

Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	Professional Pilots Union			
Year ended:	Period 1 January 2020 to 1 February 2021			
List no:	812T			
Head or Main Office address:	Chester House			
	68 Chestergate			
	Macclesfield			
	Cheshire			
Postcode	SK11 6DY			
Website address (if available)	www.theppu.co.uk			
Has the address changed during the year to which the return relates?	Yes	No	X	('X' in appropriate box)
General Secretary:	Unfilled			
Telephone Number:				
Contact name for queries regarding the completion of this return				
Telephone Number:				
E-mail:	ppu@theppu.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	143	10		3	156
Female	2	1		3	6
Other					
Total	145	11		6 A	162

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

162

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
Chair	Dave Mutty	Nigel Stanyon	10 March 2021

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:

Officers in post

(see note 12)

Please complete list of all officers in post at the end of the year to which this return relates.

[illegible]

General Fund

(see notes 13 to 18)

	£	£
Income		
From Members: Contributions and Subscriptions		116,598
From Members: Other income from members (specify)		
Total other income from members		
Total of all income from members		116,598
Investment income (as at page 12)		
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)		
Total of other income (as at page 4)		
Total income		116,598
Interfund Transfers IN		
Expenditure		
Benefits to members (as at page 5)		
Administrative expenses (as at page 10)		237,758
Federation and other bodies (specify)		
Total expenditure Federation and other bodies		
Taxation		
Total expenditure		237,758
Interfund Transfers OUT		
Surplus (deficit) for year		-121,160
Amount of general fund at beginning of year		143,677
Amount of general fund at end of year		22,517

(see notes 19 and 20)

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Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

		(see notes 27 to 30)		£
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:		£	£
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 3		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 4		Fund Account	
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
	Interfund Transfers IN		
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		
	Amount of fund at the end of year (as Balance Sheet)		
	Number of members contributing at end of year		

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

(See notes 21 and 23)

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

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

(See notes 21 and 23)

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

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

Political fund account

(see notes 24 to 33)

£

£

Political fund account 1

To be completed by trade unions which maintain their own political fund

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

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

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

Political fund account 2

To be completed by trade unions which act as components of a central trade union

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

Expenditure

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

The following pages 9I to 9viI relate to the Political Fund Account Expenditure

Political fund account expenditure (a)

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.

[illegible]

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

[illegible]

Political fund account expenditure (c)

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 in connection with the registration of electors, the candidature of any person, the selection of any candidate or the holding of any ballot by the union in connection with any election to a political office

[illegible]

Political fund account expenditure (d)

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.

[illegible]

Political fund account expenditure (e)

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.

The expenditure of money on the holding of any conference or meeting by or on behalf of a political party or of any other meeting the main purpose of which is the transaction of business in connection with a political party

[illegible]

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

[illegible]

**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

--

(see notes 34 and 35)

P10

Analysis of officials' salaries and benefits

(see notes 36 to 46 below)

[illegible]

Analysis of investment income

(see notes 47 and 48)

[illegible]

01 February 2021

(see notes 49 to 52)

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Fixed assets account

(see notes 53 to 57)

	Land and Buildings		Furniture and Equipment	Motor Vehicles	Not used for union business	Total
	Freehold	Leasehold				
	£	£	£	£	£	£
Cost or Valuation						
At start of year						
Additions						
Disposals						
Revaluation/Transfers						
At end of year						
Accumulated Depreciation						
At start of year						
Charges for year						
Disposals						
Revaluation/Transfers						
At end of year						
Net book value at end of year						
Net book value at end of previous year						

Analysis of investments

(see notes 58 and 59)

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

Analysis of investment income (controlling interests)

(see notes 60 and 61)

Does the union, or any constituent part of the union, have a controlling interest in any limited company?

Yes

☐

No

☐

If YES name the relevant companies:

Company name	Company registration number (if not registered in England & Wales, state where registered)

Are the shares which are controlled by the union registered in the names of the union's trustees?

Yes

☐

No

☐

If NO, state the names of the persons in whom the shares controlled by the union are registered.

Company name	Names of shareholders

Summary sheet

(see notes 62 to 73)

	All funds except Political Funds	Political Funds £	Total Funds £
Income			
From Members	116,598		116,598
From Investments			
Other Income (including increases by revaluation of assets)			
Total Income	116,598		116,598
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	237,758		237,758
Funds at beginning of year (including reserves)	143,677		143,677
Funds at end of year (including reserves)	22,517		22,517
Assets			
Fixed Assets			
Investment Assets			
Other Assets			62,229
Total Assets			62,229
Liabilities			
Total Liabilities			39,712
Net Assets (Total Assets less Total Liabilities)			22,517

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)			

(see notes 74 to 80)

Did the union hold any ballots in respect of industrial action during the return period? ☐

If Yes How many ballots were held: ☐

For each ballot held please complete the information below:

Ballot 1

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

Number of individuals answering "No" to the question

Number of invalid or otherwise spoiled voting papers returned

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 2

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

Number of individuals answering "No" to the question

Number of invalid or otherwise spoiled voting papers returned

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 3

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

Number of individuals answering "No" to the question

Number of invalid or otherwise spoiled voting papers returned

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 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.

In the attached financial statements

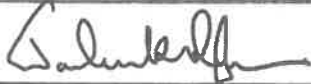
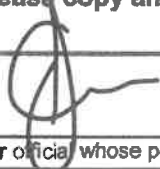
Accounting policies

(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

Trustee's Signature:  <hr/> Name: Jon Pugh <hr/> Date: 6 Dec 21	Trustee's Signature:  <hr/> (or other official whose position should be stated) <hr/> Name: Jon Clancy <hr/> Date: 6 Dec 21
--	--

Checklist

(see notes 88 to 89)

(please tick as appropriate)

Has the return of change of officers been completed? (see Page 2 and Note 12)	Yes	<input checked="" type="checkbox"/>	No	
Has the list of officers in post been completed? (see Page 2 and Note 12)	Yes	<input checked="" type="checkbox"/>	No	
Has the return been signed? (see Pages 23 and 25 and Notes 86 and 95)	Yes	<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.

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)

Please see the attached Financial Statements and audit report

Signature(s) of auditor or auditors:

William Price & Co Audit
Ltd

Name(s):

William Price & Co Audit Ltd

Profession(s) or Calling(s):

Chartered Accountants

Address(es):

Westbury Court

Church Road

Westbury On Trym

Bristol

Postcode

BS9 3EF

Date

6/12/2021

Contact name for inquiries and
telephone number:

Helen Hall 01179501000

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

The PPU

Report & Accounts

For the period ended

1st February 2021

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The PPU

Trustees' Annual Report 2020-2021

INTRODUCTION

This is the final PPU Trustees' Annual Report. The report covers the period 01 January 2020 to 01 February 2021, and is filed on the request, and in accordance with the regulations, of the Certification Office. Additional information regarding the wind-up of the union, and the final distribution of funds is also included for transparency.

MEMBERSHIP NUMBERS

On 1 February 2021, a membership number of 162 was reported to the Insurance provider. As of the Dissolution Ballot, numbers had risen very slightly to 174. The continuing low-level of membership, and the suspension of Members' Dues in response to the Coronavirus Pandemic, has had a detrimental and lasting effect on the union finances.

FINANCIAL REPORT

The 2020-2021 Accounts are attached at the back of this report. The headline and bottom-line figures show a fall in union funds from £143,677 at the start of the reporting period, to £22,517 at the close. This is reflected in the reported deficits of £31,815 in 2019, and £121,160 in 2021. A continuing concern for the Board and Trustees was how long the union could continue to operate in a solvent manner, while continuing to provide the Members with appropriate protections, support and services.

QC ADVICE

In the latter part of 2018, the PPU gave written notice to Virgin Atlantic Airways (VAA) of its intention to hold a ballot of its members for industrial action. VAA issued an application for injunctive relief in the High Court to restrain strike action, and a judgment granting this injunction was issued on 20 December 2018. Legal advice in this matter was sought from Paul Gilroy QC. Among other things, his final paragraph stated: "It is my reluctant conclusion that if it proves not to be possible (a) to reduce the costs liability to a manageable level (i.e. manageable in terms of its amount and the time to pay) and (b) to either renew or replace the Union's professional indemnity insurance, serious consideration would have to be given to dissolution." In light of the above, the Board and Trustees carefully considered the prudence of continuing to operate the union in the face of steadily diminishing membership levels and the reduction in union subscriptions collected during the Coronavirus crisis.

DISSOLUTION BALLOT

The PPU was launched in 2012 by a small team led by Captain Barry Eustance. The union was created in direct response to the clearly stated need, from professional pilots throughout the airline industry, for a union that puts the member at the very centre of its being. Creating an organisation such as this, from scratch, to becoming a certified, official, trade union is a monumental task. The workload required of all board members, assisted by volunteers, was enormous.

Sadly, and in light of the QC advice previously sought and given, it was decided to ballot the remaining PPU Members on the "Dissolution of the Union in accordance with Section 18.1 of the PPU Constitution". The ballot result was published on 11 January 2021, and is as follows: Number of Ballot Papers Issued: 174 Number of returns: 160 Turnout: 92% Yes I agree to the dissolution of the Union in accordance with Section 18.1 of the PPU Constitution - 143 No I do not agree with the dissolution of the Union in accordance with section 18.1 of the constitution - 17 The Certification Office was informed 19 January 2021 that PPU was to be dissolved on 2 February 2021, and the PPU was subsequently removed from the list of trade unions. The process of winding-up the PPU was commenced.

The PPU

Trustees' Annual Report 2020-2021

RESOLUTION DATED 15 JULY 2021

A resolution was tabled to direct how remaining funds would be distributed among the Members in accordance with the Constitution, and to define the role of the Trustees in the final winding-up of the Union. This Resolution was voted on and adopted during the Board Meeting held on 15 July 2021, and is reproduced below:

Board Resolution for use of Remaining Funds

1. Remaining Funds will primarily be used for the following purposes and held until 02 February 2022 for such purposes:-

(a) Cover the costs associated with the closing down of the union in good order (accountants, legal advice and office administration etc.).

(b) Cover a payment of £25000 for excess attached to one-year Run-off insurance, expiring 02 February 2022.

(c) Purchase further Run-off insurance cover. Ordinarily, Run-off insurance would be obtained to protect the Union and its Board members and Trustees, past and present, to cover the 6-year statute of limitations period. However, such was the insurance market post Covid, only annual terms were offered.

2. Any residual balance of the Remaining Funds held as at 03 February 2022 will be distributed amongst Members in accordance with the Constitution.

3. If a Member has not been traced by 03 February 2022, then the proportion of the residual balance due to that member will be donated to a Charitable Organisation (Pilots Together and Air Pilots Benevolent Fund are proposed or such other organisation with similar objectives) on the basis that the organisation can give a suitable indemnity to cover the risk of an untraceable Member coming forward to claim funds due after distribution.

4. Should a replacement Trustee be required for any reason, then the last PPU Board shall appoint a replacement in accordance with the Constitution's eligibility criteria.

5. The current Board's 2-year tenure expires on 20 November 2021. Should an issue regarding the running or governance of the Union subsequently arise, the Trustees should deal with any such issues with their own discretion on the basis that they use that discretion within the purpose and spirit of the Constitution.

DISTRIBUTION OF FUNDS

Remaining funds will be distributed in accordance with the PPU Constitution Section 18: The Union may be voluntarily dissolved by the consent of 76% (seventy-six per cent) of its members, such members having been balloted on the question of dissolution as provided for under Rule 13. Following realisation of all assets and liabilities of the Union any residual assets of the Union shall be distributed to its members pro-rata to each member based upon the period of continuous membership of each member over the total length of continuous membership of all current and fully paid-up members.

TRUSTEES' ROLE

The Trustees will authorise the final distribution of funds, as the current Board's tenure will have expired. In order to remain fully constituted once Captain Andy Slater had completed his maximum four-year term, Captain Jon Clancy was appointed by the Board as replacement Trustee on 2 June 2021. We offer our sincere thanks to Andy for his four years of diligent effort.

The PPU

Trustees' Annual Report 2020-2021

VOTE OF THANKS

The Trustees would like to thank all the PPU Members, Board Members and all the support staff for their indefatigable hard work and dedication to the PPU over the past nine years. Your work has been simply astonishing. Thank you.

CONCLUSION

The PPU was formed to provide an independent alternative representative body, By Pilots For Pilots. Over the years, the struggle for recognition, industrial friction and slowly diminishing membership numbers finally left the union in a position where it was not prudent to continue operating. The Membership was balloted on the "Dissolution of the Union in accordance with Section 18.1 of the PPU Constitution". The resolution was carried 143:17. The Certification Office was informed 19 January 2021 that PPU was to be dissolved on 2 February 2021, and the PPU was subsequently removed from the list of trade unions.



Captain Andy Slater



Captain Jon Pugh



Captain Jon Clancy

Date..... 29 Nov 21

PPU Trustees

The PPU

Independent Auditor's report to the members of the PPU

For the period ended 1 February 2021

Opinion

We have audited the financial statements of The PPU for the period ended 1 February 2021, which comprise the Income and Expenditure Account, the Balance Sheet and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standard (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102.

Basis for qualified opinion

We were unable to have access to the predecessor's audit working papers. Consequently, we were unable to obtain sufficient evidence that:

- The accounting policies used for the corresponding amounts are consistent with those of the current period and appropriate disclosures have been made where this is not the case;
- The corresponding amounts agree with the amounts and other disclosures presented in the preceding period and are free from errors in the context of the financial statements of the current period; and
- Where corresponding amounts have been adjusted as required by relevant legislation and accounting standards, appropriate disclosures have been made.

Qualified opinion on the financial statements

In our opinion, except for the effects of the matter described in the Basis for Qualified opinion paragraph, the financial statements:

- Give a true and fair view of the matters to which they relate;
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- Have been prepared in accordance with the requirements of sections 28, 32 and 36 of the Trade Union and Labour Relations (Consolidation) Act 1992.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs(UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the audit of 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.

Emphasis of Matter – financial statements prepared on a basis other than going concern

We draw your attention to note 1 in the financial statements, which explains that the Union's members have voted to dissolve the Union and that the operations of the PPU have ceased on 2 February 2021. The Board of Trustees therefore do not consider it to be appropriate to adopt the going concern basis of accounting in preparing the financial statements.

Our opinion is not modified in respect of this matter.

The PPU

Independent Auditor's report to the members of the PPU

For the period ended 1 February 2021

Other information

The Union's officers are responsible for the other information. 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.

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

We have nothing to report in this regard.

Responsibilities of officers

The Union's officers are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. The Trade Union and Labour Relations (Consolidated) Act 1992 (Amended) requires the officers of the Union to:

- Keep proper accounting records which give a true and fair view of the state of affairs of The PPU and explain its transactions;
- Establish and maintain a satisfactory system of control of the accounting records, cash holdings and all receipts and remittances;
- Prepare an annual return for the Certification Officer giving a true and fair view of the revenue account and balance sheet; and
- Provide member of The PPU with a statement of income and expenditure for the period.

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 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 the irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- We obtain an understanding of the legal and regulatory framework applicable to the Union and the sector in which it operates, and then obtain an understanding of how the Union is complying with that legal and regulatory framework, by enquiry and review.

The PPU

Independent Auditor's report to the members of the PPU

For the period ended 1 February 2021

- We assess the susceptibility of the Union's financial statements to material misstatement, including how fraud might occur, and then perform specific audit procedures, including the assessment of controls that management has in place to prevent and detect fraud, the review of significant accounting estimates and the testing of journal entries.

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.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Trade Union and labour Relations (Consolidation) Act 1992 (Amended) 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
- The financial statement are not in agreement with the accounting records and returns.

Use of our report

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 any party other than the Union and Union's members as a body, for our audit work, for this report, or for any opinion we have formed.

William Price & Co Audit Ltd

Michael Laughton CA (Senior Statutory Auditor)

For and on behalf of William Price & Co. Audit Ltd, Statutory Auditor

Westbury Court,
Church Road,
Westbury on Trym,
Bristol BS9 3EF

Date: 6/12/2021

William Price & Co Audit Ltd is eligible to act as auditor in terms of Section 1212 of the Companies Act 2006.

Income and Expenditure Account
for the period from 1 January 2020 to 1 February 2021

	Notes	2021 £	2019 £
Income	2	116,598	190,834
Expenditure	3	(172,934)	(153,284)
		<u>(56,336)</u>	<u>37,550</u>
Administrative expenses	4	(64,824)	(69,365)
Surplus/(Deficit) for the year		<u><u>(121,160)</u></u>	<u><u>(31,815)</u></u>
 Balance brought forward at 1 January 2020		 <u>143,677</u>	 <u>175,492</u>
Balance carried forward at 1 February 2021		<u><u>22,517</u></u>	<u><u>143,677</u></u>

All recognised gains and losses for the year are included in the Income and Expenditure Account.

The overall result for the year arose on the Union's continuing activities.

The notes on pages 9 to 10 form part of these accounts.

The PPU
Balance Sheet
As at 1 February 2021


	Notes	2021	2019
		£	£
Current assets			
Cash at bank and in hand		62,229	178,898
Creditors: amounts falling due within one year	5	(39,712)	(35,221)
		<u>22,517</u>	<u>143,677</u>
Net Assets		<u><u>22,517</u></u>	<u><u>143,677</u></u>


Represented by:

Funds

Income and Expenditure account	6	<u>22,517</u>	<u>143,677</u>
Total Members' Funds		<u><u>22,517</u></u>	<u><u>143,677</u></u>

The Annual Accounts were approved and authorised for issue by the Board on ... 29 Nov 21.
and signed on its behalf by:


.....
Jon Clancy
Trustee


.....
Jon Pugh
Trustee

The notes on pages 9 to 10 form part of these accounts.

The PPU
Notes to the Accounts
for the period from 1 January 2020 to 1 February 2021

1 Accounting policies

Accounting convention

These financial statements have been prepared in accordance with Section 1a of the FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102").

The financial statements have been prepared under the historical cost convention.

Going Concern

The PPU ceased operations on 2 February 2021, following a ballot of the members. A further ballot was held on 15 July 2021 to determine the distribution of the remaining funds. After making enquiries regarding the remaining liabilities of the PPU, the Board of Trustees has a reasonable expectation that the Union has adequate resources to clear all of its outstanding liabilities as they fall due. In light of these circumstances, the accounts have not been prepared under the going concern basis.

Subscriptions

Subscriptions represent amounts receivable in respect of membership subscriptions and legal insurance subscriptions levied to members.

Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

Financial instruments

The PPU has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

The financial instruments are recognised in the balance sheet when the Union becomes party to the contractual provisions of the instrument.

Basic financial assets

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest.

Classification of financial liabilities

Basic financial liabilities, including trade payables, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest.

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade payables are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

The PPU
Notes to the Accounts
For the period from 1 January 2020 to 1 February 2021

2 Income	2021	2019
	£	£
Membership subscriptions	75,574	120,422
Legal insurance subscriptions	41,024	70,412
	<u>116,598</u>	<u>190,834</u>
3 Expenditure	2021	2019
	£	£
Insurance	127,469	112,913
Accountancy	12,550	17,633
Audit fees	3,000	4,800
Legal and professional fees	27,368	15,465
Bank charges	2,547	2,473
	<u>172,934</u>	<u>153,284</u>
4 Office costs	2021	2019
	£	£
Affiliation fees	-	1,452
Board members expenses	-	1,416
Insurance	-	428
IT, Advertising & promotion	14,545	18,612
Miscellaneous expenses	40	152
Room hire	-	98
Online voting	1,102	1,080
Website development	2,132	-
Printing, postage & stationery	-	8
Telephone and fax	4,997	6,856
Website hosting	2,243	6,011
Outsourced staff & training costs	39,500	32,250
Travelling	265	1,002
	<u>64,824</u>	<u>69,365</u>
5 Creditors: amounts falling due within one year	2021	2019
	£	£
Trade creditors	-	8,171
Other creditors	39,712	27,050
	<u>39,712</u>	<u>35,221</u>
6 Income and Expenditure Account		
At 1 January 2019	143,677	175,492
Net operating deficit	(121,160)	(31,815)
At 1 February 2021	<u>22,517</u>	<u>143,677</u>

Irregularity statement

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

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

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

Membership audit certificate

**made in accordance with section 24ZD of the Trade Union and Labour
Relations (Consolidation) Act 1992**

(See notes 97 to 103)

At the end of the reporting period preceding the one to which this audit relates was the total membership of the trade union greater than 10,000?

No

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

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

Membership audit certificate

Section one

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

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

Yes / No

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

Yes / No

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

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

Membership audit certificate (continued)

Signature of assurer	
Name	
Address	
Date	
Contact name and telephone number	

Membership audit certificate

Section two

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

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

Yes

If "No" Please explain below:

Signature	William Paine & Co Audit Ltd
Name	Michael Laughton CA
Office held	Senior Statutory Auditor
Date	6/12/2021