

# Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

## Annual Return for a Trade Union

Name of Trade Union:	ROYAL COLLEGE OF MIDWIVES		
Year ended:	31 December 2021		
List no:			
Head or Main Office address:	10-18 UNION STREET		
	LONDON		
Postcode	SE1 1SZ		
Website address (if available)	<a href="http://www.rcm.org.uk">www.rcm.org.uk</a>		
Has the address changed during the year to which the return relates?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	('X' in appropriate box)
General Secretary:	GILL WALTON		
Telephone Number:	0300 303 0444		
Contact name for queries regarding the completion of this return	CHRIS TRUMAN		
Telephone Number:	0300 303 0444		
E-mail:	Chris.Truman@rcm.org.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](mailto:returns@certoffice.org)

For Unions based in Scotland: [ymw@tcyoung.co.uk](mailto: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	137	3		2	142
Female	45,407	1,632	54	187	47,280
Other	2,665	85	1	7	2,758
<b>Total</b>	<b>48,209</b>	<b>1,720</b>	<b>55</b>	<b>196</b>	<b>A 50,180</b>

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

50,180

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

840

## 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
Board Member	Natalie Linder		31.08.21
Board Member	Tracy Miller		31.08.21
Board Member		Nerys Kirtley	01.09.21
Board Member		Benedicta Agbagwara-Osuji	01.09.21
Board Member	Kate Evans		31.08.21

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:



# General Fund

(see notes 13 to 18)

	£	£
<b>Income</b>		
<b>From Members:</b> Contributions and Subscriptions		9,292,519
<b>From Members:</b> Other income from members (specify)		
<b>Total other income from members</b>		
<b>Total of all income from members</b>		9,292,519
<b>Investment income (as at page 12)</b>		95,030
<b>Other Income</b>		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	1,392,992	
<b>Total of other income (as at page 4)</b>		1,392,992
		10,780,541
<b>Total income</b>		
<b>Interfund Transfers IN</b>		
<b>Expenditure</b>		
Benefits to members (as at page 5)		3,069,905
Administrative expenses (as at page 10)		
<b>Federation and other bodies</b> (specify)		
Administrative expenses as at page 10		6,542,539
<b>Total expenditure Federation and other bodies</b>		6,542,539
<b>Taxation</b>		
<b>Total expenditure</b>		9,612,444
<b>Interfund Transfers OUT</b>		
Surplus (deficit) for year		1,168,097
Amount of general fund at beginning of year		10,960,267
Amount of general fund at end of year		12,128,364

## Analysis of income from federation and other bodies and other income

(see notes 19 and 20)

Description	£
<b>Federation and other bodies</b>	
<b>Total federation and other bodies</b>	
<b>Any Other Sources</b>	
Income from RCM Branches	17,824
Accreditations/consultancy	750
Miscellaneous income	42,550
Magazine income	89,728
Union Learning Fund Wales	35,851
FGM projects	18,959
Bangladesh project	90,628
Other projects	30,100
Conferences and events	21,322
Donations	500
Irish Nurses and Midwifery licence income	16,737
ABC project	294,172
Gains of investments	643,871
Re-measurement of defined benefit liability	90,000
<b>Total other sources</b>	<b>1,392,992</b>
<b>Total of all other income</b>	<b>1,392,992</b>

## Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

			£
Representation – Employment Related Issues		<b>brought forward</b>	986,275
Legal	495,681	Advisory Services	
Representation – Non Employment Related Issues		Other Cash Payments	
		Education and Training services	
		Stewards training courses	57,835
		Salary cost dedicated officers	1,538,777
Communications magazine	490,594	Negotiated Discount Services	
Dispute Benefits		Other Benefits and Grants (specify)	
		Professional Indemnity Insurance	364,000
		TUC Affiliation	123,018
<b>carried forward</b>	986,275	<b>Total (should agree with figure in General Fund)</b>	3,069,905







(See notes 21 and 23)

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

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

(See notes 21 and 23)

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

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

## Political fund account

(see notes 24 to 33)

£

£

<b>Political fund account 1</b>		<b>To be completed by trade unions which maintain their own political fund</b>	
	<b>Income</b>		
	Members contributions and levies		
	Investment income (as at page 12)		
Other income (specify)			
	Total other income as specified		
		Total income	
<b>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</b>			
	<b>Expenditure A</b> (as at page i)		
	<b>Expenditure B</b> (as at page ii)		
	<b>Expenditure C</b> (as at page iii)		
	<b>Expenditure D</b> (as at page iv)		
	<b>Expenditure E</b> (as at page v)		
	<b>Expenditure F</b> (as at page vi)		
	<b>Non-political expenditure</b> (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 <u>Balance Sheet</u> )	
		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	
<b>Political fund account 2</b>		<b>To be completed by trade unions which act as components of a central trade union</b>	
<b>Income</b>	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	
<b>Expenditure</b>	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)		
	Administration expenses in connection with political objects(specify)		
	Non-political expenditure		
		Total expenditure	
		Surplus (deficit) for year	
		Amount held on behalf of trade union political fund at beginning of year	
		Amount remitted to central political	
		Amount held on behalf of central political fund at end of year	
		Number of members at end of year contributing to the political fund	
		Number of members at end of the year not contributing to the political fund	
		Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund	



### **Political fund account expenditure (b)**

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

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

Expenditure of money on the provision of any services or property for use by or on behalf of any political party	
Name of political party to which payment was made	Total amount paid during the period
	£
<b>Total</b>	



## **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	£
<b>Total</b>	









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

(see notes 34 and 35)

	£
<b>Administrative Expenses</b>	
Remuneration and expenses of staff	4,108,736
Salaries and Wages included in above	4,068,122
Auditors' fees	43,904
Legal and Professional fees	91,631
Occupancy costs	546,713
Stationery, printing, postage, telephone, etc.	276,515
Expenses of Executive Committee (Head Office)	
Expenses of conferences	39,487
Other administrative expenses (specify)	
Press and Publicity	14,247
Data Processing	359,189
Catering	3,606
Bank Charges	31,565
Affiliations	15,804
General Maintenance	7,833
General Expenditure	80,890
Marketing incl Renewals	238,253
Subs and donations	57,619
Training Courses	26,834
<b>Other Outgoings</b>	
Staff Recruitment	33,496
RCM Educations	182,982
Various Project	178,903
Insurance	60,136
Union Learning Fund Wales	36,085
Midwifery Support Workers	917
RCM Branches	107,194
Outgoings on land and buildings (specify)	
Other outgoings (specify)	
tretert	
<b>Total</b>	<b>6,542,539</b>
Charged to: General Fund (Page 3)	
<b>Total</b>	



# Analysis of investment income

(see notes 47 and 48)

	Political Fund £		Other Fund(s) £
Rent from land and buildings			
Dividends (gross) from:			94,467
Equities (e.g. shares)			
Interest (gross) from:			563
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			
Other investment income (specify)			
			95,030
		Total investment income	95,030
		Credited to:	
		General Fund (Page 3)	95,030
		Political Fund	
		Total Investment Funds	95,030



## Fixed assets account

(see notes 53 to 57)

	Land and Buildings		Furniture and Equipment £	Motor Vehicles £	Not used for union business £	Total £
	Freehold £	Leasehold £				
<b>Cost or Valuation</b>						
At start of year	155,000	852,305	977,861			1,985,166
Additions		10,205	88,683			98,888
Disposals			-7,640			-7,640
Revaluation/Transfers						
At end of year	155,000	862,510	1,058,904			2,076,414
<b>Accumulated Depreciation</b>						
At start of year	54,363	15,377	578,809			648,549
Charges for year	1,923	33,105	277,287			312,315
Disposals			-7,640			-7,640
Revaluation/Transfers						
At end of year	56,286	48,482	848,456			953,224
<b>Net book value at end of year</b>	98,714	814,028	210,448			1,123,190
<b>Net book value at end of previous year</b>	100,637	836,929	399,051			1,336,617



## Analysis of investments

(see notes 58 and 59)

Quoted	All Funds Except Political Funds £	Political Fund £
Equities (e.g. Shares)		
Equities - UK	1,014,956	
Equities - North America	1,177,483	
Equities - Global	1,546,732	
Equities - Europe excl UK	202,860	
Equities - Asia incl Japan	315,774	
Equities - Emerging Markets	421,610	
Government Securities (Gilts)		
Bonds - UK Treasurer	114,840	
Bonds - North America	236,760	
Bonds - Global	222,193	
Other quoted securities (to be specified)		
Multi Asset Fund	308,446	
Alternatives	1,002,466	
Total quoted (as Balance Sheet)	6,564,120	
Market Value of Quoted Investment		
<b>Unquoted</b>		
Equities		
BR Plus	5,000	
Government Securities (Gilts)		
Mortgages		
Bank and Building Societies		
Other unquoted investments (to be specified)		
Total unquoted (as Balance Sheet)	5,000	
Market Value of Unquoted Investments		



# Summary sheet

(see notes 62 to 73)

	All funds except Political Funds	Political Funds £	Total Funds £
<b>Income</b>			
From Members	9,292,519		9,292,519
From Investments	95,030		95,030
Other Income (including increases by revaluation of assets)	1,392,992		1,392,992
<b>Total Income</b>	10,780,541		10,780,541
<b>Expenditure</b> (including decreases by revaluation of assets)			
<b>Total Expenditure</b>	9,612,444		9,612,444
<b>Funds at beginning of year</b> (including reserves)	10,960,267		10,960,267
<b>Funds at end of year</b> (including reserves)	12,128,364		12,128,364
<b>Assets</b>			
Fixed Assets			1,123,190
Investment Assets			6,569,120
Other Assets			5,343,603
		<b>Total Assets</b>	13,035,913
<b>Liabilities</b>		<b>Total Liabilities</b>	907,549
<b>Net Assets (Total Assets less Total Liabilities)</b>			12,128,364

# Summary sheet

(see notes 62 to 73)

	All funds except Political Funds £	Political Funds £	Total Funds £
<b>Income</b>			
From Members			
From Investments			
Other Income (including increases by revaluation of assets)			
<b>Total Income</b>			
<b>Expenditure</b> (including decreases by revaluation of assets)			
<b>Total Expenditure</b>			
<b>Funds at beginning of year</b> (including reserves)			
<b>Funds at end of year</b> (including reserves)			
<b>Assets</b>			
Fixed Assets			
Investment Assets			
Other Assets			
<b>Total Assets</b>			
<b>Liabilities</b>			
<b>Total Liabilities</b>			
<b>Net Assets (Total Assets less Total Liabilities)</b>			

**Ballots & Industrial Action- If you have 6 or more entries for either of these, please complete the Excel Spreadsheet**

(see notes 74 to 80)

<b>Did the union hold any ballots in respect of industrial action during the return period?</b>	<input type="text" value="No"/>
If Yes How many ballots were held: <input style="width: 50px;" type="text"/>	
For each ballot held please complete the information below:	
<b>Ballot 1</b>	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
<b>Number of votes cast in the ballot</b>	<input style="width: 80px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px;" type="text"/> <sup>1</sup>
Number of individuals answering "No" to the question	<input style="width: 80px;" type="text"/> <sup>2</sup>
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px;" type="text"/> <sup>3</sup>
	<b>1-3 should total "Number of votes cast"</b>
Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 60px;" type="text"/>
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>
<b>Ballot 2</b>	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
<b>Number of votes cast in the ballot</b>	<input style="width: 80px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px;" type="text"/> <sup>1</sup>
Number of individuals answering "No" to the question	<input style="width: 80px;" type="text"/> <sup>2</sup>
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px;" type="text"/> <sup>3</sup>
	<b>1-3 should total "Number of votes cast"</b>
Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 60px;" type="text"/>
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>
<b>Ballot 3</b>	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
<b>Number of votes cast in the ballot</b>	<input style="width: 80px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px;" type="text"/> <sup>1</sup>
Number of individuals answering "No" to the question	<input style="width: 80px;" type="text"/> <sup>2</sup>
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px;" type="text"/> <sup>3</sup>
	<b>1-3 should total "Number of votes cast"</b>
Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 60px;" type="text"/>
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>

**Ballots & Industrial Action: If you have 6 or more entries for either of these, please complete the Excel Spreadsheet**

**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.

## BRANCH RETURNS

The income and expenditure account include:

- a) The income and expenditure of headquarters
- b) The income and expenditure of 137 (2020: 145) branches
- c) Amounts received at headquarters from the branches that have not submitted accounts

The total cash at bank and in-hand shown in the group balance sheet of £5,357,645 (2020: £4,821,976) includes the £459,798 (2020: £468,361) held by branches.

## 4. INCOME

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Membership subscriptions	9,292,519	9,217,837
Conference income	21,322	49,838
Income raised by branches	15,074	17,583
Donations and legacies	6,787	222,812
Commercial partnership income	239,678	279,750
Project income	475,887	176,003
Other income	39,287	34,014
MIDIRS	354,591	369,897
Journal/website income	89,728	148,957
Consultancy/accreditation	750	3,184
	<b>10,535,623</b>	<b>10,519,875</b>

**THE ROYAL COLLEGE OF MIDWIVES**

**NOTES TO THE ACCOUNTS (CONTINUED)**

**FOR THE YEAR ENDED 31 DECEMBER 2021**

**5. STAFF COSTS AND NUMBERS**

	<b>2021</b>	<i>2020</i>
	£	£
Wages and salaries	4,426,377	4,170,015
Social security costs	434,690	410,626
Pension costs	1,149,758	883,258
	<b><u>6,010,825</u></b>	<b><u>5,463,899</u></b>

Full-time equivalent employed at 31 December 2021

Professional	<u>83</u>	<u>81</u>
--------------	-----------	-----------

The salary cost for the key management personnel during the year was £726,423 (2020: £666,426). The figure is inclusive of pension benefits; no other employee benefits were paid. There were no redundancy payments in the year (2020: £nil).

**6. INTEREST RECEIVABLE**

	<b>2021</b>	<i>2020</i>
	£	£
Bank and building society interest	<u>626</u>	<u>4,926</u>

**7. SURPLUS ON ORDINARY ACTIVITIES**

	<b>2021</b>	<i>2020</i>
	£	£
This is stated after charging		
Auditor's remuneration		
– audit	37,440	36,510
– other services – taxation	10,200	17,162
Operating lease rentals		
– plant and machinery	4,822	13,816
– land and buildings	177,160	181,511
Depreciation	312,315	259,375

**THE ROYAL COLLEGE OF MIDWIVES**

**NOTES TO THE ACCOUNTS (CONTINUED)**

**FOR THE YEAR ENDED 31 DECEMBER 2021**

**8. REMUNERATION OF MEMBERS OF THE RCM BOARD**

No member of the RCM Board received any remuneration from the RCM 2021 : nil (2020: nil) except for reimbursement of their travelling expenses totaling £7,463 (2020: £5,261).

**9. RESULTS FOR THE FINANCIAL PERIOD**

In accordance with the exemptions allowed by Section 408 of the Companies Act 2006, the RCM has not presented its own profit and loss account. The RCM's unconsolidated surplus for the year was £1,168,097 and the total turnover was £10,780,541.

**10. TANGIBLE AND INTANGIBLE FIXED ASSETS**

	Freehold land – Union and Street building	Leasehold	Furniture and office equipment	Total	Intangibles
	£	£	£	£	£
<b>Cost or valuation</b>					
At 1 January 2021	155,000	852,306	248,131	1,255,437	729,730
Additions	-	10,205	-	10,205	88,683
Disposal	-	-	(7,640)	(7,640)	-
<b>At 31 December 2021</b>	<b>155,000</b>	<b>862,511</b>	<b>240,491</b>	<b>1,258,002</b>	<b>818,413</b>
<b>Depreciation and</b>					
At 1 January 2021	54,363	15,377	180,549	250,289	398,261
Charge for the year	1,923	33,105	14,568	49,596	262,719
Disposal	-	-	(7,640)	(7,640)	-
<b>At 31 December 2021</b>	<b>56,286</b>	<b>48,482</b>	<b>187,477</b>	<b>292,245</b>	<b>660,980</b>
<b>Net book value</b>					
<b>At 31 December 2021</b>	<b>98,714</b>	<b>814,029</b>	<b>53,014</b>	<b>965,757</b>	<b>157,433</b>
<i>At 31 December 2020</i>	<i>100,637</i>	<i>836,929</i>	<i>67,582</i>	<i>1,005,148</i>	<i>331,469</i>

At 31 December 2021, there were capital commitments contracted for of £25,046 (2020: £121,500).

THE ROYAL COLLEGE OF MIDWIVES

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

11. FIXED-ASSET INVESTMENTS

	<b>Group</b>	<i>Group</i>	<b>RCM</b>	<i>RCM</i>
	<b>2021</b>	<i>2020</i>	<b>2021</b>	<i>2020</i>
	<b>£</b>	<i>£</i>	<b>£</b>	<i>£</i>
Market value at start of	6,923,790	6,265,875	5,942,402	5,364,812
Additions	1,246,918	2,194,692	1,070,960	1,897,091
Disposals	(1,264,054)	(1,884,770)	(1,088,113)	(1,627,545)
Gains	756,692	347,993	643,871	308,044
Transfer to Cavell	(695,080)	-	-	-
<b>Market value at 31 December 2021</b>	<b><u>6,968,266</u></b>	<b><u>6,923,790</u></b>	<b><u>6,569,120</u></b>	<b><u>5,942,402</u></b>
Historical cost at 31 December 2021	<b><u>5,619,319</u></b>	<b><u>6,077,533</u></b>	<b><u>5,290,861</u></b>	<b><u>5,207,398</u></b>

Investments are held in a mixture of unit trusts managed by Cazenove Capital.

12. DEBTORS

	<b>Group</b>	<i>Group</i>	<b>RCM</b>	<i>RCM</i>
	<b>2021</b>	<i>2020</i>	<b>2021</b>	<i>2020</i>
	<b>£</b>	<i>£</i>	<b>£</b>	<i>£</i>
Amounts due from RCMT	-	-	291,006	313,017
Other debtors	496,909	392,444	280,119	129,245
Prepayments	178,088	111,390	151,310	109,574
	<b>674,997</b>	<b><u>503,834</u></b>	<b>722,435</b>	<b><u>551,836</u></b>

**THE ROYAL COLLEGE OF MIDWIVES**

**NOTES TO THE ACCOUNTS (CONTINUED)**

**FOR THE YEAR ENDED 31 DECEMBER 2021**

**13. CREDITORS:** Amounts falling due within one year

	<b>Group</b>	<i>Group</i>	<b>RCM</b>	<i>RCM</i>
	<b>2021</b>	<i>2020</i>	<b>2021</b>	<i>2020</i>
	£	£	£	£
Amounts due to RCMT		-	12,045	-
Subscriptions in advance	8,327	7,507	8,327	7,507
Trade creditors	520,696	403,159	458,085	358,981
Other taxation and social	162,027	124,401	163,441	126,754
Accruals	264,826	366,878	240,048	353,189
Deferred income	291,543	307,495	25,603	32,056
	<b><u>1,247,419</u></b>	<b><u>1,209,440</u></b>	<b>907,549</b>	<b><u>878,487</u></b>

**14. PENSIONS**

The RCM operates a defined benefit scheme in the UK. This is a separate trustee-administered fund that holds the pension scheme assets to meet long-term pension liabilities. A full actuarial valuation is being carried out at 31 March 2019 and the preliminary results have been updated to 31 December 2021 by a qualified actuary, independent of the scheme's sponsoring employer. The major assumptions used by the actuary are shown below. Note the surplus for 2021 is not considered a recoverable amount and therefore has not been recognised in the financial statements in accordance with FRS 102. There is a difference between accounting and actuarial valuation.

This most recent actuarial valuation showed a surplus of £976,000. The RCM has agreed with the trustees that it will pay 26.1%% of pensionable pay in respect of the cost of accruing benefits, death in service benefits and expenses. In addition, the RCM will pay any levies to the Pension Protection Fund. Member contributions are payable in addition at the rate of 7% of pensionable pay.

The English High Court ruling in Lloyds Banking Group Pension Trustees Limited v Lloyds Bank plc and others was published on 26 October 2018, and held that UK pension schemes with Guaranteed Minimum Pensions (GMPs) accrued from 17 May 1990 must equalise for the different effects of these GMPs between men and women. The case also gave some guidance on related matters, including the methods for equalisation.

The trustees of the scheme will need to obtain legal advice covering the impact of the ruling on this scheme, before deciding with the employer on the method to adopt. An allowance for the additional liabilities as a result of this ruling is included within the defined benefit obligation.

The defined benefit cost for the fiscal year ending on the 31 December 2021 does not include

# THE ROYAL COLLEGE OF MIDWIVES

## NOTES TO THE ACCOUNTS (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2021

any past service cost arising following a High Court case on 20 November 2021 which ruled that transfers out of the Plan, between 17 May 1990 and 28 October 2018, need to be revisited and equalised for GMP (if applicable), given that the impact of this ruling is assumed to be immaterial to the scheme.

Plan Name	The Pension Scheme for the Royal College of Midwives	
	UK	
Country	000s	000s
Financial year ending on	<u>31/12/2021</u>	<u>31/12/2020</u>
Currency information		
Reporting currency	GBP	GBP
<b>A. Change in defined benefit obligation</b>		
1. Defined benefit obligation at end of prior year	38,836	34,571
2. Cost (excluding interest)		
a. Change arising from employee service in reporting period	956	747
b. (Gain) / loss on curtailments / changes / introductions	-	-
c. (Gain) / loss on settlements	-	-
3. Interest expense	543	689
4. Cash flows		
a. Benefit payments from plan assets	(1,258)	(1,231)
b. Benefit payments from employer	-	-
c. Settlement payments from plan assets	-	-
d. Settlement payments from employer	-	-
e. Participant contributions	281	265
f. Administrative expenses included in the DBO	-	-
g. Taxes included in the DBO	-	-
h. Insurance premiums for risk benefits	-	-
5. Other significant events		
a. Increase (decrease) due to effect of any business combinations / divestitures / transfers	-	-
b. Increase (decrease) due to plan combinations	-	-
6. Remeasurements		
a. Effect of changes in assumptions	(10)	3,891
b. Effect of experience adjustments	(485)	(96)
7. Effect of changes in foreign exchange rates	-	-
<b>8. Defined benefit obligation at end of year</b>	<b>38,863</b>	<b>38,836</b>
<b>B. Change in fair value of plan assets</b>		
1. Fair value of plan assets at end of prior year	42,317	38,710
2. Interest income	592	773
3. Cash flows		
a. Total employer contributions		

# THE ROYAL COLLEGE OF MIDWIVES

## NOTES TO THE ACCOUNTS (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2021

(i) Employer contributions	1,050	925
(ii) Employer direct benefit payments	-	-
(iii) Employer direct settlement payments	-	-
b. Participant contributions	281	265
c. Benefit payments from plan assets	(1,258)	(1,231)
d. Benefit payments from employer	-	-
e. Settlement payments from plan assets	-	-
f. Settlement payments from employer	-	-
g. Administrative expenses paid from plan assets	(184)	(120)
h. Taxes paid from plan assets	-	-
i. Insurance premiums for risk benefits	-	-
4. Other significant events		
a. Increase (decrease) due to effect of any business combinations / divestitures / transfers	-	-
b. Increase (decrease) due to plan combinations	-	-
5. Remeasurements		
a. Return on plan assets (excluding interest income)	3,211	2,995
6. Effect of changes in foreign exchange rates	-	-
<b>7. Fair value of plan assets at end of year</b>	<b>46,009</b>	<b>42,317</b>
<b>D. Change in asset ceiling</b>		
1. Asset ceiling at end of prior year	3,481	4,139
2. Interest income	49	84
3. Remeasurements		
a. Changes in asset ceiling (excluding interest income)	3,616	(742)
4. Effect of changes in foreign exchange rates	-	-
<b>5. Asset ceiling at end of year</b>	<b>7,146</b>	<b>3,481</b>
<b>E. Amounts recognized in the statement of financial position</b>		
1. Defined benefit obligation	38,863	38,836
2. Fair value of plan assets	46,009	42,317
<b>3. Funded status</b>	<b>(7,146)</b>	<b>(3,481)</b>
4. Effect of asset ceiling	7,146	3,481
<b>5. Net defined benefit liability (asset)</b>	<b>-</b>	<b>-</b>
<b>F. Cost relating to defined benefit plans</b>		
1. Cost (excluding interest)		
a. Change arising from employee service in reporting period	956	747
b. Change arising from employee service in reporting period to reimbursement rights	-	-
c. (Gain) / loss on curtailments / changes / introductions	-	-
d. (Gain) / loss on settlements	-	-
<b>e. Total cost</b>	<b>956</b>	<b>747</b>
2. Net interest cost		
a. Interest expense on DBO	543	689



# THE ROYAL COLLEGE OF MIDWIVES

## NOTES TO THE ACCOUNTS (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2021

	b. Interest (income) on plan assets	(592)	(773)
	c. Interest (income) on reimbursement rights	-	-
	d. Interest expense on effect of (asset ceiling)	<u>49</u>	<u>84</u>
	<b>e. Total net interest cost</b>	-	-
	3. Remeasurements of Other Long Term Benefits	-	-
	4. Administrative expenses and/or taxes (not reserved within DBO)	<u>184</u>	<u>120</u>
	<b>5. Cost relating to defined benefit plans included in P&amp;L</b>	<b>1,140</b>	<b>867</b>
F.6	6. Remeasurements (recognized in other comprehensive income)	-	-
	a. Effect of changes in assumptions	(10)	3,891
	b. Effect of experience adjustments	(485)	(96)
	c. (Return) on plan assets (excluding interest income)	(3,211)	(2,995)
	d. (Return) on reimbursement rights (excluding interest income)	-	-
	e. Changes in asset ceiling (excluding interest income)	<u>3,616</u>	<u>(742)</u>
	<b>f. Total remeasurements included in OCI</b>	<b>(90)</b>	<b>58</b>
	<b>7. Total cost related to defined benefit plans recognized in P&amp;L and OCI</b>	<b>1,050</b>	<b>925</b>
<b>G.</b>	<b>Net defined benefit liability (asset) reconciliation</b>		
	1. Net defined benefit liability (asset)	-	-
	2. Cost relating to defined benefit plans included in P&L	1,140	867
	3. Total remeasurements included in OCI	(90)	58
	4. Other significant events		
	a. Net transfer in/(out) (including the effect of any business combinations/divestitures)	-	-
	b. Amounts recognized due to plan combinations	-	-
	5. Cash flows		
	a. Employer contributions	(1,050)	(925)
	b. Employer direct benefit payments	-	-
	c. Employer direct settlement payments	-	-
	6. Credit to reimbursements	-	-
	6. Effect of changes in foreign exchange rates	-	-
	<b>7. Net defined benefit liability (asset) as of end of year</b>	<b>-</b>	<b>-</b>
<b>H.</b>	<b>Defined benefit obligation</b>		
	1. Defined benefit obligation by participant status		
	a. Actives	8,209	6,998
	b. Vested deferreds	12,368	12,463
	c. Retirees	18,286	19,375
	<b>d. Total</b>	<b>38,863</b>	<b>38,836</b>
<b>I.</b>	<b>Plan assets</b>		
	1. Fair value of plan assets		

# THE ROYAL COLLEGE OF MIDWIVES

## NOTES TO THE ACCOUNTS (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2021

a. Cash and cash equivalents	66	32
b. Equity instruments	15,826	14,152
c. Debt instruments	5,741	6,054
d. Real estate	3,129	2,601
e. Other	21,247	19,478
<b>f. Total</b>	<b><u>46,009</u></b>	<b><u>42,317</u></b>
2. Amount invested in entity's own financial instruments		
a. Equity instruments	-	-
b. Debt instruments	-	-
c. Real estate	-	-
d. Other	-	-
<b>e. Total</b>	<b><u>-</u></b>	<b><u>-</u></b>
3. Actual return on plan assets	3,803	3,768

#### J. Significant actuarial assumptions

##### *Weighted-average assumptions to determine defined benefit obligation*

Discount rate	1.80%	1.40%
Salary increase rate	3.45%	2.95%
Price inflation rate (RPI)	3.45%	2.95%
Price inflation rate (CPI)	2.95%	2.45%
Post-retirement mortality assumption	102% of the standard tables S3PxA, Year of Birth, no age rating projected using CMI_2020 converging to 1.25% p.a.	102% of the standard tables S3PxA, Year of Birth, no age rating projected using CMI_2019 converging to 1.25% p.a.
Assumed life expectancy on retirement at age 65		
Retiring today (member age 65)	21.9 (M) / 24.2 (F)	21.9 (M) / 24.2 (F)
Retiring in 20 years (member age 45 today)	23.3 (M) / 25.7 (F)	23.3 (M) / 25.7 (F)
Duration (in years)	17	16

##### *Weighted-average assumptions to determine cost relating to defined benefit plans*

Discount rate	1.40%	2.00%
Salary increase rate	2.95%	2.85%
Price inflation rate (RPI)	2.95%	2.85%
Price inflation rate (CPI)	2.45%	2.05%
Post-retirement mortality assumption	102% of the standard tables S3PxA, Year of Birth, no age rating projected using CMI_2019 converging to 1.25% p.a.	102% of the standard tables S3PxA, Year of Birth, no age rating projected using CMI_2018 converging to 1.25% p.a.
Assumed life expectancy on retirement at age 65		
Retiring today	21.9 (M) / 24.2 (F)	21.9 (M) / 24.2 (F)

# THE ROYAL COLLEGE OF MIDWIVES

## NOTES TO THE ACCOUNTS (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2021

*Retiring in 20 years*

23.3 (M) / 25.7  
(F)

23.3 (M) / 25.6 (F)

#### **K. Sensitivity analysis**

##### *Present value of defined benefit obligation*

Discount rate - 25 basis points	40,507	40,457
Discount rate + 25 basis points	37,309	37,285
Price inflation rate - 25 basis points	37,566	37,619
Price inflation rate + 25 basis points	40,223	40,120
Post-retirement mortality assumption - 1 year age rating	40,562	40,396

THE ROYAL COLLEGE OF MIDWIVES

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

15. MOVEMENT ON RESERVES

	1 January 2021 £	Movement in £	Revaluation £	Transfer to Cavell £	31 December £
<b>SPECIFIC FUNDS</b>					
Headquarters specific fund	109,505	(752)	13,961	-	122,714
Headquarters benevolent fund	768,610	(7,939)	72,386	(831,556)	1,501
<b>TOTAL SPECIFIC FUNDS</b>	<b><u>878,115</u></b>	<b>(8,691)</b>	<b>86,347</b>	<b>(831,556)</b>	<b>124,215</b>
<b>GENERAL FUNDS</b>					
General funds – HQ	11,031,096	591,910	670,345	-	12,293,351
General funds – branches	467,565	(8,452)	-	-	459,113
	<b><u>11,498,661</u></b>	<b>583,458</b>	<b>670,345</b>	<b>-</b>	<b>12,752,464</b>
<b>TOTAL SPECIFIC AND GENERAL</b>	<b><u>12,376,776</u></b>	<b>574,767</b>	<b>756,692</b>	<b>(831,556)</b>	<b>12,876,679</b>
Pension fund reserve	-	(90,000)	90,000	-	-
<b>TOTAL FUNDS</b>	<b><u>12,376,776</u></b>	<b>484,767</b>	<b>846,692</b>	<b>(831,556)</b>	<b>12,876,679</b>

RCM worked with Cavell Nurses Trust (CNT) since 2018 to improve the efficiency and performance of the Benevolent Fund. CNT administered the fund on behalf of the RCM under a management fee arrangement. In this time a number of improvements were made to the speed of our service, the amount of support we were able (jointly) to give to midwives and MSWs facing financial hardship and the customer service we were able to deliver. Throughout this process RCM and CNT worked to a common objective: to increase the number of midwives and MSWs we were able to support.

In 2020 the Executive proposed that RCM Trust should consider transferring the entire Benevolent Fund to CNT to secure its long term future and its sustainability. The Executive team have used the Charity Commissioner's checklist to work through the strengths, weaknesses, opportunities and threats associated with this proposal. The Executive also explored the legal requirements, reputational risks and benefits to the RCM and its members. The RCM Trust formally agreed to asset transfer and the most of the Benevolent fund assets were transferred to Cavell Nurses Trust on 23 November 2021. As at the end of December 2021, there was £1,501 cash left on the investment bank account to cover for the final Cazanove invoice for fees due. This account was closed in January 2022 and the transfer completed. The funds transferred are ring fenced for the benefit of midwives, students

# THE ROYAL COLLEGE OF MIDWIVES

## NOTES TO THE ACCOUNTS (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2021

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midwives and MSWs only. The RCM did not close the Benevolent Fund as a charity and has kept Unity bank accounts with holding of £1. This is to allow RCM to receive any future donations/ legacies made to the RCM BF.

#### 16. FINANCIAL COMMITMENTS

At 31 December 2021, the group and company had the following annual commitments under non-cancellable operating leases expiring as follows:

	Land and building		Furniture and	
	2021	2020	2021	2020
	£	£	£	£
In less than one year	177,160	177,160	4,822	4,822
Within two to five years	878,000	700,840	11,784	11,081
In more than five years	2,068,245	2,206,370	-	-

#### 17. RECONCILIATION OF OPERATING SURPLUS TO NET CASH INFLOW FROM OPERATING ACTIVITIES

	2021	2020
	£	£
Operating surplus	394,569	929,809
Depreciation	312,315	259,375
(Increase)/decrease in debtors	(171,164)	120,803
Increase/(decrease) in creditors	37,978	95,813
Charitable grants paid	(18,042)	(24,105)
Pension current costs	1,140,000	867,000
Contribution by employer	(1,050,000)	(925,000)
	<u>645,656</u>	<u>1,323,695</u>

**THE ROYAL COLLEGE OF MIDWIVES**

**NOTES TO THE ACCOUNTS (CONTINUED)**

**FOR THE YEAR ENDED 31 DECEMBER 2021**

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**18. ANALYSIS OF BANK BALANCES AND CHANGES IN THE YEAR**

	<i>2020</i>	<b>Change in year</b>	<b>2021</b>
	£	£	£
Cash at bank and in hand	<u>4,821,976</u>	535,669	5,357,645

**19 SUBSIDIARY UNDERTAKINGS**

The RCM is the ultimate parent entity of the RCM Group. At 31 December 2021, the RCMT, RCM Trust Trading Company Limited and RCM Information Services Ltd formed part of the consolidated financial statements. The RCMT is controlled by the same board as the RCM, and the RCMT holds 100% of the share capital of RCM Trust Trading Company Limited and RCM Information Services Ltd. All subsidiaries are registered in the UK and have the same registered office as the RCM.

**THE ROYAL COLLEGE OF MIDWIVES**

**NOTES TO THE ACCOUNTS (CONTINUED)**

**FOR THE YEAR ENDED 31 DECEMBER 2021**

**SECTION 32A(6)(A) OF THE TRADE UNION AND LABOUR RELATIONS  
(CONSOLIDATION) ACT 1992 AS AMENDED BY THE EMPLOYMENT  
RELATIONS ACT 1999**

- a) Total income and expenditure of the trade union for the period ended 31 December 2021:

Income £10,780,541  
Expenditure £9,612,445

- b) The total income for the union for the period ended 31 December 2021 includes £9,292,519 of payments in respect of membership.
- c) The union has no political fund.
- d) The CEOs (whose role includes that of general secretary) received a gross salary of £138,158 for the 12-month period, which includes benefits of £36,059 consisting of pension contributions.

It should be noted that the CEO's salary is associated with all the activities of the RCM and not just the trade union. No salary or other benefits were received by the president or any members of the RCM Board.

A member who is concerned that some irregularity may be occurring, or may 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 one or more of the following (as appropriate): the officials of the union, the trustees of the property of the union, the auditor or auditors of the union, or the certification officer (who is an independent officer appointed by the secretary of state) or 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, he/she should consider obtaining independent legal advice.

# Accounting policies

(see notes 84 and 85)



## Signatures to the annual return

(see notes 86 & 87)

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

Secretary's Signature:			Chairman's Signature:	
				(or other official whose position should be stated)
Name:	Gill Walton		Name:	Chris Truman - Chief Operating Officer
Date:	26 May 2022		Date:	26 May 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		No	
Has the list of officers in post been completed? (see Page 2 and Note 12)	Yes		No	
Has the return been signed? (see Pages 23 and 25 and Notes 86 and 95)	Yes		No	
Has the auditor's report been completed? (see Pages 20 and 21 and Notes 2 and 77)	Yes		No	
Is a rule book enclosed? (see Notes 8 and 88)	Yes		No	
A member statement is: (see Note 80)	Enclosed		To follow	
Has the summary sheet been completed? (see Page 17 and Notes 7 and 62)	Yes		To follow	
Has the membership audit certificate been completed? (see Page i to iii and Notes 97 and 103)	Yes		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)

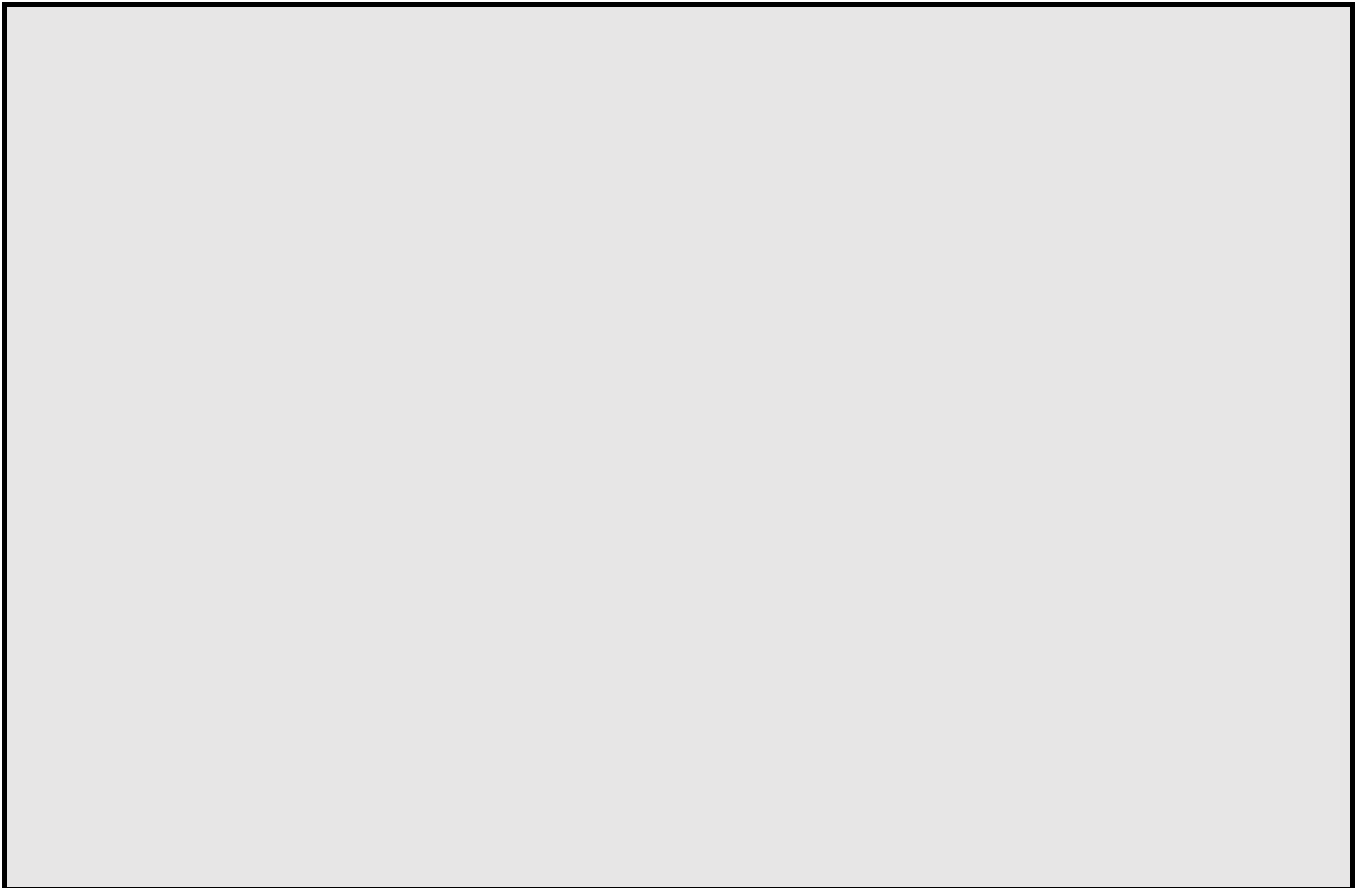
Please explain in your report overleaf or attached

3. Your auditors or auditor must include in their report the following wording:

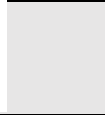
**In our opinion the financial statements:**

- 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:



Name(s):

Andrew Thomas



Profession(s) or Calling(s):

Audit Partner



Address(es):

55 Ludgate Hill

London



Postcode

EC4M 7JW



Date

31-May-22



Contact name for inquiries and telephone number:

Andrew Thomas 0207 842 7106



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 ROYAL COLLEGE OF MIDWIVES

## NOTES TO THE ACCOUNTS

### FOR THE YEAR ENDED 31 DECEMBER 2021

#### 2. ACCOUNTING POLICIES

##### a) Accounting convention

The accounts are prepared under the Companies Act 2006, the historical cost accounting rules (modified by the revaluation of listed investments), and in accordance with the amended FRS 102, which has been applied in the preparation of these financial statements.

Having reviewed the financial position and considered the impact of CovidCOVID-19, the RCM Board reasonably expects that the company has adequate resources to continue its activities for the foreseeable future. Accordingly, the board continues to adopt the going concern basis in preparing the financial statements. Further information is provided in the Strategic Report.

##### b) Basis of consolidation

The consolidated accounts incorporate the accounts of the RCM and its subsidiary, the RCMT, as at 31 December 2021. The RCM (a company limited by guarantee that is not a charity) is a corporate member of the RCMT and appoints all of the trustees. The accounts of the subsidiary also include the Benevolent Fund of the Royal College of Midwives (which is a subsidiary charity of the RCMT), RCM Trust Trading Company Limited (a subsidiary company of the RCMT in which the RCMT holds the sole share) and RCM Information's Services Ltd (a subsidiary company of the RCMT in which the RCMT holds the sole share). RCM have taken advantage of the exemption under Section 408 of the Companies Act 2006 in not presenting its own statement of financial activities in these statements

##### c) Tangible and intangible fixed assets

Tangible fixed assets held for the company's own use are stated at cost, less accumulated depreciation and accumulated impairment losses. Depreciation of fixed assets is charged in equal annual instalments commencing with the year of acquisition, at rates estimated to write off their cost or valuation less any residual value over their expected useful lives, which are as follows:

Freehold building	50 years
Leasehold property	Over period of lease
Furniture and office equipment	Five years
Computer software	Three years
Intangible assess CRM	Three years

##### d) Investments

Investments are stated at mid-market value at the balance sheet date. Gains are calculated based on the difference between the closing market value or sales proceeds and the purchase price or opening market value.

# THE ROYAL COLLEGE OF MIDWIVES

## NOTES TO THE ACCOUNTS

### FOR THE YEAR ENDED 31 DECEMBER 2021

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#### 2. ACCOUNTING POLICIES (CONTINUED)

**e) Leasing**

Operating lease rentals are charged to the income and expenditure account on a straight-line basis over the period of the lease.

**f) Pension contributions**

The RCM runs a defined benefit scheme for its members. The amounts charged to the income and expenditure account are the current service costs and are included as part of staff costs. Past service costs and other finance costs have been recognised in the income and expenditure account. Actuarial gains and losses are recognised in the statement of other comprehensive income.

Pension scheme assets are measured at fair value, and liabilities are measured on an actuarial basis using the projected unit method and are discounted at a rate equivalent to the current rate of return on a high-quality corporate bond. The actuarial valuation is obtained at least triennially and is updated at each balance sheet date. The actuarial assumptions used represent an area of significant estimation uncertainty. The resulting defined pension scheme asset or liability is shown separately on the face of the balance sheet.

**g) Income**

Membership subscriptions, commercial partnership income and other contracts for services are recognised during the year in which the service is provided, taking into account the stage of completion at the end of the year. Investment, interest and similar income are credited to the income and expenditure account as they are earned. Donations are recognised in the year they are received. Legacies are recognised during the year in which executors approve a distribution.

**h) Expenditure**

Expenditure is accounted for on the accrual basis and includes any unrecoverable elements of VAT.

**i) Financial instruments**

The RCM only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and are subsequently measured at their settlement value.

**j) Critical accounting judgements and key sources of estimation uncertainty**

In the application of the RCM's accounting policies, which are described in note 2, directors are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The RCM recognises its liability to its defined benefit pension scheme, which involves a number of estimations as disclosed in note 14. In the view of the directors, no other assumptions concerning the future or estimation uncertainty affecting assets and

## Membership audit certificate

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

(See notes 97 to 103)

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

**Yes**

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

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

## Membership audit certificate

### Section one

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

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

**Yes**


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

**Yes**

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

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

## Membership audit certificate (continued)

Signature of assurer	
Name	Simon Hearn
Address	Civica Election Services, 33 Clarendon Road, London N8 0NW
Date	24/05/2022
Contact name and telephone number	Simon Hearn, Managing Director 020 8365 8909

# THE ROYAL COLLEGE OF MIDWIVES

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE ROYAL COLLEGE OF MIDWIVES FOR THE YEAR ENDED 31 DECEMBER 2021

### Opinion

We have audited the financial statements of the Royal College of Midwives 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 22 of the AR21. These financial statements have been prepared under the historical cost convention and the accounting policies set out therein.

In our opinion the financial statements:

- give a true and fair view of the state of the college's affairs as at 31 December 2021 and of the its income and expenditure, 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 College 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 directors' 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 company's or the College'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 directors with respect to going concern are described in the relevant sections of this report.

### Other information

The directors 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

## THE ROYAL COLLEGE OF MIDWIVES

### INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE ROYAL COLLEGE OF MIDWIVES

#### FOR THE YEAR ENDED 31 DECEMBER 2021

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 in relation to which the Trade Unions and Labour Relations Act 1992 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

#### **Respective responsibilities of Officers and Auditors for the Financial Statements**

The Trade Union and Labour Relations (Consolidation) Act 1992 and the Trade Union Reform and Employment Rights Act 1993 require the officers of the College to keep proper accounting records which give a true and fair view of the state of affairs of the College and explain its transactions; establish and maintain a satisfactory system of control of the accounting records, cash holdings and all the 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 members of the College with a statement of income and expenditure for the year. We have been appointed as auditor under section 33 of the Trade Union and Labour Relations (Consolidation) Act 1992 and report in accordance with Section 36 of that Act. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

#### **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 the override of controls by management. Our audit procedures to respond to these risks included enquiries of management, internal audit and the Board of Directors 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.



**THE ROYAL COLLEGE OF MIDWIVES**

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF  
THE ROYAL COLLEGE OF MIDWIVES  
FOR THE YEAR ENDED 31 DECEMBER 2021**

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](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

**Use of our report**

This report is made solely to the College's members, as a body. Our audit work has been undertaken so that we might state to the College'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 College and the College's members as a body, for our audit work, for this report, or for the opinion we have formed.



Andrew Thomas  
Senior Statutory Auditor  
For and on behalf of  
Crowe U.K. LLP  
Statutory Auditor  
London

31 May 2022

## 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	