



**STATEMENT TO MEMBERS AS REQUIRED UNDER THE TRADE UNION AND LABOUR
RELATIONS (CONSOLIDATION) ACT 1992 (AMENDED)**

**SUMMARY FINANCIAL INFORMATION
EXTRACTED FROM THE FULL ACCOUNTS**

**Summary income and expenditure accounts for the year ended
31 December 2020:**

General Fund and Orphan Fund

	<u>2020</u> £'000	<u>2019</u> £'000
Subscription income	18,101	17,344
Operating expenditure	(17,480)	(19,321)
Operating result	<u>621</u>	<u>(1,977)</u>
Other income/(expenditure)	(1,454)	3,840
Result for the year	<u>(833)</u>	<u>1,863</u>
Other comprehensive income/(expenditure)	(3,026)	5,732
Comprehensive result for the year	<u><u>(3,859)</u></u>	<u><u>7,595</u></u>

Political Fund

	<u>2020</u> £'000	<u>2019</u> £'000
Subscription income	239	233
Operating expenditure	(135)	(115)
Operating result	<u>104</u>	<u>118</u>
Other income	9	26
Result and comprehensive result for the year	<u><u>113</u></u>	<u><u>144</u></u>



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SUMMARY OF SALARIES AND BENEFITS PROVIDED

<u>Name</u>	<u>Position</u>	<u>Details</u>	<u>Amount</u>
M Cash	General Secretary	Salary	£109,542
		Pension contributions	£38,370
		Other benefits	£1,432
S Hedley	Assistant General Secretary	Salary	£61,720
		Pension contributions	£21,610
		Other benefits	£2,945
M Lynch	Assistant General Secretary	Salary	£85,282
		Pension contributions	£22,175
M Rodgers	President	Attendance, lodging allowance and reimbursed expenses	£57,082

The members of the National Executive Committee do not receive any benefits but do receive attendance and lodging allowances, which are set out below. The General Secretary, the Assistant General Secretaries, the President and the members of the National Executive Committee are reimbursed for any expenditure incurred by them in the performance of their duties on behalf of the Union.

Summary of attendance and lodging allowances and reimbursed expenses paid to the National Executive Committee

<u>Name</u>	<u>Amount</u>	<u>Name</u>	<u>Amount</u>
I Allen	£56,381	D Marr	£53,528
J Armstrong	£56,426	P McDonnell	£57,279
P Burton	£54,094	W Moore	£1,256
M Craig*	£174	K L Morrison	£1,256
L Gaynor*	£1,738	M Nothard*	£55,870
A Gordon	£58,934	S Nott*	£55,081
MJ Herbison	£1,286	B Rawcliffe*	£55,353
P Howes*	£54,623	M Rodgers*	£57,082
G Jackson*	£56,341	L Rundle*	£54,337
K Jewell*	£56,011	S Shaw	£1,256
J Kerby	£57,468	J Wood	£56,443

* In addition, the Union provides accommodation while on Union business.



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REPORT OF THE INDEPENDENT AUDITORS

Set out below is the report of the independent auditors to the members as contained in the accounts of the Union for the year ended 31 December 2020:

Opinion

We have audited the financial statements of the National Union of Rail, Maritime & Transport Workers [“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 Changes in Equity, 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 National Executive Committee with respect to going concern are described in the relevant sections of this report.

Other information

The National Executive Committee is responsible for the other information. The other information comprises the information included in the Report of the General Secretary and schedules attached to the financial statements other than the financial statements and our auditors report thereon. Our opinion of the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.



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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 National Executive Committee

As explained more fully in the Statement of Responsibilities of the National Executive Committee, the National 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 National 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 National 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 National 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 most susceptible to the risk of irregularities and fraud, and whether there was any known, suspected or alleged fraud. The union did not inform us of 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.



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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 to property valuations, valuation of unlisted shares, legal fees provision and the employee pension benefits liability.
- Testing key revenue lines, in particular cut-off, for evidence of management bias.
- Obtaining third-party confirmation of material bank and loan balances and investment balances.
- Documenting and verifying all significant related party balances and transactions.
- Reviewing documentation such as the national executive committee's board minutes, 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
Chartered Accountants
Statutory Auditor

Date: 20 September 2021

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



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STATUTORY DECLARATION

We are required by the Trade Union and Labour Relations (Consolidation) Act 1992 (amended) to include the following declaration in this statement to all members. The wording is as prescribed by the Act.

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

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

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

AGM2021

RMT general secretary Mick Lynch addresses conference



defence of jobs, pay and conditions as the threat of attacks gather from what is probably the most vicious, anti-union Tory governments to be in power since the union's foundations were laid in Leeds 150 years ago.

Outgoing RMT president Michelle Rodgers urged members to "stand proud" in battles in which they would have to "fight and strike for every job."

"We are going to face an onslaught of job cuts.

"We have a big fight on our hands. To all our members now facing the threat of massive job losses on our railways, we must stand proud and return to the militancy this union has always believed in and fight and strike for every job," she said.

Mick Lynch said that the government would seek to recoup the billions spent paying for the Covid-19 pandemic by attacking the very people who had helped the country get through it – including transport workers.

He urged workplaces to be prepared for the attacks, which he said would be coupled with the determination of rail and bus privateers to maintain their profits as taxpayer subsidies are withdrawn.

"All the employers and all of the politicians want to use the Covid health crisis as a means to make permanent detrimental attacks on our members and our union," he said.

He said that many of the billions spent fighting the virus were "wasted and people lost their lives through the stupidity, ineptitude and incompetence of this government."

"But working people should not be passive and settle the bill for Johnson and his friends. We must be ready to fight off any attacks".

Mr Lynch said that projected cuts planned by the government were "frightening."

"I believe a storm is coming and we have to prepare for it," he said.

"RMT has to be able and ready to take up the many challenges, able to fend off the attack, to defend our members, their livelihoods, their pay, conditions and pensions.

"But also, to be able to go on the front foot – to take our campaigns to the bosses, to the authorities, the governments and the politicians and to the workplace," he said.

AGM AGREES PAY RECALIBRATION

The RMT annual general meeting agreed a recalibration of the wage structure for the union's general and assistant general secretaries.

RMT general secretary Michael Lynch suggested the changes following his election earlier this year and the union's national executive committee commissioned a review of the remuneration for national officials which was ratified by AGM delegates.

RMT OFFICERS SALARIES (2020 RATES)

Grade	Basic salary	Re-calibration	New salary
Regional Organiser	£57,294	None	£57,294
National Secretary	£63,549	None	£63,549
Assistant Gen Sec	£80,666	-10%	£72,599
General Secretary	£105,218	-20%	£84,174

RIGHT TO WITHDRAW FROM THE POLITICAL FUND

In accordance with section 84A of the Trade Union and Labour Relations (Consolidation) Act 1992 we are obliged to inform, on an annual basis, any member who joined the Union on or after 1 March 2018 that they are entitled to choose to withdraw their contributions to the Union's Political Fund if they submit a withdrawal notice. For the avoidance of doubt, the Union does not recommend that you do this as the money it receives from the Political Fund is vital to much of the campaigning work it undertakes.

However, notwithstanding the Union's position, if you wish to withdraw your contribution to the

Political Fund you need to submit a withdrawal notice making clear you no longer wish to contribute to the Union's Political Fund. In this notice you should set out who you are, what your address is and what branch you are in. You can submit the withdrawal notice either by delivering it by hand to the Union's head office or your branch office or by emailing info@rmt.org.uk. The Union will then action your request. You can also ask us to provide you with an electronic version of a withdrawal notice for you to complete to facilitate your withdrawal and we will do this immediately if you email info@rmt.org.uk.