

Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	Musicians' Union			
Year ended:	31 December 2020			
List no:	154T			
Head or Main Office address:	60-62 Clapham Road			
	London			
Postcode	SW9 0JJ			
Website address (if available)	https://www.musiciansunion.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:	Horace Trubridge			
Telephone Number:	020 7582 5566			
Contact name for queries regarding the completion of this return	Sailesh P Mehta			
Telephone Number:	020 7388 7000			
E-mail:	smehta@hwfisher.co.uk			

Please follow the guidance notes in the completion of this return

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

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

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

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

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Return of Members

(see notes 10 and 11)

	Number of members at the end of the year				
	Great Britain	Northern Ireland	Irish Republic	Elsewhere Abroad (including Channel Islands)	Totals
Male	20,928	225	12		21,165
Female	9,933	117	3		10,053
Other	141				141
Total	31,002	342	15		A 31,359

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

29,536

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
See Appendix A			

State whether the union is:

a. A branch of another trade union?

Yes

No

If yes, state the name of that other union:

b. A federation of trade unions?

Yes

No

If yes, state the number of affiliated unions:

and names:

Appendix A

MUSICIANS' UNION

OFFICERS IN POST AS AT 31 DECEMBER 2020

<u>Region</u>	<u>Member</u>	<u>From</u>	<u>To</u>
Scotland & Northern Ireland	Alex Gascoine	1 January 2020	31 December 2021
Scotland & Northern Ireland	Rab Noakes	1 January 2019	31 December 2020
North of England	Sam Dunkley	1 January 2020	31 December 2021
North of England	Vernon Fuller	1 January 2020	31 December 2021
North of England	Eileen Spencer	1 January 2019	31 December 2020
Midlands	Dan Whitehouse	1 January 2020	31 December 2021
Midlands	Millicent Stephenson	1 January 2020	31 December 2020
East & South East England	Harriet Bennett	1 January 2020	31 December 2021
East & South East England	Julian Field	1 January 2019	31 December 2020
East & South East England	Xenia Horne	1 January 2019	31 December 2020
East & South East England	Andi Hopgood	1 January 2020	31 December 2021
Wales & South West England	Andy Gleadhill	1 January 2020	31 December 2021
Wales & South West England	Rachael Parvin	1 January 2020	31 December 2020
London	Rick Finlay	1 January 2020	31 December 2021
London	Dave Lee	1 January 2019	31 December 2020
London	Gerald Newson	1 January 2019	31 December 2020
London	Steve Done	1 January 2019	31 December 2020
London	Sarah Williams	1 January 2019	31 December 2020
London	Jacquelyn Hynes	1 January 2020	31 December 2021

Appendix B

MUSICIANS' UNION

Schedule of other admin expenses	<u>2020</u>
Repairs and maintenance	57,000
Motor vehicle costs	9,000
Hire of equipment	23,000
Computer costs	236,000
Section Committees	28,000
Ballot expenses	47,000
Sundry expenses	10,000
Bank charges	37,000
VAT previous periods	(2,000)
Advertising	33,000
Member incentive	-
Public relations	1,000
Leaflets	18,000
Research	-
Events, Exhibitions & Seminars	11,000
Magazine/Publication expenses	6,000
Archiving costs	7,000
Canteen	3,000
Bulk email	-
Marketing	-
Other Digital Communications	-
Other Promotional	49,000
Grants and awards	82,000
Delegates expenses including travel	6,000
Investment management fees	45,000
MU Re-branding	-
IT Projects	-
Net finance charge	-
Change in Investment market valuation	-
Provision against cash investment	-
Profit/ (Loss) on disposal of fixed assets	(3,000)
Website development	-
Other Digital Communications	-
War Horse Band Payments	-
Special Projects	6,000
Brand Management	142,000
	<u>851,000.00</u>

Appendix C

MUSICIANS' UNION

EXECUTIVE COMMITTEE EXPENDITURE

The members of the Executive Committee are reimbursed for any expenditure incurred by them in the performance of their duties on behalf of the Union. They are also reimbursed for their loss of earnings whilst on Union business and this is listed below. In certain cases these amounts are reimbursed directly to the employer of the Executive member.

<u>Name</u>	<u>Amount</u> <u>£</u>	<u>Name</u>	<u>Amount</u> <u>£</u>
Alex Gascoine	NIL	Andy Gleadhill	420
Rab Noakes	NIL	Rachael Parvin	NIL
Sam Dunkley	80	Rick Finlay	106
Vernon Fuller	NIL	Dave Lee	703
Eileen Spencer	NIL	Gerald Newson	NIL
Dan Whitehouse	162	Steve Done	955.02
Millicent Stephenson	NIL	Sarah Williams	183
Harriet Bennett	NIL	Jacquelyn Hynes	235.8
Julian Field	NIL		
Xenia Horne	NIL		
Andi Hopgood	80		

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	
Collection and Distribution Account collection fee	150
Services, Sound and Vision Corporation	12
BBC - cable revenue	435
ITV - cable revenue	38
The Educational Recording Agency Limited	858
Commission and other income	32
Undistributable monies from C & D account	35
Remeasurement of defined benefit liability	-686
Net pension scheme movement	112
Total other sources	986
Total of all other income	986

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

			£000
Representation –		brought forward	686
Employment Related Issues		Advisory Services	
Legal defence of members	346		
Representation –		Other Cash Payments	
Non Employment Related Issues		Personal accident insurance	59
		Education and Training services	
		Training and education services	15
		Members training	38
Communications			
The Musician	222		
Diaries and publications	118		
		Negotiated Discount Services	
Dispute Benefits			
		Other Benefits and Grants (specify)	
		Instrument insurance	194
		Public liability insurance	47
		Tax protection insurance	34
		Professional indemnity insurance	16
		Donation to MU Hardship Fund	1,000
carried forward	686	Total (should agree with figure in General Fund)	2,089

(See notes 21 and 23)

Fund 2		Fund Account	
Name:	Benevolent Fund	£000	£000
Income			
	From members		
	Investment income (as at page 12)		10
	Other income (specify)		
	Donation		55
		Total other income as specified	55
		Total Income	65
		Interfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		62
		Total Expenditure	62
		Interfund Transfers OUT	
		Surplus (Deficit) for the year	3
		Amount of fund at beginning of year	350
		Amount of fund at the end of year (as Balance Sheet)	353
		Number of members contributing at end of year	N/A

Fund 3		Fund Account	
Name:	Collection & Distribution No. 4	£000	£000
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Funds received		1,335
		Total other income as specified	1,335
		Total Income	1,335
		Interfund Transfers IN	
Expenditure			
	Benefits to members		825
	Administrative expenses and other expenditure (as at page 10)		149
		Total Expenditure	974
		Interfund Transfers OUT	
		Surplus (Deficit) for the year	361
		Amount of fund at beginning of year	1,615
		Amount of fund at the end of year (as Balance Sheet)	1,976
		Number of members contributing at end of year	N/A

(See notes 21 and 23)

Fund 4		Fund Account	
Name:	Hardship Fund	£000	£000
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Donations		1,449
		Total other income as specified	1,449
		Total Income	1,449
		Interfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		1,269
		Total Expenditure	1,269
		Interfund Transfers OUT	
		Surplus (Deficit) for the year	180
		Amount of fund at beginning of year	
		Amount of fund at the end of year (as Balance Sheet)	180
		Number of members contributing at end of year	N/A

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

(See notes 21 and 23)

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

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

(See notes 21 and 23)

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

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

Political fund account

(see notes 24 to 33)

£000

£000

Political fund account 1		To be completed by trade unions which maintain their own political fund	
	Income		
	Members contributions and levies		69
	Investment income (as at page 12)		
	Other income (specify)		
		Total other income as specified	
		Total income	69
Expenditure under section (82) of the Trade Union and Labour Relations (Consolidation) Act 1992 on purposes set out in section (72) (1) where consolidation of expenditures from the political funds exceeds £2,000 during the period			
	Expenditure A (as at page i)		25
	Expenditure B (as at page ii)		3
	Expenditure C (as at page iii)		
	Expenditure D (as at page iv)		
	Expenditure E (as at page v)		
	Expenditure F (as at page vi)		
	Non-political expenditure (as at page vii)		
		Total expenditure	28
		Surplus (deficit) for year	41
		Amount of political fund at beginning of year	32
		Amount of political fund at the end of year (as <u>Balance Sheet</u>)	73
		Number of members at end of year contributing to the political fund	17,722
		Number of members at end of the year not contributing to the political fund	13,637
		Number of members at end of year who have completed an exemption notice and do not contribute to the political fund	271
Political fund account 2		To be completed by trade unions which act as components of a central trade union	
Income	Contributions and levies collected from members on behalf of central political fund		
	Funds received back from central political fund		
	Other income (specify)		
		Total other income as specified	
		Total income	
Expenditure	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)		
	Administration expenses in connection with political objects(specify)		
	Non-political expenditure		
		Total expenditure	
		Surplus (deficit) for year	
		Amount held on behalf of trade union political fund at beginning of year	
		Amount remitted to central political	
		Amount held on behalf of central political fund at end of year	
		Number of members at end of year contributing to the political fund	
		Number of members at end of the year not contributing to the political fund	
		Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund	

Political fund account expenditure (b)

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

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

Expenditure of money on the provision of any services or property for use by or on behalf of any political party

Name of political party to which payment was made	Total amount paid during the period
	£
Other affiliations	1
Other expenses	2
Total	3

Political fund account expenditure (f)

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

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

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

Name of organisation or political party	£
Total	

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

For expenditure not falling within section 72 (1) the required information 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		4,590
Salaries and Wages included in above	3,668k	
Auditors' fees		54
Legal and Professional fees		89
Occupancy costs		343
Stationery, printing, postage, telephone, etc.		103
Expenses of Executive Committee (Head Office)		83
Expenses of conferences		50
Other administrative expenses (specify)		
Regional committee		69
Appendix B		851
Other Outgoings		
Depreciation		234
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
Grants and Benefits (Benevolent Fund)		62
Collection and Distribution Admin fee		149
Grants to members (Hardship Fund)		1,269
Total		7,946
Charged to:	General Fund (Page 3)	6,466
	Benevolent Fund	62
	Collection & Distribution No. 4	149
	Hardship Fund	1,269
Total		7,946

Analysis of investment income

(see notes 47 and 48)

	Political Fund £000		Other Fund(s) £000
Rent from land and buildings			
Dividends (gross) from:			
Equities (e.g. shares)			299
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			1
Other investment income (specify)			
Profit or (Loss) on sale of investments			-50
Profit or (Loss) on exchange rates			-4
Increase in market valuation of investments			297
			543
		Total investment income	543
		Credited to:	
		General Fund (Page 3)	533
		Benevolent Fund	10
		Collection & Distribution No. 4	
		Hardship Fund	
		Political Fund	
		Total Investment Funds	543

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	1,616		347	405		2,368
Additions	8		34	81		123
Disposals				-94		-94
Revaluation/Transfers						
At end of year	1,624		381	392		2,397
Accumulated Depreciation						
At start of year	778		310	167		1,255
Charges for year	91		24	119		234
Disposals				-72		-72
Revaluation/Transfers						
At end of year	869		334	214		1,417
Net book value at end of year						
Net book value at end of year	755		47	178		980
Net book value at end of previous year						
Net book value at end of previous year	838		37	238		1,113

Analysis of investments

(see notes 58 and 59)

Quoted	All Funds Except Political Funds £000	Political Fund £000
Equities (e.g. Shares)		
MF Listed investments	13,224	
BF Listed investments	259	
Government Securities (Gilts)		
Other quoted securities (to be specified)		
Total quoted (as Balance Sheet)	13,483	
Market Value of Quoted Investment	13,483k	
Unquoted		
Equities		
Government Securities (Gilts)		
Mortgages		
Bank and Building Societies		
Other unquoted investments (to be specified)		
MF Unlisted investments	130	
Total unquoted (as Balance Sheet)	130	
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	5,678	69	5,747
From Investments	543		543
Other Income (including increases by revaluation of assets)	3,825		3,825
Total Income	10,046	69	10,115
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	11,233	28	11,261
Funds at beginning of year (including reserves)	20,085	32	20,117
Funds at end of year (including reserves)	18,898	73	18,971
Assets			
Fixed Assets			980
Investment Assets			13,613
Other Assets			5,614
		Total Assets	20,207
Liabilities		Total Liabilities	1,236
Net Assets (Total Assets less Total Liabilities)			18,971

(see notes 74 to 80)

Did the union hold any ballots in respect of industrial action during the return period?	<input type="text" value="No"/>
If Yes How many ballots were held: <input style="width: 50px;" type="text"/>	
For each ballot held please complete the information below:	
Ballot 1	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
Number of votes cast in the ballot	<input style="width: 80px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px;" type="text"/> ¹
Number of individuals answering "No" to the question	<input style="width: 80px;" type="text"/> ²
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px;" type="text"/> ³
	1-3 should total "Number of votes cast"
Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot	<input style="width: 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"/>

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

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.

A large, empty rectangular box with a thin black border, intended for the user to enter or attach their notes to the accounts. The interior of the box is a uniform light gray color.

MUSICIANS' UNION
ACCOUNTING CONVENTION
YEAR ENDED 31 DECEMBER 2020

Information in respect of the union

Musicians' Union is a trade union registered in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992 with its head office at 60-62 Clapham Road, London, SW9 0JJ.

Accounting framework

The accounts have been prepared in accordance with FRS102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS102"). The Union is a Public Benefit Entity.

In accordance with FRS102, the format of these accounts is based on those contained in the Regulations to the Companies Act 2006, notwithstanding that the Union does not report under that Act. The formats have been adapted, as required by Part 1 of Schedule 1 of the Regulations, in order that they give a true and fair view of the Union's activities.

Presentation currency

The financial statements have been prepared in sterling, which is the functional currency of the Union. Monetary amounts of these financial statements are rounded to the nearest £'000.

Going concern

The Executive Committee has considered the effect of the Covid-19 outbreak. The Executive Committee considers that the outbreak is likely to cause some disruption to the Union's business but does not believe that this will be significant. The Executive Committee has a reasonable expectation that the Union can continue as a going concern for a period of at least twelve months from the date of approval of these accounts.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates.

Critical Judgements

Under HMRC rules affecting taxation of trade unions, a corporation tax liability does not arise on chargeable gains arising from the disposal of properties and investments where such gains are reinvested into other chargeable assets in the same accounting period. The Union has adopted a policy whereby such chargeable gains are all reinvested, thereby eliminating any corporation tax liability. Where the proceeds are not fully reinvested, no corporation tax liability is considered likely to arise due to the availability of sufficient excess expenditure on provident benefits. Accordingly, in the opinion of the management, the revaluation of properties and investments does not give rise to a timing difference and to deferred tax liabilities.

Key Sources of estimation uncertainty

The cost of defined benefit pension plans is 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. In determining the appropriate discount rate, management considers the interest rates of corporate bonds in the respective currency with at least AA rating, with

MUSICIANS' UNION
ACCOUNTING CONVENTION
YEAR ENDED 31 DECEMBER 2020

extrapolated maturities corresponding to the expected duration of the defined benefit obligation. The underlying bonds are further reviewed for quality, and those having excessive credit spreads are removed from the population bonds on which the discount rate is based, on the basis that they do not represent high quality bonds. The mortality rate is based on publicly available mortality tables for the specific country. Future salary increases and pension increases are based on expected future inflation rates for the respective country. Further details are given in note 17.

MUSICIANS' UNION
ACCOUNTING POLICIES
YEAR ENDED 31 DECEMBER 2020

The accounts have been prepared under the historical cost convention as modified to include the revaluation of certain fixed assets, and in accordance with the specific accounting policies as set out below.

Property, Plant and Equipment

Property, plant and equipment are stated at cost less accumulated depreciation and accumulated impairment losses. Such cost includes costs directly attributable to making the asset capable of operating as intended.

Depreciation is provided on all property (excluding land), plant and equipment, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Buildings	2/10% per annum on cost
Fixtures and fittings	10/20% per annum on cost
Computer equipment	33% per annum on cost
Telephones	20/50% per annum on cost
Motor vehicles	33% per annum on cost

The carrying values of tangible fixed assets are reviewed for impairment when events or changes in circumstances indicate the carrying value may not be recoverable.

Fixed asset investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price (where applicable). The income and expenditure account includes the net gains and losses arising on revaluation and disposals throughout the year. The Union does not acquire put options, derivatives, or other complex financial instruments.

The main form of financial risk faced by the union is that of volatility in equity markets and investment markets due to wider economic conditions, the attitude of investors to investment risk, and changes in sentiment concerning equities and within particular sectors or sub sectors.

Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term investments with original maturities of three months or less, and bank overdrafts.

Revenue recognition

The following criteria must also be met before revenue is recognised:

Contribution income

Contribution income is accounted for on an accruals basis.

Other income

Certain receipts in the Main Fund are accounted for once received as they are non-contractual and are not received on predetermined dates.

Interest income

MUSICIANS' UNION
ACCOUNTING POLICIES
YEAR ENDED 31 DECEMBER 2020

Revenue is recognised as interest is received.

Dividends

Revenue is recognised when the Union's right to receive payment is established.

Corporation tax

Current tax is payable on the excess of interest income, rental income and chargeable gains arising on the disposal of properties and investment over expenditure on the provident benefits and reinvested chargeable gains for the year. Current tax is calculated using tax rates that have been enacted or substantively enacted by the reporting end date.

Deferred tax

Deferred tax liabilities are generally recognised for all timing differences and deferred tax assets are recognised to the extent that it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable income.

Deferred tax is calculated at the tax rates that are expected to apply in the period where the liability is settled, or the asset is realised. Deferred tax is charged or credited in the income and expenditure accounts.

The Union has adopted a reinvestment policy whereby all realised proceeds on the disposal of investments are reinvested into other chargeable assets, thereby eliminating any current tax liability and thereby the need for the recognition of a deferred tax liability. Where the proceeds are not fully reinvested no current tax liability is considered likely to arise due to expenditure on provident benefits exceeding any chargeable gains that might arise.

Short-term debtors and creditors

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in the income statement in other operating expenses.

Leasing commitments

Rentals payable under operating leases are charged in the profit and loss account on a straight-line basis over the lease term. Lease incentives are recognised over the lease term on a straight-line basis.

Pensions and other post-retirement benefits

The Union operates a defined benefit pension scheme, which requires contributions to be made to an administered fund. The cost of providing benefits under the defined benefit plans is determined separately for each plan using the projected unit credit method, which attributes entitlement to benefits to the current period (to determine current service cost) and to the current and prior periods (to determine the present value of defined benefit obligations) and is based on actuarial advice. When a settlement or a curtailment occur the change in the present value of the scheme liabilities and the fair value of the plan assets reflects the gain or loss which is recognised in the income statement during the period in which it occurs.

The net interest element is determined by multiplying the net defined benefit liability by the discount rate, at the start of the period taking into account any changes in the net defined

MUSICIANS' UNION
ACCOUNTING POLICIES
YEAR ENDED 31 DECEMBER 2020

benefit liability during the period as a result of contribution and benefit payments. The net interest is recognised in profit or loss as other finance revenue or cost.

Re-measurements, comprising actuarial gains and losses, the effect of the asset ceiling and the return on the net defined benefit liability (excluding amounts included in net interest) are recognised immediately in other comprehensive income in the period in which they occur. Re-measurements are not reclassified to profit and loss in subsequent periods.

The defined net benefit pension asset or liability in the balance sheet comprises the total for the plan of the present value of the defined benefit obligation (using a discount rate based on high quality corporate bonds), less the fair value of plan assets out of which the obligations are to be settled directly. Fair value is based on market price information and in the case of quoted securities is the published bid price. The value of a net pension benefit asset is limited to the amount that may be recovered either through reduced contributions or agreed refunds from the scheme.

Contributions to defined contribution schemes are recognised in the profit and loss account in the period in which they become payable.

Musicians' Union is the sponsoring employer of defined benefit scheme as it has legal responsibility for the plan. There is no contractual agreement or stated policy for charging the defined benefit cost of the plan, therefore the company has recognised the entire net defined benefit cost and relevant net defined benefit liability in its financial statements.

MUSICIANS' UNION**NOTES TO THE ACCOUNTS****YEAR ENDED 31 DECEMBER 2020**

	2020	<i>2019</i>
	£'000	<i>£'000</i>
1. OTHER INCOME		
Collection and Distribution Account collection fee	150	<i>169</i>
Services, Sound and Vision Corporation	12	<i>12</i>
BBC WW - cable revenue	435	<i>599</i>
ITV & other cable revenue	38	<i>32</i>
The Educational Recording Agency Limited	858	<i>853</i>
Commission and other income	32	<i>3</i>
Undistributable monies from C & D No 4 account	35	<i>16</i>
PPL Indemnity clear-down	-	<i>200</i>
	1,560	<i>1,884</i>
	2020	<i>2019</i>
	£'000	<i>£'000</i>
2. EMPLOYEE COSTS		
Salaries and national insurance	3,668	<i>3,949</i>
Pension costs	888	<i>874</i>
Organising expenses	23	<i>143</i>
Training and sundry expenses	11	<i>37</i>
	4,590	<i>5,003</i>
	2020	<i>2019</i>
	£'000	<i>£'000</i>
3. PROPERTY AND EQUIPMENT COSTS		
Rent, rates, light, heat and cleaning	286	<i>353</i>
Repairs and maintenance	57	<i>65</i>
Motor vehicle costs	9	<i>10</i>
Hire of equipment	23	<i>33</i>
Profit on disposal of fixed assets	(3)	<i>(58)</i>
Depreciation	234	<i>237</i>
IT costs	236	<i>211</i>
Insurance	57	<i>58</i>
	899	<i>909</i>

MUSICIANS' UNION

NOTES TO THE ACCOUNTS

YEAR ENDED 31 DECEMBER 2020

	2020	<i>2019</i>
	£'000	<i>£'000</i>
4. REPRESENTATION COSTS		
Committees, Delegates & Stewards		
Executive committee	83	120
Delegates conference	50	91
Section committees	28	48
Regional committees	15	22
Stewards' commission	54	55
International Representation		
FIM Affiliation fees	108	107
Delegates expenses	6	59
	344	<i>502</i>
	344	<i>502</i>
	2020	<i>2019</i>
	£'000	<i>£'000</i>
5. BENEFITS & SERVICES TO MEMBERS		
Member Benefits		
Legal defence of members	346	430
The Musician	222	284
Training and education services	15	16
Instrument insurance	194	194
Public liability insurance	47	51
Personal accident insurance	59	54
Professional Indemnity Insurance	16	17
Tax protection insurance	34	22
Diaries, publications & loyalty pins	118	172
Members training	38	66
Communications		
Advertising	33	79
Public relations	1	3
Leaflets	18	50
Events, exhibitions & seminars	11	85
Brand management	142	135
Special Projects	6	4
Other promotional	49	64
	1,349	<i>1,726</i>
	1,349	<i>1,726</i>

MUSICIANS' UNION
NOTES TO THE ACCOUNTS
YEAR ENDED 31 DECEMBER 2020

	2020	<i>2019</i>
	£'000	<i>£'000</i>
6. ADMINISTRATIVE EXPENSES		
Administration		
Printing, postage, stationery and telephone	103	91
Ballot expenses	47	42
Magazine/publication subscriptions	6	4
Archiving costs	7	7
Catering	3	11
Sundry expenses	10	16
Bank charges	37	33
VAT previous periods	(2)	-
Professional Fees		
Audit fee	54	48
Legal and professional	82	123
Investment management fees	45	57
Property management fees	7	7
	399	<i>439</i>
	399	<i>439</i>
	2020	<i>2019</i>
	£'000	<i>£'000</i>
7. GRANTS & AFFILIATION FEES		
Grants and awards	82	98
Donation to MU Hardship Fund	1,000	-
Trades Union Congress	93	86
Other affiliations	23	22
	1,198	<i>206</i>
	1,198	<i>206</i>
	2020	<i>2019</i>
	£'000	<i>£'000</i>
8. INVESTMENT INCOME		
Income from listed investments	299	392
Bank interest receivable	1	3
(Loss)/profit on sale of investments	(50)	255
Net (loss)/profit on forward foreign exchange contracts	(4)	76
	246	<i>726</i>
	246	<i>726</i>

MUSICIANS' UNION

NOTES TO THE ACCOUNTS

YEAR ENDED 31 DECEMBER 2020

	2020 £'000	2019 £'000
9. CORPORATION TAX		
Corporation tax at 19.00% (2019 : 19.25%)	170	180
(Over)/Under provision in respect of prior periods	(21)	-
Tax charge for the year	<u>149</u>	<u>180</u>

	Land & Buildings £'000	Fixtures Fittings & Equip- ment £'000	Motor Vehicles £'000	Total £'000
10. FIXED ASSETS				
Cost				
At 1 January 2020	1,616	347	405	2,368
Additions	8	34	81	123
Disposals	-	-	(94)	(94)
At 31 December 2020	<u>1,624</u>	<u>381</u>	<u>392</u>	<u>2,397</u>
Accumulated depreciation				
At 1 January 2020	778	310	167	1,255
Charge for the year	91	24	119	234
Relating to disposals	-	-	(72)	(72)
At 31 December 2020	<u>869</u>	<u>334</u>	<u>214</u>	<u>1,417</u>
Net book value				
At 31 December 2020	<u>755</u>	<u>47</u>	<u>178</u>	<u>980</u>
At 31 December 2019	<u>838</u>	<u>37</u>	<u>238</u>	<u>1,113</u>

MUSICIANS' UNION

NOTES TO THE ACCOUNTS

YEAR ENDED 31 DECEMBER 2020

	MF unlisted invest- ments £'000	MF listed invest- ments £'000	BF listed invest- ments £'000	Total £'000
11. INVESTMENTS				
Market Value				
At 1 January 2020	130	14,718	249	15,097
Additions	-	1,693	-	1,693
Disposals	-	(3,567)	-	(3,567)
Net movement in cash deposits	-	93	-	93
Change in investment values	-	287	10	297
At 31 December 2020	130	13,224	259	13,613
	2020		2019	
	Cost	Market	Cost	Market
	Value	Value	Value	Value
	£'000	£'000	£'000	£'000
Ruffer investments	4,053	4,450	5,120	4,880
Legal and General investments	5,452	7,347	6,178	8,462
Miscellaneous investments	974	1,427	963	1,376
Unlisted investments	65	130	65	130
Benevolent Fund unit trusts	94	259	94	249
	10,638	13,613	12,419	15,097

As set out in the accounting policies, no provision has been made for deferred tax due to the reinvestment policy adopted by the Union.

	2020 £'000	2019 £'000
12. SUNDRY DEBTORS AND PREPAYMENTS		
Trade debtors	-	373
Other debtors	330	276
Prepayments and accrued income	755	627
	1,085	1,276

MUSICIANS' UNION

NOTES TO THE ACCOUNTS

YEAR ENDED 31 DECEMBER 2020

	2020	2019
	£'000	£'000
13. SUNDRY CREDITORS, ACCRUALS AND DEFERRED INCOME		
Trade creditors	118	233
Other creditors	262	695
Accruals and deferred income	686	605
	<u>1,066</u>	<u>1,533</u>
	C & D	Total
	£'000	£'000
14. INDEMNITY FUNDS HELD		
Balance at 1 January 2020	12	12
Payments made	(21)	(21)
Release of Funds	-	-
Addition of Funds	9	9
	<u>-</u>	<u>-</u>
Balance at 31 December 2020	-	-
	2020	2019
	£'000	£'000
15. NOTES TO THE CASH FLOW STATEMENT		
A. Reconciliation of surplus, before taxation, to net cash inflow from operating activities		
(Deficit)/surplus after investment operations	(672)	596
Bank interest received	(1)	(3)
Income from listed investments	(299)	(392)
Depreciation	234	237
Movement of investments' market valuation	(297)	(1,051)
Net pension scheme income	(112)	(112)
Profit on sale of fixed assets	(3)	(58)
Loss/(profit) on sale of investments	50	(255)
(Decrease)/increase in creditors	(118)	564
(Increase)/decrease in debtors	191	(519)
	<u>(1,027)</u>	<u>(993)</u>
Net cash (outflow) from operating activities		
		Cash at bank and on deposit £'000
B. Analysis of net funds		
At 1 January 2020		1,958
Cashflow		736
At 31 December 2020		<u><u>2,694</u></u>

MUSICIANS' UNION

NOTES TO THE ACCOUNTS

YEAR ENDED 31 DECEMBER 2020

16. OPERATING LEASES

At 31 December 2020, the Union had obligations of total future minimum lease payments under non-cancellable operating leases for the following period:

	2020		2019	
	Plant & Equipment £'000	Land & Buildings £'000	Plant & Equipment £'000	Land & Buildings £'000
Expiry date:				
No later than one year	17	99	26	98
Later than one, no later than 5 years	10	264	28	241
Later than five years	-	156	-	205
	<u>27</u>	<u>519</u>	<u>54</u>	<u>544</u>

The lease payment recognised as an expense during the year was £125,556 (2019: £130,761)

MUSICIANS' UNION
NOTES TO THE ACCOUNTS
YEAR ENDED 31 DECEMBER 2020

18. STAFF PENSION SCHEMES

The Musicians' Union operates two pension schemes as follows:

(a) Defined Contribution Scheme

The Union operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the Union in an independently administered fund. The charge for the year was £888,498 (2019: £874,142).

(b) Defined Benefit Scheme

The Union currently operates a defined benefit pension scheme for its employees and officials. The assets are held in trustee administered funds separate from the Union's finances. This note sets out the pension cost information required for Musicians' Union to meet its pension obligations as specified under FRS 102. The accounting date to which these disclosures relate is 31 December 2020.

The last full actuarial valuation of the Musicians' Union Permanent Officials and Staff Pension Fund was carried out using the chosen assumptions and then the results have been updated to reflect the position at 31 December 2020. The next full valuation is scheduled for 1 January 2021.

The main financial assumptions used were:

	2020	<i>2019</i>	<i>2018</i>
Rate of increase in pensionable salaries	3.00%	<i>3.00%</i>	<i>3.25%</i>
Rate of increase in pensions in payment	3.00%	<i>3.00%</i>	<i>3.25%</i>
Discount rate for scheme liabilities	1.40%	<i>2.10%</i>	<i>2.90%</i>
Rate of inflation	3.10%	<i>3.15%</i>	<i>3.40%</i>

Mortality assumption

The mortality assumptions are based on standard mortality tables which allow for future mortality improvements. The assumptions are that a member currently age 65 will live on average for a further 22.1 years if they are male; and for a further 24 years if they are female.

MUSICIANS' UNION
NOTES TO THE ACCOUNTS
YEAR ENDED 31 DECEMBER 2020

18. STAFF PENSION SCHEMES

(Continued)

Net Assets of the scheme

The net pension assets recognised in the Union's balance sheet as at 31 December 2020 is as follows:

	2020	2019
	£'000	£'000
Equities	4,369	4,333
Bonds	9,269	8,350
Property	1,259	1,187
Cash/other	177	278
	<hr/>	<hr/>
Total market value of assets	15,074	14,148
	<hr/>	<hr/>
Present value of liabilities	(13,239)	(11,739)
	<hr/>	<hr/>
Scheme surplus	1,835	2,409
	<hr/> <hr/>	<hr/> <hr/>

Analysis of FRS102 movement:

	2020	2019
	£'000	£'000
Contributions	60	60
Return on scheme assets	295	354
Past service costs	0	0
Interest on scheme liabilities	(243)	(302)
	<hr/>	<hr/>
Net interest on defined benefit liability	52	52
	<hr/>	<hr/>
Net pension scheme income	112	112
	<hr/>	<hr/>
Remeasurement of defined benefit pensions	(686)	521
	<hr/>	<hr/>
	(574)	633
	<hr/>	<hr/>
Pension assets brought forward	2,409	1,776
	<hr/>	<hr/>
Pension assets carried forward	1,835	2,409
	<hr/> <hr/>	<hr/> <hr/>

MUSICIANS' UNION

NOTES TO THE ACCOUNTS

YEAR ENDED 31 DECEMBER 2020

18. STAFF PENSION SCHEMES

(Continued)

Changes to the present value of the defined benefit obligation during the year

	2020	2019
	£'000	£'000
Opening defined benefit obligation	11,739	10,582
Past service costs	-	-
Interest cost	243	302
Experience (gains) on liabilities	-	-
Liabilities & changes to demo & fin assumptions	1,562	1,197
Net benefits paid out	(305)	(342)
	<hr/> 13,239 <hr/>	<hr/> 11,739 <hr/>

Changes to the fair value of scheme assets during the year

	2020	2019
	£'000	£'000
Opening fair value of scheme assets	14,148	12,358
Expected return on scheme assets (interest on assets)	295	354
Actuarial gains/(losses) on scheme assets in excess of interest	876	1,718
Contributions by the employer	60	60
Net benefits paid out	(305)	(342)
	<hr/> 15,074 <hr/>	<hr/> 14,148 <hr/>

Accounting policies

(see notes 84 and 85)

Signatures to the annual return

(see notes 86 & 87)

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

Secretary's Signature:		Chairman's Signature:	
			<small>(or other official whose position should be stated)</small>
Name:	Horace Trubridge	Name:	David Lee
Date:	15/07/2021	Date:	15/07/2021

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 checked="" type="checkbox"/>	No	
A member statement is: (see Note 80)	Enclosed		To follow	<input checked="" type="checkbox"/>
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	

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.

SEE 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

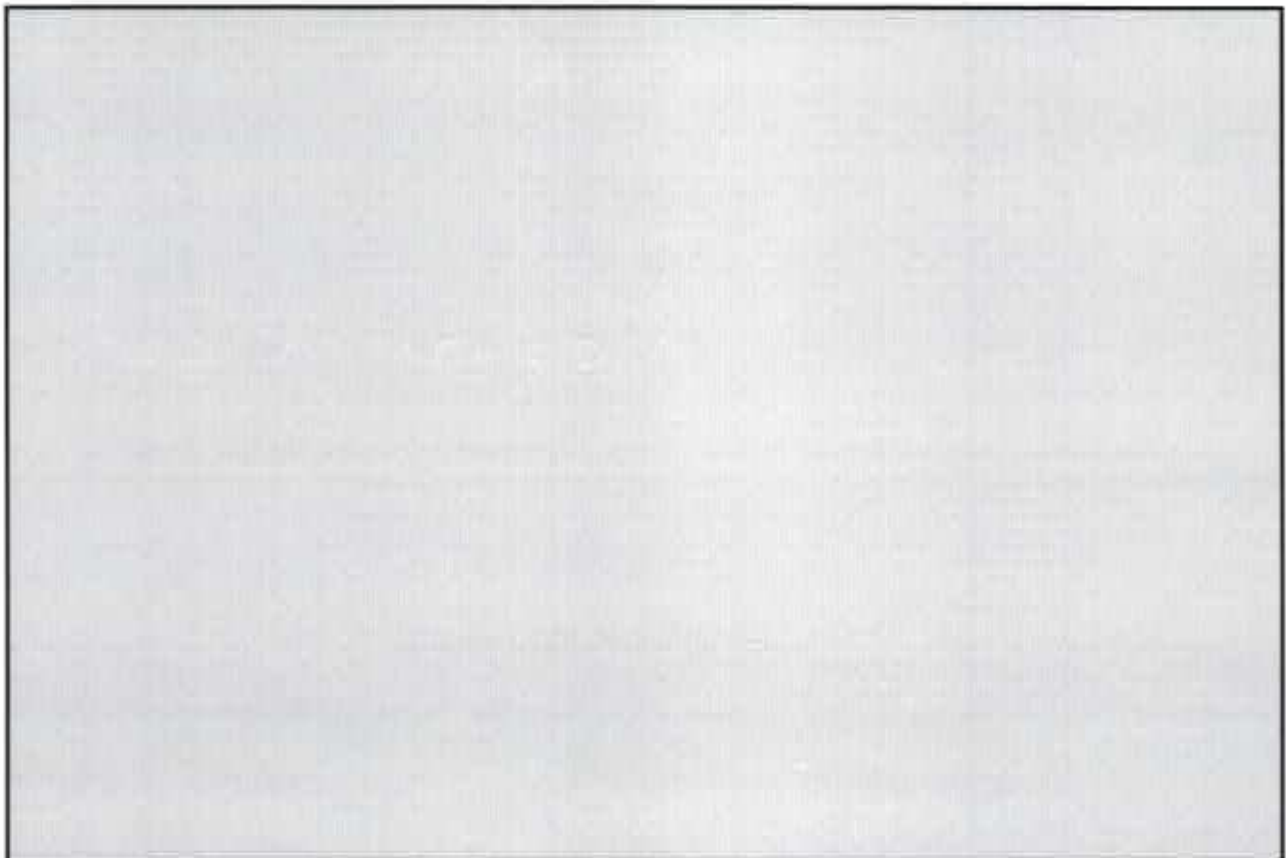
SEE ATTACHED



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)



Signature(s) of auditor or auditors:		
Name(s):	HW Fisher LLP	
Profession(s) or Calling(s):	Chartered Accounts Statutory auditors	
Address(es):	Acre House	
	11-15 William Road	
	London	
	United Kingdom	
	Postcode	NW1 3ER
Date		
Contact name for inquiries and telephone number:	Sailesh P Mehta 020 7388 7000	

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

**REPORT OF THE INDEPENDENT AUDITOR
TO THE MEMBERS OF THE
MUSICIANS' UNION**



Opinion

We have audited the financial statements of the Musicians' Union ("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 Statement of Cash Flows and notes to the financial statements, including a summary of the 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 the Union's affairs as at 31 December 2020 and of its income and expenditure for the year then ended; and
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.

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 the 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 Executive Committee's 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 Executive Committee with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Executive Committee is responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and 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 course of 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.

REPORT OF THE INDEPENDENT AUDITOR TO THE MEMBERS OF THE MUSICIANS' UNION



Matters on which we are required to report by exception

The Trade Union and Labour Relations (Consolidation) Act 1992 (Amended) requires us to report to you if, in our opinion:

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

We have nothing to report in this regard.

Responsibilities of the Executive Committee

As explained more fully in the Statement of Responsibilities of the Executive Committee, the Executive Committee is responsible for the preparation of financial statements and being satisfied that they give a true and fair view, and for such internal control as the Executive Committee determine 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 is responsible for assessing the Union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Executive Committee either intends to liquidate the Union or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

As part of our planning process:

- We enquired of management the systems and controls the Union has in place, the areas of the financial statements that are mostly susceptible to the risk of irregularities and fraud, and whether there was any known, suspected or alleged fraud.
- We obtained an understanding of the legal and regulatory frameworks applicable to the Union. We determined that the following were most relevant: FRS 102 and the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended).
- We considered the incentives and opportunities that exist in the Union, including the extent of management bias, which present a potential for irregularities and fraud to be perpetuated, and tailored our risk assessment accordingly.
- Using our knowledge of the Union, together with the discussions held with the Union at the planning stage, we formed a conclusion on the risk of misstatement due to irregularities including fraud and tailored our procedures according to this risk assessment.

**REPORT OF THE INDEPENDENT AUDITOR
TO THE MEMBERS OF THE
MUSICIANS' UNION**



The key procedures we undertook to detect irregularities including fraud during the course of the audit included:

- Identifying and testing journal entries and the overall accounting records, in particular those that were significant and unusual.
- Reviewing the financial statement disclosures and determining whether accounting policies have been appropriately applied.
- Reviewing and challenging the assumptions and judgements used by management in their significant accounting estimates, in particular in relation of the valuation of the defined benefit pension scheme.
- Assessing the extent of compliance, or lack of, with the relevant laws and regulations.
- Testing key revenue lines, in particular cut-off, for evidence of management bias.
- Performing a physical verification of key assets.
- Obtaining third-party confirmation of material bank balances.
- Documenting and verifying all significant related party balances and transactions.
- Reviewing documentation such as minutes of meeting and confirmation from solicitors for discussions of irregularities including fraud.

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. The primary responsibility for the prevention and detection of irregularities and fraud rests with those charged with governance of the Union.

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

Use of our report to the members of The Union

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

HW FISHER LLP

**HW FISHER LLP
Chartered Accountants
Statutory Auditor**

Date: 21 May 2021

**Acre House
11 - 15 William Road
London NW1 3ER
United Kingdom**

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?

Yes

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

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

Yes

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	HW Fisher LLP
Name	HW Fisher LLP
Address	Acre House, 11-15 William Road, London NW1 3ER
Date	26 July 2001
Contact name and telephone number	Sailesh P Mehta, 020 7388 7000

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	