive income	(348)	382
31 December 2020	5,316	5,785

TRADES UNION CONGRESS

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2020

RECONCILIATION OF TAX CHARGE

As a membership organisation, profits and losses arising from the TUC's membership activities are outside the scope of corporation tax. Profits and losses arising from non-membership activities and income from its investments is subject to corporation tax.

	2020		2019	
	Total £'000	Tax at 19% £'000	Total £'000	Tax at 19% £'000
Income	32,438	-	33,625	-
Foreign exchange gain	-	-	(3)	-
Gain on disposal of investments	246	-	220	-
Changes in fair value of investments	224	-	927	-
Profit/(loss) on sale of fixed assets	-	-	-	-
Gains from changes in fair value of investment property	(2,601)	-	671	-
Gains from changes in fair value of freehold property	(3,949)	-	851	-
Other finance adjustments – pension schemes	(1,490)	-	(489)	-
Total income and gains	24,868	-	35,802	-

Non-member activities and investment income chargeable to corporation tax

Income from property	1,222	232	893	168
Income from investments	137	25	110	21
Chargeable (losses)/gains	178	34	315	59
Allowable expenditure:				
Investment manager fees	(98)	(19)	(105)	(20)
Gift aid	(98)	(19)	(81)	(15)
Total chargeable to corporation tax	1,341	253	1,132	213

	2020		2019	
(Deficit)/surplus from TUC membership activities outside the scope of corporation tax	(3,987)		459	-
Unrealised (losses)/gains on investments not subject to corporation tax	217		790	-
Unrealised gains on revalued property not subject to corporation tax	(3,949)		671	-
Actuarial gain/(loss) not subject to corporation tax	(3,894)		112	-
Total comprehensive surplus/(deficit) before corporation tax	(10,272)		3,164	-

RECONCILIATION OF TAX CHARGE

	2020		2019	
	Total £'000	Tax at 19% £'000	Total £'000	Tax at 19% £'000
Current tax	(244)		(213)	-
Deferred tax	469		(385)	-
Total comprehensive (expense) / income	(10,047)		2,566	-

TRADES UNION CONGRESS

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2020

9. FIXED ASSETS

	Investment property	Land & Buildings	Furniture, Fittings & Equipment	Motor Vehicles	Total
COST OR VALUATION	£'000	£'000	£'000	£'000	£'000
1 January 2020	26,466	40,174	1,668	24	68,332
Additions	-	-	129	-	129
Disposals	-	-	(45)	-	(45)
Revaluations	(2,601)	(3,949)	-	-	(6,550)
31 December 2020	23,865	36,225	1,752	24	61,866
DEPRECIATION					
1 January 2020	-	-	(1,068)	(18)	(1,086)
Disposal	-	-	45	-	45
Charge for year	-	-	(167)	(6)	(173)
31 December 2020	-	-	(1,190)	(24)	(1,214)
NET BOOK VALUE					
31 December 2020	23,865	36,225	562	-	60,652
31 December 2019	26,466	40,174	599	6	67,245

A charge was registered against the property on 28 March 2006 for £9 million in favour of the TUC Superannuation Society Limited.

A valuation of Congress House was undertaken at 31 December 2020 by Farebrother. The basis of the valuation was market value as defined by the RICS Valuation – Professional Standards 2017. The investment property element has been valued subject to the current lease terms in place and the freehold property element has been valued assuming full vacant possession.

TRADES UNION CONGRESS

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2020

10. INVESTMENTS

	Market value brought forward at 01.01.2020	Purchases	Sales	Change in market value	Market value carried forward at 31.12.2020
	£'000	£'000	£'000	£'000	£'000
Quoted					
UK Quoted	4,990	2,976	(2,238)	66	5,794
International Quoted	5,354	2,948	(2,965)	413	5,750
	10,344	5,924	(5,203)	479	11,544
UK Unquoted					
Unity Trust shares	1	-	-	-	1
Union Energy Limited	9	-	-	(9)	-
MSI Brussels	5	-	-	-	5
	15	-	-	(9)	6
	10,359	5,924	(5,203)	470	11,550

The change in market value seen above is made up of £246k (2019: £220k) of gains on disposal of investments, £224k (2019: £927k) of change in fair value of investments and £nil (2019: £nil) of gains on foreign exchange.

11. DEBTORS & PREPAYMENTS

	2020	2019
	£'000	£'000
Trade debtors	363	295
Other debtors	745	859
Prepayments and accrued income	1,985	964
	3,093	2,118

12. CREDITORS & ACCRUED EXPENSES

	2020	2019
	£'000	£'000
Trade creditors	1,122	774
Taxation and social security	708	548
Other creditors	3	235
Accruals and deferred income	1,515	1,845
	3,348	3,402

13. PROVISION FOR LIABILITIES AND CHARGES

A provision has been made to reflect payments expected to arise from, redundancy, banked leave and accrued holiday pay.

TRADES UNION CONGRESS

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2020

14. COMMITMENTS AND CONTRACTED INCOME - OPERATING LEASES

At 31 December 2020 the TUC had total printing and office equipment leasing commitments of £339,856 due within one year (2019: £341,507), £603,610 between two and five years (2019: £938,695) and after five years £1,771 (2019: £8,856).

At 31 December 2020 the TUC had contracted income from property rentals of £1,034,014 due within one year (2019: £1,150,847), £3,095,324 between two and five years (2019: £4,493,498) and after five years £1,408,341 (2019: £2,744,363).

15. PENSION COSTS

The Trades Union Congress operates one defined benefit scheme in the UK which offers both pensions in retirement and death benefits to members. Pension benefits are related to the members' final salary at retirement and their length of service. Employer contributions to the scheme for the year beginning 1 January 2021 are expected to be £2.1m. The most recent formal actuarial valuation of the Scheme was as at 31 August 2019. .

The major assumptions used by the actuary were (in nominal terms);

	At 31.12.2020	At 31.12.2019
Rate of increase in salaries	3.65%	4.7%
Rate of increase in pensions in payment		
- RPI, capped at 2.5% per annum	2.30%	2.4%
- RPI, capped at 5.0% per annum	2.90%	3.2%
- RPI, 3% per annum minimum and 5.0% per annum maximum	3.40%	3.5%
Discount rate	1.20%	2.1%
RPI Inflation assumption	2.90%	3.2%
CPI Inflation assumption	2.40%	2.3%
Revaluation in deferment*	2.40%	2.3%
Assumed life expectancies on retirement at age 65 are:		
Retiring today		
Males	87.4	87.7
Females	89.5	89.6
Retiring in 20 years time		
Males	88.8	89.3
Females	90.7	91.4

*Note that the revaluation of deferred pensions between leaving and retirement is subject to an underpin of 3% per annum

The assumptions used in determining the overall expected return of the scheme have been set with reference to yields available on government bonds and appropriate risk margins.

	2020 £'000	2019 £'000
The amounts recognised in the balance sheet are as follows:		
Present value of scheme liabilities	(158,541)	(141,773)
Fair value of scheme assets	163,454	152,070
Pension asset	4,913	10,297

	2020 £'000	2019 £'000
<u>Reconciliation of opening and closing balances of the present value of the scheme liabilities</u>		
Liabilities at beginning of year	141,773	123,606
Current service cost	3,531	2,695
Interest cost	2,950	3,430
Contributions by scheme participants	530	519
Actuarial (gain) / loss	12,969	14,242
Benefits paid	(3,212)	(2,719)
Liabilities at end of year	158,541	141,773

TRADES UNION CONGRESS

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2020

15. PENSION COSTS (continued)

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

	2020	2019
	£'000	£'000
Fair value of scheme assets at beginning of year	152,070	134,280
Interest income on scheme assets	3,184	3,756
Return on assets, excluding interest income	9,075	14,354
Scheme administrative costs	(421)	(338)
Contributions by employers	2,228	2,218
Contributions by plan participants	530	519
Benefits paid	(3,212)	(2,719)
Fair value of scheme assets at end of year	163,454	152,070

The assets in the scheme were:

	Value At 31.12.2020	Value At 31.12.2019
	£'000	£'000
Equities	16,869	29,133
Bonds	76,460	66,637
Equity linked bonds	12,029	-
Cash	667	808
Other	57,429	55,492
Fair value of plan assets	163,454	152,070

Amount recognised in other comprehensive income

Cash	12,969	14,242
Return on assets, excluding interest income	(9,075)	(14,354)
Actuarial loss / (gain)	3,894	(112)

Amounts recognised in profit and loss

Service cost including current and past service costs and settlements	3,531	2,695
Administrative cost	421	338
Net interest on the net defined benefit liability	(234)	(326)
	3,718	2,707
Employers contributions	(2,228)	(2,218)
Net pension cost	1,490	489

TRADES UNION CONGRESS

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2020

16. RELATED PARTIES

During the year the TUC had transactions with the following charities which are under its control through the appointment of trustees. The outstanding balances are included within other debtors.

	2020	2019
<u>TUC Educational Trust</u>		
Owed to TUC		
Opening balance	623,992	623,914
Payments to TUC	-	-
Net costs paid through TUC	78	78
Closing balance	624,070	623,992
 <u>Tolpuddle Martyrs Memorial Trust</u>		
Owed to TUC		
Opening balance	187,886	201,126
Payments to TUC	(187,886)	(200,144)
Net costs paid through TUC	100,436	186,904
Closing balance	100,436	187,886
 <u>TUC Aid</u>		
Owed to TUC		
Opening balance	43,120	19,586
Payments to TUC	(45,473)	-
Net costs paid through TUC	5,719	23,534
Closing balance	3,366	43,120

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 appendix 3

Signature(s) of auditor or auditors:

Crowe U.K. LLP

Name(s):

Crowe U.K. LLP

Profession(s) or Calling(s):

Chartered Accountants

Address(es):

55 Ludgate Hill

London

Postcode

EC4M 7JW

Date

26-Jul-21

Contact name for inquiries and telephone number:

020 7842 7276

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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE TRADES UNION CONGRESS

Opinion

We have audited the financial statements of Trades Union Congress for the year ended 31 December 2020 which comprise the Statement of Comprehensive Income, Balance Sheet, Statement of Changes in Equity, Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 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 Trades Union Congress's affairs as at 31 December 2020 and of its transactions 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 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 other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the officers' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the union's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the officers with respect to going concern are described in the relevant sections of this report.

Other information

The officers are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, 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.

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 this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Trades Union and Labour Relations Act 1992 requires us to report to you if, in our opinion:

- proper accounting records have not been kept;
- a satisfactory system of control over its accounting records, cash holdings and receipts and remittances has not been maintained; or
- the financial statements are not in agreement with the accounting records and returns.

Responsibilities of officers

As explained more fully in the statement of officers' responsibility set out on page 1, the officers 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 officers determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

We have been appointed as auditor under section 33 of the Trade Union and Labour Relations Act 1992 and report in accordance with section 36 of that Act.

In preparing the financial statements, the officers 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 officers 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.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

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

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the union operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Trade Union and Labour Relations Act 1992 together with the financial reporting standards. We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the union's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the union for fraud. The laws and regulations we considered in this context for the UK operations were health and safety legislation, employment legislation and taxation legislation.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the officers and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management and the Executive Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

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

Crowe U.K. LLP

Crowe U.K. LLP

Statutory Auditor

London 8 July 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 reportign period proceding the one to which this audit relates was the total membership of the trade union greater than 10,000?

No

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

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

Membership audit certificate

Section one

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

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

Yes / No

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

Yes / No

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

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

Membership audit certificate (continued)

Signature of assurer	
Name	
Address	
Date	
Contact name and telephone number	

Membership audit certificate

Section two

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

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

Yes

If "No" Please explain below:

[Large greyed-out area for explanation]

Signature	<i>Frances O'Grady</i>
Name	Frances O'Grady
Office held	General Secretary
Date	28-Jun-21

Double-click on icon to open guidance