Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

| Name of Trade Union: | Union Workers's Union |
|--|---|
| Year ended: | 31 December 2021 |
| List no: | |
| Head or Main Office address: | 3rd Floor 86-90 Paul Street |
| | London |
| | |
| | |
| | |
| Postcode | EC2A 4NE |
| Website address (if available) | |
| Has the address changed during the year to which the return relates? | Yes No x ('X' in appropriate box) |
| General Secretary: | Chris Musgrave |
| Telephone Number: | 7872301974 |
| Contact name for queries regarding the completion of this return | Chris Musgrave |
| Telephone Number: | 7872301974 |
| relephone Number. | 10/20010/4 |
| E-mail: | chris@unionworkersunion.org |
| Please follow the guidance notes in the Any difficulties or problems in the completion Officer as below or by telephone to: 0330 109 | of this return should be directed to the Certification |
| You should send the annual return to the foll | owing email address stating the name of the union in subject: |
| For Unions based in England and Wales: | returns@certoffice.org |

ymw@tcyoung.co.uk

For Unions based in Scotland:

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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 | |
| | 129 | | | | | 129 |
| Total | 129 | | | | А | 129 |

| Number of members at end of year contributing to the General Fund | 129 |
|--|-----|
| Number of members included in totals box 'A' above for whom no home or authorised address is held: | |

Change of Officers

Please complete the following to record any changes of officers during the twelve months covered by this return

| Position Held | Name of Officer ceasing to hold Office | Name of Officer Appointed | Date of change |
|------------------|--|------------------------------|----------------|
| President | Rhys Martin | Tracy Edwards | 7th March 2022 |
| Executive Member | Michelle Lincoln | Cheryl Gedling | 7th March 2022 |
| Executive Member | Annie Railton | Andrew Woodman | 7th March 2022 |
| Executive Member | Juilia Rex | Russell Waterhouse | 7th March 2022 |
| Executive Member | | Alan Brown | 7th March 2022 |
| | | | |

| State a. | whether the union is: 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 |
|-------------------|---|
| Tracy Edwards | President - March 2022 |
| Chris Musgrave | General Secretary - October 2020 & March 2022 |
| Cheryl Gedling | Executive Member - March 2022 |
| Andrew Woodman | Executive Member - March 2022 |
| Russel Eaterhouse | Executive Member - March 2022 |
| Alan Brown | Executive Member - March 2022 |
| Mark Oley | Executive Member - March 2022 |
| Jon Benson | Executive Member - March 2022 |
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General Fund

(see notes 13 to 18)

| | £ | £ |
|---|-------|-------|
| Income From Members: Contributions and Subscriptions | | 6,633 |
| From Members: Contributions and Subscriptions From Members: Other income from members (specify) | | 0,033 |
| | | |
| | | |
| | | |
| Total other income from members | | |
| Total of all income from members | | 6,633 |
| Investment income (as at page 12) | | |
| Other Income | | |
| Income from Federations and other bodies (as at page 4) | | |
| Income from any other sources (as at page 4) | 1,300 | |
| Total of other income (as at page 4) | | 1,300 |
| Total income | | 7,933 |
| Interfund Transfers IN | | |
| Expenditure | | |
| Benefits to members (as at page 5) | | 3,852 |
| Administrative expenses (as at page 10) | | |
| Federation and other bodies (specify) | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| Total expenditure Federation and other bodies | l | |
| Taxation | | |
| Total expenditure | | 3,852 |
| Interfund Transfers OUT | | |
| Surplus (deficit) for year | | 4,081 |
| Amount of general fund at beginning of year | | |
| Amount of general fund at end of year | | 4,081 |
| D2 | | • |

Analysis of income from federation and other bodies and other income (see notes 19 and 20)

| Description | £ |
|-----------------------------------|-------|
| Federation and other bodies | |
| | |
| Total federation and other bodies | |
| Any Other Sources | |
| CJWU training delivery | 1,300 |
| Total other sources | 1,300 |
| Total of all other income | 1,300 |

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

| | (See Hotes / | , | £ |
|-------------------------------|--------------|---|-------|
| Representation – | | brought forward | 2,109 |
| Employment Related Issues | | Advisory Services | |
| Printing | 70 | LRD | 134 |
| Ttravel | 124 | | |
| Representation – | | Other Cash Payments | |
| Non Employment Related Issues | | Oline voting | 9 |
| | | payment error | 100 |
| | | Education and Training services | |
| | | | |
| | | Traning | 500 |
| Communications | | | |
| Social media | 93 | | |
| Printing | 40 | | |
| Mobile | 36 | | |
| Website | 1,130 | | |
| Mailing adress | 240 | | |
| Video calling | 259 | Negotiated Discount Services | |
| Bulk SMS | 117 | | |
| Dispute Benefits | | | |
| | | Other Benefits and Grants (specify) | |
| | | honaratia | 1,000 |
| | | | |
| carried forward | 2,109 | Total (should agree with figure in General Fund) | 3,852 |

| Fund 2 | · · · · · · · · · · · · · · · · · · · | | Fund Account |
|-------------|---|---------------------|--------------|
| Name: | | £ | £ |
| Income | | | |
| | From members | | |
| | Investment income (as at page 12) | | |
| | Other income (specify) | | |
| | | | |
| | | | |
| | | | |
| | Total other inc | ome as specified | |
| | | Total Income | |
| | Inte | rfund Transfers IN | |
| Expenditure | | | |
| | Benefits to members | | |
| | Administrative expenses and other expenditure (as at page 10) | | |
| | т | otal Expenditure | |
| | Interfu | nd Transfers OUT | |
| | | | |
| | Surplus (De | ficit) for the year | |
| | Amount of fund at b | eginning of year | |
| | Amount of fund at the end of year (a | s Balance Sheet) | |
| | | | |
| | Number of members contributi | ng at end of year | |
| | | | |

| Fund 3 | | | Fund Account |
|-------------|---|---------------------|--------------|
| Name: | | £ | £ |
| Income | | | |
| | From members | | |
| | Investment income (as at page 12) | | |
| | Other income (specify) | | |
| | | | |
| | | | |
| | | | |
| | Total other inc | ome as specified | |
| | | Total Income | |
| | Inte | rfund Transfers IN | |
| Expenditure | | | |
| | Benefits to members | | |
| | Administrative expenses and other expenditure (as at page 10) | | |
| | | otal Expenditure | |
| | Interfu | nd Transfers OUT | |
| | | | |
| | Surplus (De | ficit) for the year | |
| | Amount of fund at b | | |
| | Amount of fund at the end of year (a | s Balance Sheet) | |
| | | ı | |
| | Number of members contributi | ng at end of year | |

| Fund 4 | | | Fund Account |
|-------------|---|-------------------|--------------|
| Name: | | £ | £ |
| Income | | | |
| | From members | | |
| | Investment income (as at page 12) | | |
| | Other income (specify) | | |
| | | | |
| | Total other inc | ome as specified | |
| | | | |
| | Inte | | |
| Expenditure | | | |
| | Benefits to members | | |
| | Administrative expenses and other expenditure (as at page 10) | | |
| | T | otal Expenditure | |
| | Interfu | nd Transfers OUT | |
| | | • | |
| | Surplus (De | | |
| | Amount of fund at k | peginning of year | |
| | Amount of fund at the end of year (a | s Balance Sheet) | |
| | | | |
| | Number of members contributi | ng at end of year | |
| · | | | |

| Fund 5 | | | Fund Account |
|-------------|---|---------------------|--------------|
| Name: | | £ | £ |
| Income | | | |
| | From members | | |
| | Investment income (as at page 12) | | |
| | Other income (specify) | | |
| | | | |
| | Total other inc | ome as specified | |
| | | | |
| | Inte | | |
| Expenditure | | | |
| | Benefits to members | | |
| | Administrative expenses and other expenditure (as at page 10) | | |
| | Т | otal Expenditure | |
| | Interfu | nd Transfers OUT | |
| | | - | |
| | Surplus (De | ficit) for the year | |
| | Amount of fund at b | eginning of year | |
| | Amount of fund at the end of year (a | s Balance Sheet) | |
| | | | |
| | Number of members contributi | ng at end of year | |

| Fund 6 | · | | Fund Account |
|-------------|---|----------------------|--------------|
| Name: | | £ | £ |
| Income | | | |
| | From members | | |
| | Investment income (as at page 12) | | |
| | Other income (specify) | | |
| | | | |
| | | | |
| | Total other inc | ome as specified | |
| | | Total Income | |
| | Inte | erfund Transfers IN | |
| Expenditure | | · | |
| | Benefits to members | | |
| | Administrative expenses and other expenditure (as at page 10) | | |
| | ٦ | Total Expenditure | |
| | Interfu | ınd Transfers OUT | |
| | | - | |
| | Surplus (De | eficit) for the year | |
| | Amount of fund at I | beginning of year | |
| | Amount of fund at the end of year (a | s Balance Sheet) | |
| | | P | |
| | Number of members contribut | ing 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 | | |
| | | | |
| | I | | |
| Expenditure | | • | |
| | Benefits to members | | |
| | Administrative expenses and other expenditure (as at page 10) | | |
| | | Total Expenditure | |
| | Inte | erfund Transfers OUT | |
| | | | |
| | Surplus | (Deficit) for the year | |
| | Amount of fund | at beginning of year | |
| | Amount of fund at the end of yea | r (as Balance Sheet) | |
| | Number of members contrib | outing at end of vear | |

| Fund 8 | | | Fund Account |
|-------------|---|----------------------|--------------|
| Name: | | £ | £ |
| Income | | | |
| | From members | | |
| | Investment income (as at page 12) | | |
| | Other income (specify) | | |
| | | | |
| | | | |
| | | | |
| | Total other inc | come as specified | |
| | | Total Income | |
| | Inte | erfund Transfers IN | |
| Expenditure | | | |
| | Benefits to members | | |
| | Administrative expenses and other expenditure (as at page 10) | | |
| | • | Total Expenditure | |
| | Interfe | und Transfers OUT | |
| | | - | |
| | Surplus (D | eficit) for the year | |
| | Amount of fund at | beginning of year | |
| | Amount of fund at the end of year (a | as Balance Sheet) | |
| | | - | |
| | Number of members contribut | ing at end of year | |

| Fund 9 | | | Fund Account |
|-------------|---|----------------------|--------------|
| Name: | | £ | £ |
| Income | | | |
| | From members | | |
| | Investment income (as at page 12) | | |
| | Other income (specify) | | |
| | | | |
| | Total other inc | come as specified | |
| | | Total Income | |
| | Inte | erfund Transfers IN | |
| Expenditure | | | |
| | Benefits to members | | |
| | Administrative expenses and other expenditure (as at page 10) | | |
| | | Total Expenditure | |
| | Interfe | und Transfers OUT | |
| | | ı | |
| | | eficit) for the year | |
| | Amount of fund at | beginning of year | |
| | Amount of fund at the end of year (a | as Balance Sheet) | |
| | | Ī | |
| | Number of members contribut | ing at end of year | |

Political fund account

| | | (see notes 24 to 33) | £ | £ |
|---------------|---|--|--------------------------------|---------------------------|
| Political fur | nd account 1 To be cor | npleted by trade unions which maintain their o | own political fund | |
| | Income | Members contributions and levies | | |
| | | Investment income (as at page 12) | | |
| | Other income (specify) | | | |
| | | | | |
| | | | | |
| | | Total oth | er income as specified | |
| | | | Total income | |
| | | ion and Labour Relations (Consolidation) Act political funds exceeds £2,000 during the perio | | t out in section (72) (1) |
| | | Expenditure A (as at page i) | | |
| | | Expenditure B (as at page ii) | | |
| | | Expenditure C (as at page iii) | | |
| İ | | Expenditure D (as at page iv) | | |
| ı | | Expenditure E (as at page v) | | |
| | | Expenditure F (as at page vi) | | |
| | | Non-political expenditure (as at page vii) | | |
| | | | Total expenditure | |
| | | S | urplus (deficit) for year | |
| | | Amount of political fu | nd at beginning of year | |
| | | Amount of political fund at the end of ye | ear (as <u>Balance Sheet</u>) | |
| | | Number of members at end of year contribut | ing to the political fund | |
| | Nu | ımber of members at end of the year not contribut | ing to the political fund | |
| Num | nber of members at end of year who ha | ave completed an exemption notice and do not contri | bute to the political fund | |
| Political fur | nd account 2 To be completed | by trade unions which act as components of | a central trade union | |
| Income | Contributions and levies collected from | om members on behalf of central political fund | | |
| | Funds received back from central po | olitical fund | | |
| | Other income (specify) | | | |
| | | | | |
| | | | | |
| | | | Total other income | as specified |
| | | | 1 | otal income |
| Expenditure | | | | |
| | Expenditure under section 82 of the | Trade Union and Labour Relations | | |
| | (Consolidation) Act 1992 (specify) | | | |
| | | | | |
| | Administration expenses in | connection with political objects(specify) | | |
| | Non-political expenditure | , | | |
| | | | Total expenditure | |
| | | | Surplus (deficit) for year | |
| | | Amount held on behalf of trade union political f | und at beginning of year | |
| | | Amount re | mitted to central political | |
| | | Amount held on behalf of central pol | itical fund at end of year | |
| | | Number of members at end of year contrib | uting to the political fund | |
| | | Number of members at end of the year not contrib | uting to the political fund | |
| Number of me | embers at end of year who have compl | eted an exemption notice and do not therefore contri | bute to the political fund | |
| | <u> </u> | • | • | |

The following pages 9i to 9vii relate to the Political Fund Account Expenditure

Political fund account expenditure (a)

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

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

| Contribution to the funds of, or on the payment of expenses incurred directly or indirectly by a political party | | |
|--|--|--|
| Name of political party in relation to which money was expended | Total amount spent during the period £ | |
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| | | |
| Total | | |

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

£

Total

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)) | £ |
|----------------------------|--------------------------------------|--|---|
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| | | Total | |

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 maintaince of any holder of political office | | |
|---|---|--|
| Name of office holder | £ | |
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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

Total

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 pursuade people to vote for a political party or candidate or to persuade them not to vote for a political party or candidate

| to vote for a political party of carididate | |
|---|---|
| Name of organisation or political party | £ |
| | |
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| | |
| | |
| | |
| | |
| 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 | | | £ |
| | | | |
| | | | |
| | | • | |
| | | | |
| | | | |
| | | | |
| | | | |
| Total expen | diture | ſ | - |
| rotal expen | dituic | ļ | |
| (b) the name of each organisation to which money was paid (otherwise than for a particular cause of campaign), and the total amount paid to each one | | | £ |
| | | [| |
| | | | |
| | | | |
| | | , | |
| | | | |
| | | | |
| | | | |
| Total expen | dituro | Ī | |
| rotal expen | ulture |] | £ |
| (c) the total amount of all other money expended | | | ~ |
| | | | |
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| T .7 1 | الم | ſ | |
| Total expen | aiture | Į | <u>_</u> |
| Total of all expend | itures | | |

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

(see notes 34 and 35)

| Adminis | strative Expenses | | £ |
|----------|---|-----------------------|-------|
| | eration and expenses of staff | | |
| Salaries | and Wages included in above | | |
| Auditors | | | |
| Legal ar | nd Professional fees | | |
| Occupai | ncy costs | | |
| Statione | ry, printing, postage, telephone, etc. | | |
| Expense | es of Executive Committee (Head Office) | | |
| Expense | es of conferences | | |
| Other ac | dministrative expenses (specify) | | |
| | | | |
| Other O | outgoings | | |
| | Outgoings on land and buildings (specify) | | 2,588 |
| , | Other outgoings (specify) | | |
| | tretert | | |
| | | Total | 2,588 |
| | Charged to: | General Fund (Page 3) | |
| | | Total | |

Analysis of officials' salaries and benefits (see notes 36 to 46 below)

| | ` | 1 | , | | | T |
|-------------|--------------|------------------------------------|--------------------------|---------------|-------|-------|
| Office held | Gross Salary | Employers N.I. contributions | | Benefits | | Total |
| | | | Pension Contributions | Other Benefit | | |
| | | | | Description | Value | |
| | £ | £ | £ | | £ | £ |
| | | | | | | |
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Analysis of investment income

(see notes 47 and 48)

| | Political Fund £ | | Other Fund(s) £ |
|--|------------------------|--------------------|-----------------------|
| 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 | | | |
| Other investment income (specify) | | | |
| | | | |
| | | J | |
| | Total | investment income | |
| Credite | | eral Fund (Page 3) | |
| | | , , | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | Political Fund | |
| | Total | Investment Funds | |

Balance sheet as at

(see notes 49 to 52)

| | (see notes 49 to 52) | | |
|---------------|--|-------------------|-------|
| Previous Year | | £ | £ |
| | Fixed Assets (at page 14) | | |
| | | | |
| | Investments (as per analysis on page 15) | | |
| | Quoted (Market value £ (| | |
| | Unquoted | | |
| | Total Investments | | |
| | Other Assets | | |
| | Loans to other trade unions | | |
| | Sundry debtors | | |
| | Cash at bank and in hand | | 4,081 |
| | Income tax to be recovered | | , |
| | Stocks of goods | | |
| | Others (specify) | | |
| | Others (specify) | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | Total of other assets | | 4,081 |
| | | Total assets | |
| | General fund (page 3) | | 4,081 |
| | General rund (page 3) | | 4,001 |
| | | | |
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| | Political Fund Account | | |
| | 1 Shillout 1 und 7000unt | | |
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| | | | |
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| | | | |
| | | | |
| | | | |
| | Liabilities | , | |
| | Amount held on behalf of central trade union political fund | | |
| | Tanount field of borian of contraint add affior political failed | | |
| | | | |
| | | | |
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| | | | |
| | | | |
| | | Total liabilities | |
| | | Total assets | 4.004 |
| | | i otai assets | 4,081 |

Fixed assets account

(see notes 53 to 57)

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

Analysis of investments (see notes 58 and 59)

| | (see notes 58 and 59) | | |
|----------|--|------------------------------------|----------------|
| Quoted | | All Funds Except Political Funds £ | Political Fund |
| | Equities (e.g. Shares) | L | L |
| | Equition (o.g. blishoo) | | |
| | Government Securities (Gilts) | | |
| | Other quoted securities (to be specified) | | |
| | | | |
| | Total quoted (as Balance Sheet) | | |
| | Market Value of Quoted Investment | | |
| Unquoted | Equities | | |
| | | | |
| | Government Securities (Gilts) | | |
| | | | |
| | Mortgages | | |
| | | | |
| | Bank and Building Societies | | |
| | Other unquoted investments (to be specified) | | |
| | | | |
| | Total unquoted (as Balance Sheet) | | |
| | Market Value of Unquoted Investments | | |

Analysis of investment income (controlling interests)

(see notes 60 and 61)

| Does the union, or any constituent part of the union, have a controlling interest in any limited company? If YES name the relevant companies: | Yes No |
|--|--|
| Company name | Company registration number (if not registered in England & Wales, state where registered) |
| | |
| | |
| | |
| | |
| | |
| Are the shares which are controlled by the union registered in the names of the union's trustees? | Yes No |
| If NO, state the names of the persons in whom the shares controlled by the union are registered. | |
| Company name | Names of shareholders |
| | |
| | |
| | |
| | |
| | |
| | |
| | |
| | |

Summary sheet (see notes 62 to 73)

| 1,300 7,933 | | 6,633 |
|----------------|------------------------------|------------------------------------|
| 1,300 | | |
| | | 1,300 |
| | | 1,300 |
| 7,933 | | |
| | וי | 7,933 |
| | | |
| 3,852 | 2 | 3,852 |
| 4,081 | 1 | 4,081 |
| | | |
| ssets | | |
| ent Assets | | |
| ssets | | 4,081 |
| | Total Asset | s 4,081 |
| | Total Liabilitie | s |
| | | 4,081 |
| | ssets ent Assets ssets | ent Assets ssets Total Asset |

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 Liab | oilities) | | |
| | | | |

(see notes 74 to 80)

| (see floies 74 to 60) |
|---|
| Did the union hold any ballots in respect of industrial action during the return period? |
| If Yes How many ballots were held: |
| For each ballot held please complete the information below: |
| |
| Ballot 1 |
| Number of individual who were entitled to vote in the ballot |
| Number of votes cast in the ballot |
| Number of Individuals answering "Yes" to the question |
| Number of individuals answering "No" to the question |
| Number of invalid or otherwise spoiled voting papers returned 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 you were the number of individuals appropring "You" to the question (as each question) at least 400% of the number of individuals |
| If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot |
| |
| Ballot 2 |
| Number of individual who were entitled to vote in the ballot |
| Number of votes cast in the ballot |
| Number of Individuals answering "Yes" to the question |
| Number of individuals answering "No" to the question |
| Number of invalid or otherwise spoiled voting papers returned 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 3 Number of individual who were entitled to vote in the ballot |
| Number of votes cast in the ballot |
| Number of Individuals answering "Yes" to the question |
| Number of individuals answering "No" to the question |
| Number of invalid or otherwise spoiled voting papers returned |
| |
| 1-3 should total "Number of votes cast" |
| Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot |
| Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? |
| If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were |
| entitled to vote in the ballot |
| |

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 |
| Number of individuals answering "No" to the question |
| |
| 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 |
| Number of individuals answering "No" to the question |
| Number of invalid or otherwise spoiled voting papers returned³ |
| 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 |
| Number of individuals answering "No" to the question |
| 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 |
| Were the number of votes cast in the ballot at least 50% of the number of |
| 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 |
| |

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

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

(see note 81)

B: engagement or non-engagement, or termination or suspension of employment or the duties of

C: allocation of work or the duties of employment between workers or groups of workers;

E: a worker's membership or non-membership of a trade union;

A: terms and conditions of employment, or the physical conditions in which any workers require to work;

Categories of Nature of Trade Dispute

D: matters of discipline;

employment, of one or more workers;

F: facilities for officials of trade unions;

| | G: machinery for negotiation or consulation, and other procedures, relating to any of the above matters, including the recognition by employers or employers' associations of theright of a trade union to represent workers in such negotiation or consulation 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 |
| | please tick the nature of the trade dispute for which industrial action was taken using the categories* below: |
| Α | 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 |
| | industrial Action 2 |
| | please tick the nature of the trade dispute for which industrial action was taken using the categories* below: |
| Α | |
| Α | D D |
| Α | D E F G Dates of the industrial action taken: Number of days of industrial action: |
| A | 1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below: B C D E F G 2. Dates of the industrial action taken: 3. Number of days of industrial action: 4. Nature of industrial action. |
| Α | 1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below: B C D E F G 2. Dates of the industrial action taken: 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: B C D E F G 2. Dates of the industrial action taken: 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 | 1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below: B C D E F G 2. Dates of the industrial action taken: 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: B C D E F G 2. Dates of the industrial action taken: 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: |
| | 1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below: B |

use a continuation page if necessary

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| 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: |
| 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 |
| 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: |
| Dates of the industrial action taken: Number of days of industrial action: To Dates of the industrial action taken: To Dates of the indus |
| 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: |
| |
| |
| 2. Dates of the industrial action taken: |
| 3. Number of days of industrial action: |
| 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 |
| 2. Dates of the industrial action taken: |
| 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 | Chris Musgrave | Chairman's Signature: | Tracy Edwards |
|--------------------------|----------------|--------------------------|---|
| | | | (or other official whose position should be stated) |
| Name | Chris Musgrave | Name: | Tracy Edwards |
| Date | 28 July 2022 | Date: | 28 July 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 | x | No | |
|--|----------|---|-----------|--|
| Has the list of officers in post been completed? (see Page 2 and Note 12) | Yes | x | No | |
| Has the return been signed? (see Pages 23 and 25 and Notes 86 and 95) | Yes | x | No | |
| Has the audtor's report been completed? (see Pages 20 and 21 and Notes 2 and 77) | Yes | x | No | |
| Is a rule book enclosed? (see Notes 8 and 88) | Yes | x | No | |
| A member statement is: (see Note 80) | Enclosed | x | To follow | |
| Has the summary sheet been completed? (see Page 17 and Notes 7 and 62) | Yes | x | To follow | |
| Has the membership audit certificate been completed? (see Page i to iii and Notes 97 and 103) | Yes | Х | 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.

| 1992 Ad | rn give a true and fair view of the matters to which they related? (See section 36(1) and (2) out and notes 92 and 93) |
|---------|---|
| Please | explain in your report overleaf or attached. |
| | |
| | |
| | |
| | |
| | the auditors or auditor of the opinion that the union has complied with section 28 of the ct and has: |
| a. ke | pt proper accounting records with respect to its transactions and its assets and liabilities; and |
| | tablished and maintained a satisfactory system of control of its accounting records, its cash hold 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. |
| | been prepared in accordance with the requirements of the sections 28, 32 of the Trade Union and Labour Relations (consolidation) Act 1992. |

Auditor's report (continued)

| 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. | | |
|---|-----------------|-----------------------|
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| | | |
| Signature(s) of auditor or auditors: | Caryl Rowlinson | Danielle Campos |
| | | |
| Name(s): | Caryl Rowlinson | Danielle Campos |
| | Nurse | Trade ubuin official |
| Profession(s) or Calling(s): | Nuise | Trade ubuiit official |
| Address(es): | 10 Cowick Hill | 187a Barkby Road |
| | Exter | Leicester |
| | | |
| Postcode | EX2 9NG | LE7 2AJ |
| Date | 28/07/2022 | 28/07/2022 |
| Contact name for inquiries and | 7704698178 | 7921802949 |
| telephone number: | | |

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

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 /No

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

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

Membership audit certificate Section one

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

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

Yes / No

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

Yes / No

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

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

Membership audit certificate (continued)

| Signature of assurer | |
|-----------------------------------|--|
| Name | |
| Address | |
| Date | |
| Contact name and telephone number | |

Membership audit certificate

Section two

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

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

Yes / No

If "No" Please explain below:

| Signature | Chris Musgrave | |
|-------------|-------------------|--|
| | | |
| Name | Chris Musgrave | |
| | | |
| Office held | General Secretary | |
| | | |
| Date | 28/07/2022 | |