

Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	UNISON		
Year ended:	31 December 2021		
List no:	736/T		
Head or Main Office address:	130 Euston Road		
	London		
Postcode	NW1 2AY		
Website address (if available)	www.unison.org.uk		
Has the address changed during the year to which the return relates?	Yes	No	X ('X' in appropriate box)
General Secretary:	Christina McAnea		
Telephone Number:	0800 0 857 857		
Contact name for queries regarding the completion of this return	Simon Crane		
Telephone Number:	020 7121 5373		
E-mail:	s.crane@unison.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
	1,349,762	45,130			1,394,892
Total	1,349,762	45,130			A 1,394,892

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

1,229,000

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

47,650

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
Members of the executive	See attachment 1	Pages 2 a, b, and c.	

State whether the union is:

a. A branch of another trade union?

Yes		No	X
-----	--	----	---

If yes, state the name of that other union:

--

b. A federation of trade unions?

Yes		No	X
-----	--	----	---

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.

Name of Officer	Position held and date elected

NEC MEMBERSHIP DECEMBER 2021

Elected in June 2021

1. **ANTHONY, James**
2. **ASHLEY, April**
3. **BERRY, Jacqui**
4. **BIRD, Josie**
5. **BIRKETT, Nathalie (Elected June 2021)**
6. **BOULBY, Lilly (Elected June 2021)**
7. **BROAKMAN, Becky (Elected June 2021)**
8. **BYRON, Naomi (Elected June 2021)**
9. **CROWE, Sarah**
10. **DAVIES, Helen**
11. **DINGLE, Alison (Elected June 2021)**
12. **DIXON, Claire**
13. **DOLAN, Danielle (Elected June 2021)**
14. **DOOLAN, Jane**
15. **EGAN, Andrea**
16. **FANNING, Saoirse (Elected June 2021)**
17. **FIRMAN, Helen**
18. **FISHER, Mark**
19. **HAMILTON, Angie**
20. **HANRAHAN, Chris**
21. **HEMRAJ, Samantha (Elected June 2021)**
22. **HERON, Pat**

23. HILDER, Keira (Elected June 2021)
24. HOLDSWORTH, Abigail
25. HOLMES, Greta
26. HOLMES, Paul
27. JACKSON, Kevin (Elected June 2021)
28. JEFFRIES, Edwin
29. JOHNSON, Caroline
30. JONES, John
31. JONES, Stephen
32. KUMARI, Manjula
33. LE MARINEL, Maureen
34. LEACH, Diana
35. LITTLEWOOD, Sara
36. LONG, Alastair
37. McFARLANE, Jim
38. McKAY, Gordon
39. McKEE Margaret
40. MORAN, Nicola
41. McKENNA, Catherine (Elected June 2021)
42. MURRAY, Katrina (Elected June 2021)
43. MWALUKE, Julia (Elected June 2021)
44. NICOLL, Sandy
45. NOLAN, Libby (Elected June 2021)
46. NORTH, Steven
47. O'HARA, Lyn (Elected June 2021)
48. OWEN, Kath
49. PIERRE, Hugo
50. POWELL, Jessica (Elected June 2021)
51. PROCTER, Emma (Elected June 2021)
52. RAIT, Amerit (Elected June 2021)

- 53. RAMSDEN, Kate**
- 54. RANKIN, Davena**
- 55. REISSMANN, Karen**
- 56. ROLLINSON, Theresa (Elected June 2021)**
- 57. SARTIN, Dan**
- 58. SMELLIE, Stephen**
- 59. SOLERA, Antoinette (Elected June 2021)**
- 60. STOCKHAM, Sian**
- 61. TANSLEY, Chris**
- 62. TURNER, Rob (Elected June 2021)**
- 63. WAINWRIGHT, Tracey**
- 64. WAREHAM, Mark (Elected June 2021)**
- 65. WHEATLEY, Liz**
- 66. WILCOX, Jene (Elected June 2021)**
- 67. WILSON, Tony**
- 68. WRIGHT, Tony**

LEAVERS JUNE 2021

**Darren Barber/Polly Smith/Eddie Brand/Gillian Foley/Evelyn Doyle/Luisete
Batista/Michelle Goodman/Angela Roberts/Abiola Kusoro/Denise Thomas/Nicola
Moran/Paula Carlyle/Maggie Cook/Carol Sewell/Lesley Clark/Linda Crowther/Lois
Tavernor/John Gray/Kendal Bromley-Bewes**

General Fund

(see notes 13 to 18)

	£000	£000
Income		
From Members: Contributions and Subscriptions		165,778
From Members: Other income from members (specify)		
Local levy		206
Total other income from members		206
Total of all income from members		165,984
Investment income (as at page 12)		161
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	86,173	
Total of other income (as at page 4)		86,173
Total income		252,318
Interfund Transfers IN		
Expenditure		
Benefits to members (as at page 5)		9,108
Administrative expenses (as at page 10)		103,857
Federation and other bodies (specify)		
Affiliations		5,064
Other expenditure (as at page 3a Attachment 2)		50,754
Total expenditure Federation and other bodies		55,818
Taxation		
Total expenditure		168,783
Interfund Transfers OUT		
Surplus (deficit) for year		83,535
Amount of general fund at beginning of year		-29,192
Amount of general fund at end of year		54,343

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

			£000
Representation – Employment Related Issues		brought forward	7,319
Legal services	3,577	Advisory Services	
Representation – Non Employment Related Issues		Other Cash Payments	
		Education and Training services	
		Learning and organising services	927
Communications			
Communications	3,742		
		Negotiated Discount Services	
Dispute Benefits			
		Other Benefits and Grants (specify)	
		Death, accident and other benefits	582
		Gift aid to UNISON Welfare	280
carried forward	7,319	Total (should agree with figure in General Fund)	9,108

(See notes 21 and 23)

Fund 2		Fund Account	
Name:	Industrial Action fund	£000	£000
Income			
	From members		1,337
	Investment income (as at page 12)		106
	Other income (specify)		
	Donations by branch members		89
	Non membership income		91
		Total other income as specified	180
		Total Income	1,623
		Interfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		80
		Total Expenditure	80
		Interfund Transfers OUT	
		Surplus (Deficit) for the year	1,543
		Amount of fund at beginning of year	32,709
		Amount of fund at the end of year (as Balance Sheet)	34,252
		Number of members contributing at end of year	N/A

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)

£000

£000

Political fund account 1		To be completed by trade unions which maintain their own political fund	
	Income		
	Members contributions and levies		7,740
	Investment income (as at page 12)		2
Other income (specify)	<input style="width: 100%;" type="text"/>	<input style="width: 100%;" type="text"/>	
	<input style="width: 100%;" type="text"/>	<input style="width: 100%;" type="text"/>	
	<input style="width: 100%;" type="text"/>	<input style="width: 100%;" type="text"/>	
	Total other income as specified		
	Total income		7,742
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)		1,892
	Expenditure B (as at page ii)		
	Expenditure C (as at page iii)		131
	Expenditure D (as at page iv)		
	Expenditure E (as at page v)		204
	Expenditure F (as at page vi)		
	Non-political expenditure (as at page vii)		7,053
	Total expenditure		9,280
	Surplus (deficit) for year		-1,538
	Amount of political fund at beginning of year		18,612
	Amount of political fund at the end of year (as <u>Balance Sheet</u>)		17,074
	Number of members at end of year contributing to the political fund		1,179,199
	Number of members at end of the year not contributing to the political fund		215,693
	Number of members at end of year who have completed an exemption notice and do not contribute to the political fund		5,792
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)	<input style="width: 100%;" type="text"/>	
	<input style="width: 100%;" type="text"/>	<input style="width: 100%;" type="text"/>	
	<input style="width: 100%;" type="text"/>	<input style="width: 100%;" type="text"/>	
	Total other income as specified		
	Total income		
Expenditure	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)	<input style="width: 100%;" type="text"/>	
	Administration expenses in connection with political objects(specify)	<input style="width: 100%;" type="text"/>	
	Non-political expenditure	<input style="width: 100%;" type="text"/>	
	Total expenditure		
	Surplus (deficit) for year		
	Amount held on behalf of trade union political fund at beginning of year		
	Amount remitted to central political		
	Amount held on behalf of central political fund at end of year		
	Number of members at end of year contributing to the political fund		
	Number of members at end of the year not contributing to the political fund		
	Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund		

Political fund account expenditure (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			
Title and Date of election	Name of political party/organisation	Name of candidate, organisation or political party (see 33(iii))	£000
National Labour Link Committee elections	Labour party	Election costs	131
Total			131

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.

Expenditure on the maintenance of any holder of political office	
Name of office holder	£
Total	

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	
Name of political party	£000
Labour party	204
Total	204

Political fund account expenditure (f)

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

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

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

Name of organisation or political party	£
Total	

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

For expenditure not falling within section 72 (1) the required information is-

(a) the nature of each cause or campaign for which money was expended, and the total amount expended in relation to each one	£000
To defend and promote investment in public services	929
Campaigning for social equality	37
Campaigning against racism and the far right	133
Community campaigning	56
Research and campaign work on addressing the affordable housing crisis	11
Campaign for measures to tackle climate change and engage at Cop 26	7
Project on supporting refugees and migrant workers	10
Project promoting ethical procurement	5

Total expenditure 1,188

(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 £000

The Good Agency	72
Connect Public Affairs	154
Local Government Information Unit	29
Britain Thinks	50

Total expenditure 305

(c) the total amount of all other money expended £000

Non political	355
Donation to Unison	5,205

Total expenditure 5,560

Total of all expenditures 7,053

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

(see notes 34 and 35)

		£000
Administrative Expenses		
Remuneration and expenses of staff		73,907
Salaries and Wages included in above	55,382	
Auditors' fees		119
Legal and Professional fees		5,703
Occupancy costs		10,760
Stationery, printing, postage, telephone, etc.		438
Expenses of Executive Committee (Head Office)		202
Expenses of conferences		2,389
Other administrative expenses (specify)		
Staff travel and other costs		1,931
Insurance		1,189
Other Outgoings		
Bank charges		344
Depreciation		4,049
Impairment		2,826
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
Total		103,857
Charged to:	General Fund (Page 3)	103,857
	Industrial Action fund	80
Total		103,937

Analysis of officials' salaries and benefits

(see notes 36 to 46 below)

Office held	Gross Salary £	Employers N.I. contributions £	Pension Contributions £	Benefits		Total £
				Other Benefits		
				Description	Value £	
General secretary	141,820	41,966	32,282	Taxable subsistence and car benefit	9,823	225,891
President	Nil	Nil	Nil			Nil
Members of the executive	Nil	Nil	Nil			Nil

Analysis of investment income

(see notes 47 and 48)

	Political Fund £000		Other Fund(s) £000
Rent from land and buildings			
Dividends (gross) from:			
Equities (e.g. shares)			
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies	2		264
Other investment income (specify)			
	2		264
		Total investment income	266
		Credited to:	
		General Fund (Page 3)	161
		Industrial Action fund	106
		Political Fund	2
		Total Investment Funds	269

Balance sheet as at

31 December 2021

(see notes 49 to 52)

Previous Year		£000	£000
104,053	Fixed Assets (at page 14)		99,877
	Investments (as per analysis on page 15)		
24	Quoted (Market value £ ())		24
12,931	Unquoted		15,542
	Total Investments		15,566
	Other Assets		
	Loans to other trade unions		
19,207	Sundry debtors		15,675
166,501	Cash at bank and in hand		190,639
	Income tax to be recovered		
	Stocks of goods		
	Others (specify)		
136	Loans		113
	Total of other assets		206,427
302,852	Total assets		321,870
-29,192	General fund (page 3)		54,343
32,709	Industrial Action fund		34,252
18,612	Political Fund Account		17,074
	Liabilities		
	Amount held on behalf of central trade union political fund		
£14,337	Sundry creditors		11,165
£266,386	Pension scheme liabilities		205,036
	Total liabilities		216,201
£302,852	Total assets		321,870

Fixed assets account

(see notes 53 to 57)

	Land and Buildings		Furniture and Equipment £000	Motor Vehicles £	Not used for union business £000	Total £000
	Freehold £000	Leasehold £000				
Cost or Valuation						
At start of year	113,725	2,602	13,688	Nil	10,026	140,041
Additions	378		2,367			2,745
Disposals	-971		-2,354		-4	-3,329
Revaluation/Transfers	1,962		1,350			3,312
At end of year	115,094	2,602	15,051		10,022	142,769
Accumulated Depreciation						
At start of year	21,719	2,489	10,655	Nil	3,977	38,840
Charges for year	1,991	40	1,615		358	4,004
Disposals	2,406		-2,354		-4	48
Revaluation/Transfers						
At end of year	26,116	2,529	9,916		4,331	42,892
Net book value at end of year						
Net book value at end of year	88,978	73	5,135		5,691	99,877
Net book value at end of previous year						
Net book value at end of previous year	93,790	178	4,036	Nil	6,049	104,053

Analysis of investments

(see notes 58 and 59)

Quoted	All Funds Except Political Funds £000	Political Fund £000
Equities (e.g. Shares)		
Listed investments	24	
Government Securities (Gilts)		
Other quoted securities (to be specified)		
Total quoted (as Balance Sheet)	24	
Market Value of Quoted Investment		
Unquoted		
Equities		
Government Securities (Gilts)		
Mortgages		
Bank and Building Societies		
Unity Trust Bank	10,193	
Other unquoted investments (to be specified)		
Intangible assets	5,349	
Total unquoted (as Balance Sheet)	15,542	
Market Value of Unquoted Investments		

Summary sheet

(see notes 62 to 73)

	All funds except Political Funds £000	Political Funds £000	Total Funds £000
Income			
From Members	167,321	7,740	175,061
From Investments	267	2	269
Other Income (including increases by revaluation of assets)	86,353		86,353
Total Income	253,941	7,742	261,683
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	168,863	9,280	178,143
Funds at beginning of year (including reserves)	3,517	18,612	22,129
Funds at end of year (including reserves)	88,595	17,074	105,669
Assets			
Fixed Assets			99,877
Investment Assets			15,566
Other Assets			206,427
		Total Assets	321,870
Liabilities		Total Liabilities	216,201
Net Assets (Total Assets less Total Liabilities)			105,669

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?	<input type="text" value="Yes"/>
If Yes How many ballots were held: <input style="width: 50px;" type="text" value="63"/>	
For each ballot held please complete the information below:	
Ballot 1	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
Number of votes cast in the ballot	<input style="width: 80px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px;" type="text"/> ¹
Number of individuals answering "No" to the question	<input style="width: 80px;" type="text"/> ²
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px;" type="text"/> ³
1-3 should total "Number of votes cast"	
Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 80px;" type="text"/>
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
Ballot 2	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
Number of votes cast in the ballot	<input style="width: 80px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px;" type="text"/> ¹
Number of individuals answering "No" to the question	<input style="width: 80px;" type="text"/> ²
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px;" type="text"/> ³
1-3 should total "Number of votes cast"	
Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 80px;" type="text"/>
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
Ballot 3	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
Number of votes cast in the ballot	<input style="width: 80px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px;" type="text"/> ¹
Number of individuals answering "No" to the question	<input style="width: 80px;" type="text"/> ²
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px;" type="text"/> ³
1-3 should total "Number of votes cast"	
Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 80px;" type="text"/>
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>

Information on Industrial Action Ballots

Name of Organisation:	UNISON	Reporting Period	1 Jan - 31 Dec 2021
Did the union hold any ballots in respect of industrial action during the return period?		<u>Yes</u>	For each ballot held please complete the information below
If yes, how many ballots were held?		<u>63</u>	

Set Rows

Ballot	Number of individuals 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	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 226(2B) of the 1992 Act apply to this ballot?	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
1	32	12	11	1	0	No	No	
2	31	30	30	0	0	Yes	No	
3	77	49	38	11	0	Yes	No	
4	105	28	14	13	1	No	No	
5	11	11	9	2	0	Yes	No	
6	105	28	15	12	1	No	No	
7	249	145	126	19	0	Yes	No	
8	91	44	41	3	0	No	No	
9	482	234	175	59	0	No	No	
10	1403	504	414	90	0	No	No	
11	13	1	1	0	0	No	No	
12	177	58	35	23	0	No	No	
13	15	7	6	1	0	No	No	
14	25	24	23	1	0	Yes	No	
15	25	24	23	1	0	Yes	No	
16	59	38	25	13	0	Yes	No	
17	82	41	33	8	0	Yes	No	
18	356163	51610	36199	15367	44	No	No	
19	288	168	153	15	0	Yes	No	
20	41	34	29	5	0	Yes	No	
21	176	64	41	23	0	No	No	
22	288	168	154	11	3	Yes	No	
23	201	15	7	8	0	No	No	
24	597	203	142	58	3	No	No	
25	597	203	170	29	4	No	No	

26	13	9	7	2	0 Yes	No
27	13	9	9	0	0 Yes	No
28	12	4	3	1	0 No	No
29	69	35	31	4	0 Yes	No
30	20	8	7	1	0 No	No
31	87	28	21	7	0 No	No
32	100	29	29	0	0 No	No
33	62	18	15	3	0 No	No
34	87	28	18	10	0 No	No
35	44	15	12	3	0 No	No
36	65	33	31	2	0 Yes	No
37	117	24	16	8	0 No	No
38	250	106	97	9	0 No	No
39	52	16	13	3	0 No	No
40	394	109	94	15	0 No	No
41	712	421	409	12	0 Yes	No
42	225	78	59	19	0 No	No
43	28	13	12	1	0 No	No
44	135	46	43	3	0 No	No
45	61	22	15	7	0 No	No
46	26	3	3	0	0 No	No
47	459	231	216	15	0 Yes	No
48	28	18	16	2	0 Yes	No
49	19	7	4	3	0 No	No
50	164	77	71	6	0 No	No
51	55	16	12	4	0 No	No
52	46	19	13	6	0 No	No
53	462	220	200	20	0 No	No
54	88	39	38	1	0 No	No
55	30	6	6	0	0 No	No
56	294	92	77	15	0 No	No
57	22	5	5	0	0 No	No
58	47	17	13	4	0 No	No
59	47	17	13	4	0 No	No
60	47	17	13	4	0 No	No
61	47	17	13	4	0 No	No
62	47	17	13	4	0 No	No
63	47	17	13	4	0 No	No

Information on Industrial Action

Name of Organisation:	UNISON			Reporting Period	1 Jan to 31 Dec 2021
Did Union members take industrial action during the return period in response to any inducement on the part of the union?		<u>Yes</u>	If YES, for each industrial action taken please complete the information below		
Industrial Action	Nature of the trade dispute for which action was taken	Dates of the industrial action taken	Number of days of industrial action	Nature of industrial action	Categories of nature of Trade Dispute
1	A	21/03/2021-23/03/2021	3	Strike Action	<p>A: Terms and conditions of employment, or the physical conditions in which any workers are required to work</p> <p>B: Engagement or non-engagement, or termination or suspension of employment or the duties of employment, of one or more workers</p> <p>C: Allocation of work or the duties of employment between workers or groups of workers</p> <p>D: Matters of discipline</p> <p>E: A worker's membership or non-membership of a trade union</p> <p>F: Facilities for officials of trade unions</p> <p>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</p>
2	A	4/30/2021	1	Strike Action	
3	A	29/08/2021-09/11/2021	19	Strike Action	
4	A	09/11/2021-24/11/2021	4	Strike Action	
5	A	12/14/2021	1	Strike Action	
6					
7					
8					
9					
10					
11					
12					
13					
14					
15					
16					
17					
18					
19					
20					
21					
22					

Set Rows

Show Categories

23
24
25

negotiation or consultation or in the
carrying out of such procedures

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:

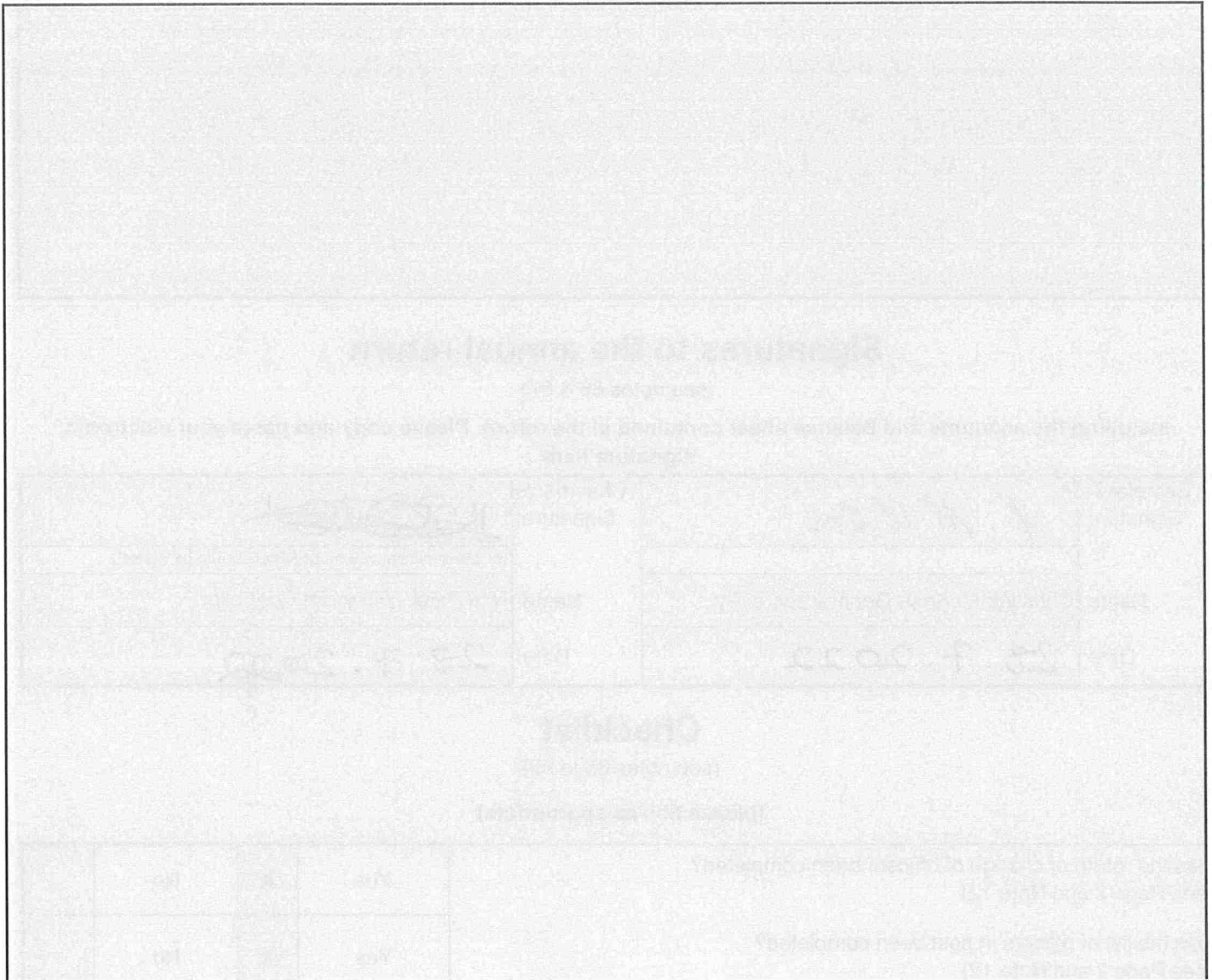
4. Nature of industrial action.

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.



Accounting policies

(see notes 84 and 85)

Signatures to the annual return

(see notes 86 & 87)

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

Secretary's Signature: <i>C. McAnea</i>	Chairman's Signature: <i>Nita Patel</i>
	(or other official whose position should be stated)
Name: Christina McAnea-General secretary	Name: Nita Patel - Financial Controller
Date: 28.7.2022	Date: 28.7.2022

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)

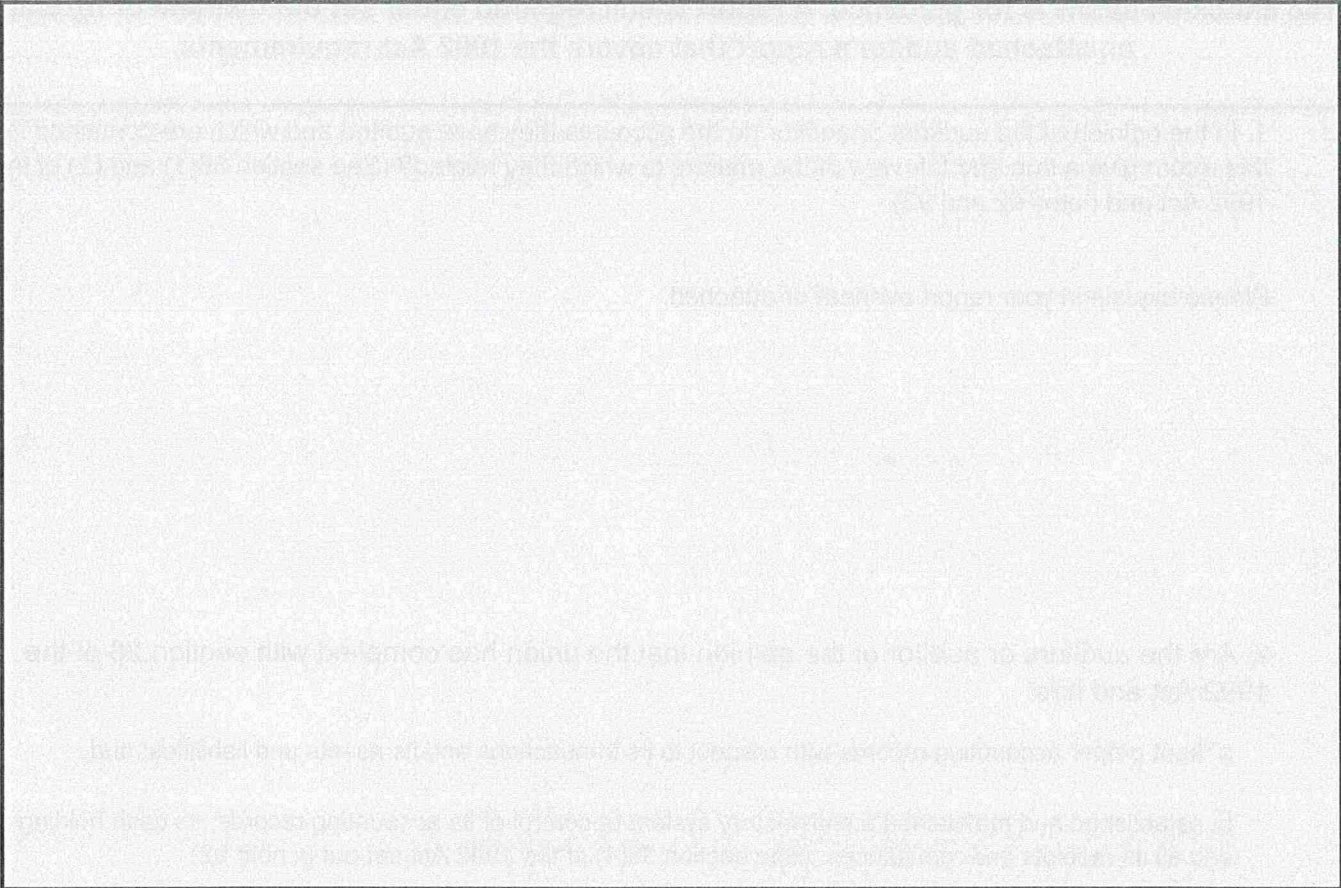
Please explain in your report overleaf or attached

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)



Signature(s) of auditor or auditors:

Crowe U.K. LLP

Name(s):

Crowe U.K. LLP

Profession(s) or Calling(s):

Chartered Auditors and Registered Auditors

Address(es):

55 LUDGATE HILL

LONDON

Postcode

EC4M 7JW

Date

29 July 2022

Contact name for inquiries and telephone number:

Tina Allison
020 7842 7100

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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF UNISON FOR THE YEAR ENDED 31 DECEMBER 2021

Opinion

We have audited the financial statements of UNISON for the year ended 31 December 2021 which comprise the income and expenditure, balance sheet and related notes included within the AR21 as set out on pages 3 to 23 of the AR21. These financial statements have been prepared under the historical cost convention and the accounting policies set out therein.

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 UNISON's affairs as at 31 December 2021 and of its transactions for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Trade Union and Labour Relations Act 1992.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The Officers are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

- proper accounting records have not been kept;
- a satisfactory system of control over its accounting records, cash holdings and receipts and remittances has not been maintained;
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Officers

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

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

In preparing the financial statements, the Officers are responsible for assessing the union's and group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Officers either intend to liquidate the union or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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:

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

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.

Use of our report

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



Tina Allison
Senior Statutory Auditor

For and on behalf of
Crowe U.K. LLP
Statutory Auditor
London, United Kingdom

29 July 2022

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?

Yes

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

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

Membership audit certificate

Section one

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

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

Yes

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

Yes

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

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

Membership audit certificate (continued)

Signature of assurer	Crowe U.K. LLP
Name	Crowe U.K. LLP
Address	55 Ludgate Hill, London, EC4M 7JW, UK
Date	29 July 2022
Contact name and telephone number	Tina Allison 020 7842 7100

Membership audit certificate

Section two

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

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

Yes / No

If "No" Please explain below:

Signature	
Name	
Office held	
Date	