



AOAE 2021 Member's Statement
14 December 2021

Dear Members,

To comply with the Industrial Relations (Northern Ireland) Order 1992 Article 11A-(1) this will constitute the Member's Statement.

Total income: £163,905

Expenditure: £134,876

At the Annual General Meeting of the Aircrew Officers Association Europe (AOAE) held on 14 December at 0900 GMT, the members ratified the General Committee for 2021/2022. The election results were announced as:

- Chairman; Darren Brogden
- Vice Chairman; Darrin Adcock
- Members; Tim Slatford, Al Quigley, Sean Rugan
- Russ Fryett will continue to perform the functions of the Secretary.

The members approved the Audited Annual Accounts of the AOAE and the Auditor's Reports of such accounts which are available on the AOAE website under "My Association>Annual Financial Statement". Also, the members approved the continued use of Thompson Jenner LLP as the auditors for 2021/2022 financial year.

All votes were approved unanimously by the membership.

This Member's Statement specifies that the Audited Annual Accounts and Auditor's Report located at "My Association>Annual Financial Statement" on the AOAE website contain the total income and expenditures of the AOAE for the period related, that all income of the AOAE is derived from the membership, that no funds were expended on political activity, and that no salary has been paid by the AOAE to any of the officers or members of the Association.

A member who is concerned that some irregularity may be occurring, or has 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 for Northern Ireland (who is an independent officer appointed by the Department of Economic Development) 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, they should consider obtaining independent legal advice.

A copy of this Member's Statement will be sent to the Northern Ireland Certification Office.

Darren Brogden

AOAE Chairman Date: 15 Dec 2021 My Association supports all CX pilots IFALPA helps all pilots.=====

AIRCREW OFFICERS ASSOCIATION EUROPE

FINANCIAL STATEMENTS

FOR THE PERIOD FROM 1 APRIL 2020 TO 31 MAR 2021

AIRCREW OFFICERS ASSOCIATION EUROPE

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AIRCREW OFFICERS ASSOCIATION EUROPE

THE GENERAL COMMITTEE'S REPORT PERIOD ENDED 31 MARCH 2021

Principal Activities

Aircrew Officers Association Europe (AOA Europe) is an unincorporated entity registered as a trade union as per Trade Union and Labour Relations Act 1992. The registered office is Fir Trees, Claydon, Lechlade, Gloucestershire, GL7 3DS, UK.

AOA Europe is the representative trade union for Europe based pilots employed by Cathay Pacific Airways. It is one of several trade unions comprising the Aircrew Officers Association Group.

Introduction

We have pleasure in presenting the annual report to the Association together with the accounts from 1 April 2020 to 31 March 2021. It should be noted that this annual report covered 12 months.

Financing members Representation

Our operations are financed by your subscriptions. At the end of the reporting period our membership stood at 133. Our subscription income for the reported period was £163,905.35.

Since April 2016 subscriptions have been collected by Cathay Pacific and are detailed on members' pay slips at a rate of 1.25% of your Basic Salary.

Service Agreement with HKAOA

The bulk of our expenditure is used to pay for a Service Agreement (SA) that we have with the Hong Kong Aircrew Officers Association (HKAOA), who staff and run our operations. 80% of your subscriptions are used for this. For this reporting period we paid £84,679.61 to HKAOA in respect of the SA. This figure includes SA reimbursements related to the reporting period. SA reimbursements are expenses that we pay for in the first instance but are subsequently recovered from HKAOA because they are for services covered by the SA.

This arrangement allows us to pool our resources with our Hong Kong colleagues and greatly reduces the administrative burden of running a relatively small union. Most of our benefits to members, such as loss-of-income insurance and expenses, are met by the HKAOA through the SA.

Results

The Association produced an operating surplus of £29,029.26 for the reporting period ending 31 March 2021.

Our healthy operating surplus is reflected in our Net Assets which stood at £241,137.16 at the end of the reported period, up from £212,107.90. However, because of our Service Agreement with HKAOA it should be noted that our operations are not limited by our own funds but by the pooled funds and the terms of the SA. At the end of the period March 2021, HKAOA reported HK\$46,271,346.20 (approximately £4,325,096.60) in reserves.

AIRCREW OFFICERS ASSOCIATION EUROPE

THE GENERAL COMMITTEE'S REPORT PERIOD ENDED 31 MARCH 2021

Committee members during the period

Names of the General Committee Members and Period of Positions Held during the Financial Period

Name	Position	Date Started	Date of resignation (where not in post for the full period)
Darren Brogden	Chairman	1 Apr 2020	31 Mar 2021
Jesper Andersen	Vice Chairman	1 Apr 2020	31 Mar 2021
Russell Fryett	Treasurer / Trustee	1 Apr 2020	31 Mar 2021
Darrin Adcock	Committee member	1 Apr 2020	31 Mar 2021
David Saunders	Committee member	1 Apr 2020	31 Mar 2021
Fausto Stoppa	Committee member	1 Apr 2020	31 Mar 2021
Rudy Lenting	Committee member	1 Apr 2020	31 Mar 2021
Sean Rugan	Committee member	1 Apr 2020	31 Mar 2021
Tim Slatford	Committee member	1 Apr 2020	31 Mar 2021
Alan Quigley	Committee member	1 Apr 2020	31 Mar 2021

AIRCREW OFFICERS ASSOCIATION EUROPE

STATEMENT OF RESPONSIBILITIES OF THE GENERAL COMMITTEE PERIOD ENDED 31 MARCH 2021

The General Committee is responsible for preparing the Annual Report and the Financial Statements in accordance with applicable law and regulations.

Trade Union law requires The General Committee to prepare financial statements for each financial year in accordance with the Financial Reporting Standard applicable to the United Kingdom and the Republic of Ireland (FRS 102) and applicable law.

Under Trade Union law The General Committee must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the entity and of the surplus or deficit of the entity for that period. In preparing these financial statements, The General Committee are required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the entity will continue in business.

The General Committee is responsible for ensuring that adequate accounting records are maintained that are sufficient to show and explain the entity's transactions and disclose with reasonable accuracy at any time the financial position of the entity and enable them to ensure that the financial statements comply with the Trade Union and Labour Relations Act 1992. They are also responsible for safeguarding the assets of the entity and ensuring their proper application in accordance with entity law, and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

So far as each of The General Committee members is aware, there is no relevant audit information of which the entity's auditors are unaware. Each member has taken all the steps that he/she ought to have taken as a member of The General Committee in order to make himself/herself aware of any relevant audit information and to establish that the entity's auditors are aware of that information.

Auditor

On 30 Sep 2020, a resolution proposing appointment of Thompson Jenner LLP as our auditor for this reporting period was carried in the Annual General Meeting. And Thompson Jenner LLP has indicated its willingness to be appointed as statutory auditor.

The General Committee acknowledged their responsibility to comply with the Trade Union and Labour Relations Act 1992 with respect to accounting records and the preparation of accounts. The accounts have been prepared in accordance with the provisions applicable to the small entities regime.

The General Committee report was approved by the members and signed on their behalf by



Treasurer

Date: 16 SEP 2021

AIRCREW OFFICERS ASSOCIATION EUROPE

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF THE AIRCREW OFFICERS ASSOCIATION EUROPE PERIOD ENDED 31 MARCH 2021

Opinion

We have audited the financial statements of the Aircrew Officers Association Europe Union for the period ended 31 March 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 Standards including Financial Reporting Standard 102 Section 1A '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 March 2021 and of its results for the period then ended; and
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been properly prepared in accordance with the requirements of the Trade Union and Labour Relations (consolidation) Act 1992.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Union in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Material uncertainty relating to going concern

We draw attention to note 1 E) to the financial statements which states that Aircrew Officers Association Europe represents the London and Frankfurt based employees of Cathay Pacific, who have decided to close both of these bases post yearend. As stated in note 1 E) Aircrew Officers Association Europe will continue to operate for as long as the outstanding legal and welfare support it provides to its current members dictate, however it is not known how long this will be and as such this indicates that a material uncertainty exists that may cast significant doubt on the company continuing as a going concern.

Our opinion is not modified in respect of this matter.

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 Council are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the

AIRCREW OFFICERS ASSOCIATION EUROPE

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF THE AIRCREW OFFICERS ASSOCIATION EUROPE PERIOD ENDED 31 MARCH 2021

other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the 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.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Union and its environment obtained in the course of the audit, we have not identified material misstatements in the financial report.

We have nothing to report in respect of the following matters where the Trade Union and Labour Relations (Consolidation) Act 1992 and the Trade Union Reform and Employment Rights Act 1993 require us to report to you if, in our opinion:

- adequate accounting records have not been kept by the Union, or returns adequate for our audit have not been received from branches not visited by us; or
- the Union has not maintained a satisfactory system of controls over transactions; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not obtained all the information and explanations necessary for the purposes of our audit

Respective responsibilities of the Executive Council

As explained more fully in the Statement of the Executive Council's Responsibilities, the Executive Council is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Executive Council determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Executive Council 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 directors either intend to liquidate the Union or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

AIRCREW OFFICERS ASSOCIATION EUROPE

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF THE AIRCREW OFFICERS ASSOCIATION EUROPE PERIOD ENDED 31 MARCH 2021

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:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the union through discussions with committee members and other management;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the union, including Trade Union and Labour Relations (Consolidation) Act 1992;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the union's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation; and
- enquiring of management as to actual and potential litigation and claims.

AIRCREW OFFICERS ASSOCIATION EUROPE

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF THE AIRCREW OFFICERS ASSOCIATION EUROPE PERIOD ENDED 31 MARCH 2021

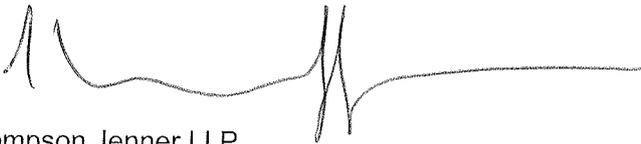
There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the committee and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion

A further description of our responsibilities is available on the Financial Reporting Councils website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditors report.

Use of our report

This report is made solely to the Aircrew Officers Association Europe Union's members, as a body, in accordance with the provisions of the Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the Aircrew Officers Association Europe 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 Aircrew Officers Association Europe Union's members as a body, for our audit work, for this report, or for the opinions we have formed.



Thompson Jenner LLP
Statutory Auditors
1 Colleton Crescent
Exeter
Devon EX2 4DG

27.09.2021

AIRCREW OFFICERS ASSOCIATION EUROPE

INCOME STATEMENT PERIOD ENDED 31 MARCH 2021

	<i>Note</i>	£	2020/21 £	£	2019/20 £
OPERATING INCOME					
Membership Subscriptions			163,905.35		191,479.42
OPERATING EXPENDITURE					
Membership activity	2	128,937.18		145,057.33	
Executive activity	3	1,359.95		8,126.23	
Professional costs	4	4,578.96	(134,876.09)	4,597.00	(157,780.56)
NET OPERATING RESULT FOR THE YEAR			<u>29,029.26</u>		<u>33,698.86</u>
NET INCOME			<u>29,029.26</u>		<u>33,698.86</u>
NET CHANGE IN FUNDS FOR THE YEAR			29,029.26		33,698.86
FUNDS AT 1 APRIL 2020			212,107.90		178,409.04
FUNDS AT 31 MARCH 2021			<u>241,137.16</u>		<u>212,107.90</u>

The statement of comprehensive income has been prepared on the basis that all operations are continuing. The accounting policies and notes 1 to 10 form part of the financial statements.

AIRCREW OFFICERS ASSOCIATION EUROPE

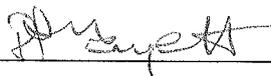
STATEMENT OF FINANCIAL POSITION PERIOD ENDED 31 MARCH 2021

	Note	£	2021 £	£	2020 £
CURRENT ASSETS					
Debtors	5	3,439.31		5,178.64	
Cash at bank		327,451.50	330,890.81	263,429.97	268,608.61
CURRENT LIABILITIES					
Creditors	6		(89,753.65)		(56,500.71)
NET CURRENT ASSETS					
			241,137.16	212,107.90	
NET ASSETS					
			<u>241,137.16</u>	<u>212,107.90</u>	
Represented by:					
GENERAL FUNDS			<u>241,137.16</u>	<u>212,107.90</u>	

The accounting policies and notes 1 to 10 form part of the financial statements.

The General Committee acknowledged their responsibility to comply with the Trade Union and Labour Relations Act 1992 with respect to accounting records and the preparation of accounts. These accounts have been prepared in accordance with the provisions of FRS 102 Section 1A – small entities.

Approved and authorised for issue by The General Committee on 16 SEP 2021 and signed on their behalf by:



Treasurer

AIRCREW OFFICERS ASSOCIATION EUROPE

NOTES TO THE FINANCIAL STATEMENTS PERIOD ENDED 31 MARCH 2021

1. ACCOUNTING POLICIES

A) STATUTORY INFORMATION

Aircrew Officers Association Europe is an unincorporated entity registered as a trade union as per Trade Union and Labour Relations Act 1992. The registered office is Fir Trees, Claydon, Lechlade, Gloucestershire, GL7 3DS, UK.

B) BASIS OF FINANCIAL STATEMENTS

The trade union was registered with the UK Certification Officer for Trade Unions on 13 August 2015. This set of financial statements covers the accounting period from 1 April 2020 to 31 March 2021.

The financial statements are prepared in accordance with the Trade Union and Labour Relations Act 1992 requirements and FRS 102, the Financial Reporting Standard applicable in the United Kingdom and the Republic of Ireland, as applicable to small entities. FRS 102 Section 1A has been applied.

The financial statements are prepared on the historical cost basis. The financial statements are prepared in Sterling (£).

C) SUBSCRIPTIONS INCOME

Members' subscriptions are recognised on the basis that subscriptions are due for the period 1 April 2020 to 31 March 2021 and it is accounted for on an accrual basis.

D) EXPENDITURE

All expenditure in the accounts is inclusive of VAT where applicable.

E) GOING CONCERN

AOAE represents London- and Frankfurt-based employees of Cathay Pacific. Unfortunately Cathay Pacific has decided to close both of those bases, which will result in the redundancy of all members. AOAE will continue to operate for as long as the outstanding legal and welfare support it is providing its current members dictate. It is not known how long this will be, but most likely to be at least another 12 months.

COVID-19 severely impacted the operation of Cathay Pacific Airways Ltd (CPA). Consequently those members who fly the 777 out of LHR or FRA were asked to take unpaid leave, annual leave, and eventually AOAE came to an agreement with CPA that they would furlough those pilots - make use of the UK scheme - on 80% basic salary (no cap). All other contractual terms including pension were maintained. A further, voluntary, scheme was introduced in January 2021 that reduced salary to 50% of the normal salary for 6 months. Approximately 2/3rds of the pilots agreed to this additional reduction of pay. The 747 pilot members were not affected, nor were they furloughed, as cargo flying has continued with far less disruption.

Hence, our subscription fee which is based on 1.25% of our members' base salary has been reduced at the same time. However, the committee has considered the impact of COVID-19 and does not consider it to have a material impact on the balances included within the financial statements.

The committee have taken both reactive and proactive measures in order to mitigate any risks associated with COVID-19 including managing cash flow to ensure that debts can be paid when they fall due, and monitoring key supplier activity. The committee has implemented a robust system of procedures and controls in order to deal with any associated risks.

AIRCREW OFFICERS ASSOCIATION EUROPE

NOTES TO THE FINANCIAL STATEMENTS PERIOD ENDED 31 MARCH 2021

	2021	2020
	£	£
2 MEMBERSHIP ACTIVITY		
Legal representation	32,761.22	15,756.00
Support services – HKAOA service agreement	131,642.78	153,183.56
<i>Less: Service Charge Reimbursement from HKAOA</i>	<i>(46,963.17)</i>	<i>(27,979.17)</i>
Professional Consultation (e.g. Taxation)	8,315.00	1,440.00
Negotiations	0.00	2,656.94
Membership Assistance (e.g. Quarantine and Masks)	3,181.35	0.00
	<u>128,937.18</u>	<u>145,057.33</u>
	2021	2020
	£	£
3 EXECUTIVE ACTIVITY		
Executive meetings and professional fees	363.60	433.55
Training	996.35	7,692.68
	<u>1,359.95</u>	<u>8,126.23</u>
	2021	2020
	£	£
4 BANK CHARGES AND ADMINISTRATIVE FEE		
Bank charges and interest	51.96	97.00
Auditor's fee	4,500.00	4,500.00
Stationery, Printing, Postage, Telephone, etc.	27.00	0.00
	<u>4,578.96</u>	<u>4,597.00</u>
	2021	2020
	£	£
5 DEBTORS		
<i>Amounts due within one year;</i>		
Trade debtors	<u>3,439.31</u>	<u>5,178.64</u>

AIRCREW OFFICERS ASSOCIATION EUROPE

6 CREDITORS	2021	2020
	£	£
<i>Amounts due within one year;</i>		
Trade creditors - SA payment	84,679.61	51,426.67
Accrual Auditor's fee	4,500.00	4,500.00
Subscription received in advance	574.04	574.04
	<u>89,753.65</u>	<u>56,500.71</u>

7 SURPLUS ON ORDINARY ACTIVITIES	2021	2020
	£	£
<i>This is stated after charging:</i>		
Statutory audit fee to auditors	4,500.00	4,500.00
	<u>4,500.00</u>	<u>4,500.00</u>

8 EMPLOYMENT COSTS

None of the Directors received any remuneration for their services to the Trade Union during the year. Members of the General Committee are reimbursed for any expenditure incurred by them in the performance of their duties on behalf of the Association, as are the General Secretary and the Chairman. Other salary costs are absorbed within the amounts charged by Hong Kong Aircrew Officers Association (HKAOA) as disclosed in Note 2

9 RELATED PARTIES

AOAE has the same or similar key management personnel as HKAOA. Both are also represented on the AOA Executive Council. During the period, AOAE paid £131,642.78 (2020: £153,183.56) for the service from HKAOA which includes, but not limited to, union and compliance administrations, general advice, information system and website maintenance, data research and survey, members insurance and negotiation expenses. However, AOAE received a £46,963.17 (2020: £27,979.17) reimbursement from HKAOA, which related to the cost of administrative services, advice, information, research and data analysis paid directly by AOA Europe, as part of the agreement. At the end of the fiscal year, AOA Europe had an outstanding creditors balance with HKAOA amounting to £84,679.61 (2020: £51,426.67).

10 PRESENTATION

AOA Europe has prepared financial statements for the period 1 April 2020 to 31 March 2021, comparing information with the past financial period of 1 Apr 2019 to 31 Mar 2020.

