

Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	National Union of Rail, Maritime and Transport Workers		
Year ended:	31 December 2021		
List no:	715T		
Head or Main Office address:	Unity House		
	39, Chalton Street		
	London		
Postcode	NW1 1JD		
Website address (if available)	https://www.rmt.org.uk		
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:	Mick Lynch		
Telephone Number:	020 7387 4771		
Contact name for queries regarding the completion of this return	Deepti Arora		
Telephone Number:	020 7529 8843		
E-mail:	D.Arora@rmt.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

For Unions based in Scotland: ymw@tcyoung.co.uk

Contents

Trade Union's details.....	1
Return of members.....	2
Change of officers.....	2
Officers in post.....	2a
General fund.....	3
Analysis of income from federation and other bodies and other income.....	4
Analysis of benefit expenditure shown at general fund.....	5
Accounts other than the revenue account/general fund.....	6-8a
Political fund account.....	9-9vii
Analysis of administrative expenses	10
Analysis of officials' salaries and benefits.....	11
Analysis of investment income.....	12
Balance sheet as at.....	13
Fixed assets account.....	14
Analysis of investments.....	15
Analysis of investment income (controlling interests).....	16
Summary Sheet.....	17
Summary sheet (Only for Incorporated Bodies).....	17a
Information on Industrial action ballots.....	18-19
Information on Industrial action.....	20-21
Notes to the accounts.....	22
Accounting policies.....	23
Signatures to the annual return.....	23
Checklist.....	23
Checklist for auditor's report.....	24
Auditor's report (continued).....	25
Membership audit certificate.....	i-iii
Guidance on completion.....	26

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	66,994	173	60	207	67,434
Female	13,685	14	7	23	13,729
Other	34				34
Total	80,713	187	67	230	A 81,197

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

81,197

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

2,692

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
General Secretary	M Cash	M Lynch	04 May 2021

State whether the union is:

a. A branch of another trade union?

Yes

No

If yes, state the name of that other union:

b. A federation of trade unions?

Yes

No

If yes, state the number of affiliated unions:

and names:

Officers in post

(see note 12)

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

Name of Officer	Position held
M. Lynch	General Secretary (4 May 2021)
S. Hedley	Senior Assistant General Secretary (12 Aug 2017)
D. Proctor	National Officer (2 June 2018)
M. Carden	National Officer (12 March 2021)
P. Cox	Regional Organiser (1 January 2018)
E. Dempsey	Regional Organiser (1 January 2020)
S. Herschel	Regional Organiser (21 January 2021)
M. Hogg	Regional Organiser (30 November 2019)
D. Ireland	Regional Organiser (5 November 2018)
G. Jackson	Regional Organiser (25 February 2021)
C. Johnston	Regional Organiser (27 June 2021)
B. Kelly	Regional Organiser (1 January 2021)
G. Kite	Regional Organiser (27 January 2020)
J. Leach	Regional Organiser
G. Martin	Regional Organiser (20 January 2019)
K. Mazur	Regional Organiser (6 December 2021)
J. Molloy	Regional Organiser (23 April 2018)
S. Skelly	Regional Organiser (30 May 2018)
S. Smart	Regional Organiser (30 November 2019)
M. Thompson	Regional Organiser (26 January 2017)
J. Tilley	Regional Organiser (1 January 2020)
K. Usher	Regional Organiser (1 January 2020)
B. West	Regional Organiser (24 June 2017)
L. Wilson	ITF Inspector (7 January 2014)

General Fund

(see notes 13 to 18)

	£000	£000
Income		
From Members: Contributions and Subscriptions		18,098
From Members: Other income from members (specify)		
Total other income from members		
Total of all income from members		18,098
Investment income (as at page 12)		6,107
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	13,664	
Total of other income (as at page 4)		13,664
Total income		37,869
Interfund Transfers IN		
Expenditure		
Benefits to members (as at page 5)		2,687
Administrative expenses (as at page 10)		15,932
Federation and other bodies (specify)		
TUC and other affiliation fees		536
Grants		67
Total expenditure Federation and other bodies		603
Taxation		
Total expenditure		19,222
Interfund Transfers OUT		
Surplus (deficit) for year		18,647
Amount of general fund at beginning of year		42,427
Amount of general fund at end of year		61,074

Analysis of income from federation and other bodies and other income

(see notes 19 and 20)

Description	£000
Federation and other bodies	
Total federation and other bodies	
Any Other Sources	
Sundry Income	427
Rental Income	704
Net Pension Scheme Interest	-173
Adjustment to pension surplus	-3,380
Remeasurement of defined benefit pension liability	16,086
Total other sources	13,664
Total of all other income	13,664

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

			£000
Representation –		brought forward	2,101
Employment Related Issues		Advisory Services	
Legal Costs	882		
Negotiation Costs	101		
Representation –		Other Cash Payments	
Non Employment Related Issues		Death Grants	59
		Retirement Grants	52
		Permanent Downgrading	1
		Fines Pool	1
		Education and Training services	
		Representatives' Courses	26
		Branch Secretaries' Courses	3
		Regional Council Schools	
		Education Centre Costs	131
Communications		Other Courses	58
RMT News	756	Union Learning Fund	179
Publicity and Website Costs	190		
Member Communications	1		
Recruitment of Members	47		
Diaries	96		
		Negotiated Discount Services	
Dispute Benefits			
Dispute Fund Payments	28	Other Benefits and Grants (specify)	
		Accident Benefit	76
carried forward	2,101	Total (should agree with figure in General Fund)	2,687

(See notes 21 and 23)

Fund 2		Fund Account	
Name:	Orphan Fund	£000	£000
Income			
	From members		339
	Investment income (as at page 12)		
	Other income (specify)		
	Sundry Income		2
	Total other income as specified		2
	Total Income		341
	Interfund Transfers IN		
Expenditure			
	Benefits to members		111
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		111
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		230
	Amount of fund at beginning of year		1,652
	Amount of fund at the end of year (as Balance Sheet)		1,882
	Number of members contributing at end of year		81,197

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

(See notes 21 and 23)

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

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

(See notes 21 and 23)

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

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

(See notes 21 and 23)

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

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

Political fund account

(see notes 24 to 33)

£000

£000

Political fund account 1		To be completed by trade unions which maintain their own political fund	
	Income	Members contributions and levies	235
		Investment income (as at page 12)	
	Other income (specify)		
		Total other income as specified	
		Total income	235
Expenditure under section (82) of the Trade Union and Labour Relations (Consolidation) Act 1992 on purposes set out in section (72) (1) where consolidation of expenditures from the political funds exceeds £2,000 during the period			
		Expenditure A (as at page i)	
		Expenditure B (as at page ii)	
		Expenditure C (as at page iii)	
		Expenditure D (as at page iv)	
		Expenditure E (as at page v)	
		Expenditure F (as at page vi)	
		Non-political expenditure (as at page vii)	174
		Total expenditure	174
		Surplus (deficit) for year	61
		Amount of political fund at beginning of year	373
		Amount of political fund at the end of year (as <u>Balance Sheet</u>)	434
		Number of members at end of year contributing to the political fund	74,127
		Number of members at end of the year not contributing to the political fund	7,070
		Number of members at end of year who have completed an exemption notice and do not contribute to the political fund	182
Political fund account 2		To be completed by trade unions which act as components of a central trade union	
Income	Contributions and levies collected from members on behalf of central political fund		
	Funds received back from central political fund		
	Other income (specify)		
		Total other income as specified	
		Total income	
Expenditure	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)		
	Administration expenses in connection with political objects(specify)		
	Non-political expenditure		
		Total expenditure	
		Surplus (deficit) for year	
		Amount held on behalf of trade union political fund at beginning of year	
		Amount remitted to central political	
		Amount held on behalf of central political fund at end of year	
		Number of members at end of year contributing to the political fund	
		Number of members at end of the year not contributing to the political fund	
		Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund	

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

Political fund account expenditure (a)

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

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

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 £
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))	£
Total			

Political fund account expenditure (e)

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

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

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

Name of political party	£
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 persuade people to vote for a political party or candidate or to persuade them not to vote for a political party or candidate

Name of organisation or political party	£
Total	

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

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

(a) the nature of each cause or campaign for which money was expended, and the total amount expended in relation to each one	£000
Other affiliation fees and grants	44
Officers' salaries	24
Office staff salaries	66
Administration costs	40

Total expenditure 174

(b) the name of each organisation to which money was paid (otherwise than for a particular cause of campaign), and the total amount paid to each one

£000

Total expenditure

£

(c) the total amount of all other money expended

Total expenditure

Total of all expenditures 174

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

(see notes 34 and 35)

		£000
Administrative Expenses		
Remuneration and expenses of staff		10,734
Salaries and Wages included in above	6,414	
Auditors' fees		68
Legal and Professional fees		118
Occupancy costs		1,175
Stationery, printing, postage, telephone, etc.		402
Expenses of Executive Committee (Head Office)		
Expenses of conferences		292
Other administrative expenses (specify)		
Branches and Regional Councils		1,529
Motor expenses		173
Computer and equipment maintenance		514
Depreciation		291
Professional services		736
Other Outgoings		
VAT refund		-151
Interest payable		51
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
Total		15,932
Charged to:	General Fund (Page 3)	15,932
	Orphan Fund	
Total		15,932

Analysis of officials' salaries and benefits

(see notes 36 to 46 below)

Office held	Gross Salary	Employers N.I. contributions	Benefits			Total
			Pension Contributions	Other Benefits		
	£	£	£	Description	Value £	£
General Secretary	103,496	13,812	17,697	Car benefit	289	135,294
General Secretary	90,227	11,627	22,417			124,271
Senior Assistant General Secretary	62,529	7,805	21,223	Car benefit	7,266	98,823

Analysis of investment income

(see notes 47 and 48)

	Political Fund £000		Other Fund(s) £000
Rent from land and buildings			
Dividends (gross) from:			633
Equities (e.g. shares)			
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			
Other investment income (specify)			
Change in fair value of investments			5,289
Gain/Loss on sale of investments			185
			6,107
		Total investment income	6,107
		Credited to:	
		General Fund (Page 3)	6,107
		Orphan Fund	
		Political Fund	
		Total Investment Funds	6,107

Balance sheet as at

31 December 2021

(see notes 49 to 52)

Previous Year		£000	£000
34,971	Fixed Assets (at page 14)		35,165
	Investments (as per analysis on page 15)		
18,430	Quoted (Market value £ (21,323)		21,323
3,768	Unquoted		6,486
22,198	Total Investments		27,809
	Other Assets		
	Loans to other trade unions		
886	Sundry debtors		681
2,700	Cash at bank and in hand		4,315
	Income tax to be recovered		
	Stocks of goods		
	Others (specify)		
	Total of other assets		4,996
3,586			
60,755	Total assets		67,970
42,427	General fund (page 3)		61,074
1,652	Orphan Fund		1,882
373	Political Fund Account		434
	Liabilities		
	Amount held on behalf of central trade union political fund		
£284	Trade Creditors		103
£227	Taxes and Social Security Costs		253
£23	Other Creditors		72
£399	Accruals and Deferred Income		709
£509	Bank Loans		233
£1,658	Bank Loans (Due after more than one year)		1,524
£450	Unfunded supplementation liability		356
£1,377	Provisions		1,330
£11,376	Defined benefit pension scheme		
£16,303	Total liabilities		4,580
£60,755	Total assets		67,970

Fixed assets account

(see notes 53 to 57)

	Land and Buildings		Furniture and Equipment £000	Motor Vehicles £000	Not used for union business £000	Total £000
	Freehold £000	Leasehold £000				
Cost or Valuation						
At start of year		13,951	1,322		21,700	36,973
Additions		28	59		86	173
Disposals						
Revaluation/Transfers					314	314
At end of year		13,979	1,381		22,100	37,460
Accumulated Depreciation						
At start of year		865	1,138			2,003
Charges for year		219	73			292
Disposals						
Revaluation/Transfers						
At end of year		1,084	1,211			2,295
Net book value at end of year						
Net book value at end of year		12,895	170		22,100	35,165
Net book value at end of previous year						
Net book value at end of previous year		13,086	184		21,700	34,970

Analysis of investments

(see notes 58 and 59)

Quoted	All Funds Except Political Funds £000	Political Fund £000
Equities (e.g. Shares)		
Industrial	19,958	
Government Securities (Gilts)		
Treasury Stock	1,365	
Other quoted securities (to be specified)		
Total quoted (as Balance Sheet)	21,323	
Market Value of Quoted Investment	21,323	
Unquoted		
Equities		
Other shares	6,244	
Government Securities (Gilts)		
Mortgages		
Bank and Building Societies		
Cash deposits	242	
Other unquoted investments (to be specified)		
Total unquoted (as Balance Sheet)	6,486	
Market Value of Unquoted Investments	6,486	

Summary sheet

(see notes 62 to 73)

	All funds except Political Funds £000	Political Funds £000	Total Funds £000
Income			
From Members	18,437	235	18,672
From Investments	6,107		6,107
Other Income (including increases by revaluation of assets)	13,666		13,666
Total Income	38,210	235	38,445
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	19,333	174	19,507
Funds at beginning of year (including reserves)	44,079	373	44,452
Funds at end of year (including reserves)	62,956	434	63,390
Assets			
Fixed Assets			35,165
Investment Assets			27,809
Other Assets			4,996
Total Assets			67,970
Liabilities			
Total Liabilities			4,580
Net Assets (Total Assets less Total Liabilities)			63,390

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

(see notes 74 to 80)

<p>Did the union hold any ballots in respect of industrial action during the return period? <input style="width: 50px; height: 15px;" type="text"/></p>	
<p>If Yes How many ballots were held: <input style="width: 50px; height: 15px;" type="text"/></p> <p>For each ballot held please complete the information below:</p>	
<p>Ballot 1</p> <p>Number of individual who were entitled to vote in the ballot <input style="width: 60px; height: 15px;" type="text"/></p> <p>Number of votes cast in the ballot <input style="width: 60px; height: 15px;" type="text"/></p> <p>Number of Individuals answering "Yes" to the question <input style="width: 60px; height: 15px;" type="text"/> ¹</p> <p>Number of individuals answering "No" to the question <input style="width: 60px; height: 15px;" type="text"/> ²</p> <p>Number of invalid or otherwise spoiled voting papers returned <input style="width: 60px; height: 15px;" type="text"/> ³</p> <p style="text-align: right;">1-3 should total "Number of votes cast"</p> <p>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: 50px; height: 15px;" type="text"/></p> <p>Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? <input style="width: 50px; height: 15px;" type="text"/></p> <p>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: 50px; height: 15px;" type="text"/></p>	
<p>Ballot 2</p> <p>Number of individual who were entitled to vote in the ballot <input style="width: 60px; height: 15px;" type="text"/></p> <p>Number of votes cast in the ballot <input style="width: 60px; height: 15px;" type="text"/></p> <p>Number of Individuals answering "Yes" to the question <input style="width: 60px; height: 15px;" type="text"/> ¹</p> <p>Number of individuals answering "No" to the question <input style="width: 60px; height: 15px;" type="text"/> ²</p> <p>Number of invalid or otherwise spoiled voting papers returned <input style="width: 60px; height: 15px;" type="text"/> ³</p> <p style="text-align: right;">1-3 should total "Number of votes cast"</p> <p>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: 50px; height: 15px;" type="text"/></p> <p>Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? <input style="width: 50px; height: 15px;" type="text"/></p> <p>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: 50px; height: 15px;" type="text"/></p>	
<p>Ballot 3</p> <p>Number of individual who were entitled to vote in the ballot <input style="width: 60px; height: 15px;" type="text"/></p> <p>Number of votes cast in the ballot <input style="width: 60px; height: 15px;" type="text"/></p> <p>Number of Individuals answering "Yes" to the question <input style="width: 60px; height: 15px;" type="text"/> ¹</p> <p>Number of individuals answering "No" to the question <input style="width: 60px; height: 15px;" type="text"/> ²</p> <p>Number of invalid or otherwise spoiled voting papers returned <input style="width: 60px; height: 15px;" type="text"/> ³</p> <p style="text-align: right;">1-3 should total "Number of votes cast"</p> <p>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: 50px; height: 15px;" type="text"/></p> <p>Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? <input style="width: 50px; height: 15px;" type="text"/></p> <p>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: 50px; height: 15px;" type="text"/></p>	

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 ballots or envelopes opened (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 ballots or envelopes opened (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 ballots or envelopes opened (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

Information on Industrial Action Ballots

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

Attention:

Ballot	Number of individuals who were entitled to vote in the ballot	Number of votes cast in the ballot	Number of Individuals answering "Yes" to the question	Number of Individuals answering "No" to the question	Number of invalid or otherwise spoiled voting papers returned	were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to	Does 226(2B) of the 1992 Act apply to this ballot?	If yes, were the number of individuals answering "Yes" to the question(or each question) at least 40% of the number of individuals who were entitled to vote in the ballot
1	10	10	10	0	0	Yes	Yes	Yes
2	10	10	10	0	0	Yes	Yes	Yes
3	144	85	83	2	0	Yes	Yes	Yes
4	210	170	122	47	1	Yes	Yes	Yes
5	210	170	153	17	0	Yes	Yes	Yes
6	405	283	254	28	1	Yes	Yes	Yes
7	29	18	11	7	0	Yes	Yes	No
8	29	18	16	2	0	Yes	Yes	Yes
9	631	472	353	117	2	Yes	Yes	Yes
10	631	472	403	68	2	Yes	Yes	Yes
11	23	18	17	1	0	Yes	Yes	Yes
12	23	18	18	0	0	Yes	Yes	Yes
13	64	47	46	1	0	Yes	Yes	Yes
14	405	283	238	44	1	Yes	Yes	Yes
15	45	22	12	10	0	No	Yes	No
16	102	72	63	9	0	Yes	Yes	Yes
17	35	31	29	2	0	Yes	Yes	Yes
18	19	16	14	2	0	yes	Yes	Yes
19	48	32	30	2	0	Yes	Yes	Yes
20	16	11	9	2	0	Yes	Yes	Yes
21	16	11	9	2	0	Yes	Yes	Yes
22	118	28	19	9	0	No	No	n/a
23	118	28	25	2	1	No	No	n/a
24	447	343	256	87	0	Yes	Yes	Yes
25	447	343	276	64	3	Yes	Yes	Yes
26	199	165	145	20	0	Yes	Yes	Yes
27	199	165	155	10	0	Yes	Yes	Yes
28	21	20	20	0	0	Yes	Yes	Yes
29	41	29	26	3	0	Yes	Yes	Yes

30	41	29	27	2	0	Yes	Yes	Yes
31	10	9	1	0	0	Yes	Yes	Yes
32	10	9	1	0	0	Yes	Yes	Yes
33	167	83	59	24	0	No	Yes	No
34	167	83	71	11	1	No	Yes	No
35	72	46	32	14	0	Yes	Yes	Yes
36	72	46	38	8	0	Yes	Yes	Yes
37	133	95	81	14	0	Yes	Yes	Yes
38	133	95	84	11	0	Yes	Yes	Yes
39	43	24	24	0		Yes	Yes	Yes
40	43	24	24	0		Yes	Yes	Yes
41	82	56	31	23	2	Yes	Yes	No
42	82	56	47	9	0	Yes	Yes	Yes
43	147	65	55	10	0	No	Yes	No
44	147	65	55	10	0	No	Yes	Yes
45	20	8	5	3	0	No	Yes	No
46	20	8	8	8	8	No	Yes	Yes
47	176	125	96	29	0	Yes	Yes	Yes
48	176	125	107	18		Yes	Yes	Yes
49	20	14	14	0	0	Yes	Yes	Yes
50	20	14	14	0	0	Yes	Yes	Yes
51	260	138	96	41	1	Yes	Yes	No
52	260	138	106	31	1	Yes	Yes	Yes
53	1571	753	562	190	1	No	Yes	No
54	1576	824	719	105	0	Yes	Yes	Yes
55	163	89	63	26	0	Yes	Yes	No
56	163	89	74	15	0	Yes	Yes	Yes
57	11	10	10	0	0	Yes	Yes	Yes
58	11	10	10	0	0	Yes	Yes	Yes
59	200	73	71	2	0	No	Yes	No
60	200	73	64	5	4	No	Yes	No
61	210	140	103	36	1	Yes	Yes	Yes
62	210	140	122	18	0	Yes	Yes	Yes
63	46	23	11	12	0	Yes	Yes	No
64	46	23	15	8	0	Yes	Yes	No
65	263	179	152	26	1	Yes	No	n/a
66	204	92	53	38	0	No	Yes	No
67	204	92	65	27	0	No	Yes	No
68	312	133	105	28	0	No	Yes	No
69	312	133	109	23	1	No	Yes	No
70	74	58	50	8	0	Yes	Yes	Yes
71	74	58	50	7	1	Yes	Yes	Yes
72	91	56	56	0	0	Yes	Yes	Yes
73	91	56	55	0	1	Yes	Yes	Yes
74	107	47	41	6	0	No	Yes	No
75	107	47	43	4	0	No	Yes	Yes
76	144	100	87	13	0	Yes	No	n/a
77	144	100	93	7	0	Yes	No	n/a
78	668	420	371	47	2	Yes	No	n/a
79	668	420	395	24	1	Yes	No	n/a

80	118	71	65	5	1	Yes	No	n/a
81	118	71	67	4	0	Yes	No	n/a
82	7	7	7	0	0	Yes	Yes	Yes
83	50	28	14	13	1	Yes	Yes	No
84	50	28	23	5	0	Yes	Yes	Yes
85	2415	1374	1159	213	2	Yes	Yes	Yes
86	2415	1374	1282	92	0	Yes	Yes	Yes
87	58	34	31	3	0	Yes	Yes	Yes
88	58	34	32	1	1	Yes	Yes	Yes
89	128	78	67	11	0	Yes	Yes	Yes
90	10	6	6	0	0	Yes	Yes	Yes
91	10	6	6	0	0	Yes	Yes	Yes
92	9	7	7	0	0	Yes	Yes	Yes
93	9	7	7	0	0	Yes	Yes	Yes
94	32	20	19	1	0	Yes	Yes	Yes
95	32	20	20	0	0	Yes	Yes	Yes
96	1961	1198	1026	171	1	Yes	Yes	Yes
97	1961	1198	1120	69	9	Yes	Yes	Yes
98	127	81	81	0	0	Yes	Yes	Yes
99	127	81	81	0	0	Yes	Yes	Yes
100	16	8	8	0	0	Yes	Yes	Yes
101	16	8	7	0	1	Yes	Yes	Yes
102	489	336	275	61	0	Yes	Yes	Yes
103	489	336	320	15	1	Yes	Yes	Yes
104	53	40	37	3	0	Yes	No	n/a
105	53	40	39	1	0	Yes	No	n/a
106	45	36	32	4	0	Yes	Yes	Yes
107	1127	569	521	47	1	Yes	Yes	Yes
108	278	146	139	6	1	Yes	Yes	Yes
109	278	146	140	6	0	Yes	Yes	Yes
110	21	20	20	0	0	Yes	Yes	Yes
111	263	179	169	10	0	Yes	No	n/a
112	128	78	69	9	0	Yes	Yes	Yes

Information on Industrial Action

Name of Organisation:	RMT	2021
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Did Union members take industrial action during the return period in response to any inducement on the part of the union?

If YES, for each industrial action taken please complete the information below

Industrial Action	Nature of the trade dispute for which action was taken	Dates of the industrial action taken	Number of days of industrial action	Nature of industrial action	Categories of nature of Trade Dispute
1	A	17/09/2021-01/10/2021	15	Action short	<p>A: Terms and conditions of employment, or the physical conditions in which any workers are required to work</p> <p>B: Engagement or non-engagement, or termination or suspension of employment or the duties of employment, of one or more workers</p> <p>C: Allocation of work or the duties of employment between workers or</p>
2	A	23/07/2021 and 12/08/2021-13/08/2021 and 23/09/2021-24/09/2021	3	Strike Action	
3	B	14.6.21	1	Strike action	
4	B	15/06/2021-22/09/21	98	Action Short	
5	A	02/04/2021-16/06/202175		Action Short	
6	A	21/12/2021-23/12/21	2	Strike Action	
7	A	31.12.21	1	Strike Action	

8	A	14/07/2021-15/07/2021 and 17/07/2021-19/07/2021 and 31/07/07/2021-01/08/2021 and 21/08/2021-24/08/2021 and 17/09/2021-18/09/2021	10	Strike Action
9	A	26/11/2021-27/11/2021 and 03/12/2021-04/12/2021 and 04/12/2021-05/12/2021 and 10/12/2021-11/12/2021 and 11/12/2021-12/12/2021 and 17/12/2021-18/12/2021 and 18/12/2021-19/12/2021	8	Strike Action
10	A	06/12/2021-07/12/2021	1	Strike Action
11	A	06/12/2021-07/12/2021	1	Strike Action
12	C	24/12/2021 and 31/12/2021	2	Strike Action

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

13	C	08/08/2021 and 15/08/2021 and 22/08/2021 and 29/08/2021 and 05/09/2021 and 12/09/2021 and 19/09/2021 and 26/09/2021 and 03/10/21	9	Strike Action
14	C	09/08/2021 and 16/08/2021 and 23/08/2021 and 30/08/2021 and 06/09/2021 and 13/09/2021 and 20/09/2021 and 27/09/2021	8	Action Short
15	A	16/05/2021 and 23/05/2021 and 30/05/2021 and 06/06/2021 and 13/06/2021 and 20/06/2021 and 27/06/2021 and 04/07/2021 and 11/07/2021 and 18/07/2021 and 25/07/2021 and 01/08/2021 and 08/08/2021 and 15/08/2021 and 22/08/2021 and 29/08/2021 05/09/2021 and 12/09/2021 and 19/09/2021 and 26/09/2021 03/10/2021	21	Strike Action

16	D	24/05/2021 and 15/06/2021 and 16/06/2021 and 29/06/2021 and 30/06/2021	5	Strike Action
17	C	28/03/2021 and 04/04/2021 and 11/04/2021 and 18/04/2021 and 25/04/2021 and 02/05/2021 and 09/05/2021 and 16/05/2021 and 23/05/2021 and 30/05/2021 and 06/06/2021 and 13/06/2021 and 20/06/2021 and 27/06/2021 and 04/07/2021 and 11/07/2021 and 18/07/2021 and 25/07/2021 and 01/08/2021 and 08/08/2021 and 15/08/2021 and 22/08/2021 and 29/08/2021 and 05/09/2021 and 12/09/2021 and 19/09/2021 and 26/09/2021 and 03/10/2021 and 10/10/2021 and	34	Strike Action
18	C	11/08/2021- 27/10/2021	78	Action Short

19	C	02/05/2021 and 09/05/2021 and 16/05/2021 and 23/05/2021 and 30/05/2021 and 06/06/2021 and 13/06/2021 and 13/06/2021 and 20/06/2021 and 27/06/2021 and 04/07/2021 and 11/07/2021 and 18/07/2021 and 25/07/2021 and 01/08/2021 and 08/08/2021 and 15/08/2021 and 22/08/2021 and 29/08/2021 and 05/09/2021 and 12/09/2021 and 19/09/2021 and 26/09/2021 and 03/10/2021 and 10/10/2021 and 17/10/2021 and 24/10/2021	26	Strike Action
20	C	13/07/2021- 27/10/2021	107	Action Short
21	A	15/07/2021- 26/07/2021 and 31/10/2021- 02/11/2021 and 11/11/2021	19	Strike Action
22	A	26/06/2021- 27/11/2021	137	Action Short
23	A	30/11/2021- 31/12/2021	32	Action Short

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.

Please see attached Appendix

Accounting policies



(see notes 84 and 85)

Please see attached Appendix

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:	Mick Lynch	Name:	Alex Gordon, President
Date:	08/12/22	Date:	08-12-22

Checklist

(see notes 88 to 89)

(please tick as appropriate)

Has the return of change of officers been completed? (see Page 2 and Note 12)	Yes	<input checked="" type="checkbox"/>	No	
Has the list of officers in post been completed? (see Page 2 and Note 12)	Yes	<input checked="" type="checkbox"/>	No	
Has the return been signed? (see Pages 23 and 25 and Notes 86 and 95)	Yes	<input checked="" type="checkbox"/>	No	
Has the auditor's report been completed? (see Pages 20 and 21 and Notes 2 and 77)	Yes	<input checked="" type="checkbox"/>	No	
Is a rule book enclosed? (see Notes 8 and 88)	Yes	<input checked="" type="checkbox"/>	No	
A member statement is: (see Note 80)	Enclosed		To follow	<input checked="" type="checkbox"/>
Has the summary sheet been completed? (see Page 17 and Notes 7 and 62)	Yes	<input checked="" type="checkbox"/>	To follow	
Has the membership audit certificate been completed? (see Page i to iii and Notes 97 and 103)	Yes	<input checked="" type="checkbox"/>	No	

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2021

1 INFORMATION IN RESPECT OF THE UNION

The National Union of Rail, Maritime and Transport Workers is a trade union registered in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992 with its head office at Unity House, 39 Chalton Street, London NW1 1JD.

2 ACCOUNTING FRAMEWORK

The financial statements have been prepared in accordance with FRS102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (“FRS102”). The financial statements have been prepared under historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to the financial statements.

Trade Unions are governed by the Trade Union and Labour Relations (Consolidation Act) 1992 Amended. Under that Act the financial statements of Trade Unions are required to give a true and fair view. Therefore, the financial statements of Trade Unions are prepared under FRS102. However, as a Trade Union is not a company the Regulations that form the basis of disclosures under FRS102 have been adapted as considered necessary to ensure the financial statements give a true and fair view to the members of the Trade Union.

The union has restated its opening reserves; details of the prior year adjustments are set out in note 20.

3 PRESENTATION CURRENCY

The accounts are presented in sterling and rounded to the nearest thousand Pounds.

4 GOING CONCERN

The activities of the Union, together with the factors likely to affect its future development and performance are set out in the General Secretary’s report. The financial position of the Union, its cashflow and liquidity are presented in the Financial Statements and accompanying Notes.

The National Executive Committee has considered the effect of Covid outbreak and future of railways, and they have a reasonable expectation that the Union can meet its short-term liabilities as they fall due and has sufficient cash reserves and funds for operational purposes for a period of at least twelve months from the date of approval of these financial statements. For this reason, we will continue to adopt the going concern basis in the preparation of the Financial Statements.

5 SIGNIFICANT ACCOUNTING POLICIES

The accounts have been prepared under the historical cost convention, as modified to include the revaluation of certain fixed assets, and in accordance with the specific accounting policies set out below.

(a) Contribution income

Contributions are accounted for on an accruals basis.

(b) Expenditure

Expenditure in the accounts is presented inclusive of VAT where applicable.

(c) Investment income

Income from the Union's investments in equity and debt instruments and rental property is accounted for on an accruals basis.

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2021

5 SIGNIFICANT ACCOUNTING POLICIES (continued)

(d) Taxation

Current tax is payable on the excess of interest income, rental income and chargeable gains arising on the disposal of properties and investments over expenditure on the provident benefits and reinvested chargeable gains for the year. Current tax is calculated using tax rates that have been enacted or substantively enacted by the reporting end date.

Deferred tax liabilities are generally recognised for all timing differences and deferred tax assets are recognised to the extent that it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable income. Deferred tax is calculated at the tax rates that are expected to apply in the period where the liability is settled or the asset is realised. Deferred tax is charged or credited in the income and expenditure accounts.

The Union has adopted a reinvestment policy whereby all realised proceeds on the disposal of investments are reinvested into other chargeable assets, thereby eliminating any current tax liability and thereby the need for the recognition of a deferred tax liability. Where the proceeds are not fully reinvested no current tax liability is considered likely to arise due to expenditure on provident benefits exceeding any chargeable gains that might arise.

(e) Tangible fixed assets

Tangible fixed assets are initially measured at cost. Office equipment and the land and buildings comprising the Union's Education Centre are subsequently measured at cost and the Union's office buildings (including Head Office) are subsequently measured at valuation, in all cases net of depreciation and any impairment losses. At each reporting date, the Union reviews the carrying amounts of its tangible fixed assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any). Impairment losses are recognised in the income and expenditure account.

Depreciation is provided on all tangible fixed assets, except freehold land, to write off the cost or valuation, less estimated residual value, on a straight line basis over the estimated useful lives of the assets. The rates applied are as follows:

Freehold buildings	-	2% per annum
Office equipment	-	20% per annum

The gain or loss arising on the disposal of a tangible fixed asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the income and expenditure account.

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2021

5 SIGNIFICANT ACCOUNTING POLICIES (continued)

(f) Investment properties

Investment properties are initially measured at cost and subsequently measured at fair value. Changes in the fair value of investment properties are recognised in the income and expenditure account.

(g) Financial assets and liabilities

Financial assets and liabilities are grouped as either "Basic financial assets or liabilities" or "Other financial assets or liabilities" based on their particular characteristics and are accounted for accordingly.

Basic financial assets

Basic financial assets include cash and bank balances and trade and other debtors. Basic financial assets are initially measured at transaction price and subsequently measured at cost less any impairment losses.

Other financial assets

Other financial assets include the Union's investments in listed and unlisted equity and debt instruments.

Listed investments are initially measured at fair value, which is normally the transaction price, and subsequently measured at fair value (market value). Changes in the fair value of listed investments are recognised in the income and expenditure account.

Impairment of financial assets

At each reporting date, the Union reviews the carrying amounts of all financial assets carried at cost to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any). Impairment losses are recognised in the income and expenditure account.

Basic financial liabilities

Basic financial liabilities include trade and other creditors and bank loans. Basic financial liabilities are initially measured at transaction price and subsequently measured at cost. Debt instruments repayable in more than one year, including bank loans, are subsequently measured at amortised cost using the effective interest method, in order to systematically allocate the interest expense over the expected repayment period of the debt.

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2021

5 SIGNIFICANT ACCOUNTING POLICIES (continued)

(h) Post-employment benefits

The Union recognises the present value of its defined benefit pension obligations, net of the fair value of plan assets, as its “net defined benefit pension liability” on the balance sheet and the net change in that liability during the period in the income and expenditure account or as other comprehensive income as appropriate depending on the nature of the change.

The Union measures the cost of its pension obligations using the projected unit credit method which incorporates a number of actuarial assumptions and is discounted to present value using an appropriate discount rate derived from the rate of return on a high quality corporate bond of the same currency and a term similar to the estimated period of the future payments. It is the Union's policy to engage an independent actuary to perform the detailed actuarial calculations necessary to value its defined benefit pension obligations.

The change in the net defined benefit pension liability arising from employee service rendered during the reporting period is recognised in the income and expenditure account within the operating result; the net interest on the net defined benefit pension liability during the reporting period is recognised in the income and expenditure account within income from investment operations; and the remeasurement of the net defined benefit liability, including actuarial gains and losses, is recognised in other comprehensive income.

The value of a net pension benefit asset is limited to the amount that may be recovered either through reduced contributions or agreed refunds from the scheme.

(i) Orphan Fund

A provision is included within the accounts for future payments to orphans where agreement has been made to fund the orphans at the balance sheet date. This is calculated based on assumptions including discount rates and date of termination of orphan benefits

6 JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

In the application of its accounting policies, the Union is required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates. All significant estimates and underlying assumptions are reviewed on an on going basis and the relevant carrying amounts of assets and liabilities are revised to reflect any changes.

As at 31 December 2021 the carrying amounts of the following assets and liabilities were subject to judgement or to estimation uncertainty:

It is the Union's judgement that reliable estimates of the fair value of its unlisted investments, as included in note 13 to the accounts, are not available. As a result, unlisted investments are measured on the basis of the latest purchase offer.

The fair values of the Union's investment properties and other land and buildings, as included in note 11 and note 12 to the accounts, cannot be directly observed. In order to manage the resulting estimation uncertainty the Union engages independent valuers to provide all material valuations. As at 31 December 2021 an independent valuation of the Union's property was undertaken.

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2021

6 JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY (continued)

Unrealised valuation increases relating to investments and investment properties would potentially give rise to chargeable gains on the sale of the asset, but any potential liability to tax is eliminated if the proceeds of sale are reinvested in other chargeable assets used for provident purposes. The tax on any proceeds which are not reinvested is reduced by indexation allowances and any balance can also be offset against expenditure on provident benefits. Deferred tax has not been provided for potential chargeable gains because the Union is satisfied that proceeds of the sale of all related assets can be substantially reinvested, sufficient that any remaining balance can be offset against allowance or expenses. Therefore no unrealised gain at 31 December 2021 is expected to give rise to a liability to tax.

The cost of defined benefit pension plans is determined using actuarial valuations. The actuarial valuation involves making assumptions about discount rates, future salary increases, mortality rates and future pension increases. Due to the complexity of the valuation, the underlying assumptions and the long term nature of these plans, such estimates are subject to significant uncertainty. In determining the appropriate discount rate, management considers the interest rates of corporate bonds in the respective currency with at least AA rating, with extrapolated maturities corresponding to the expected duration of the defined benefit obligation. The underlying bonds are further reviewed for quality, and those having excessive credit spreads are removed from the population bonds on which the discount rate is based, on the basis that they do not represent high quality bonds. The mortality rate is based on publicly available mortality tables for the specific country. Future salary increases and pension increases are based on expected future inflation rates for the respective country. Further details are given in note 18.

The difference between the market value of the assets of the Pension Fund and the present value of accrued pension liabilities is shown as an asset or liability on the balance sheet, except that an asset is only recognised where the union has the sole right to determine the use of surplus of assets over liabilities.

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2021

7	CONTRIBUTIONS	2021	2020
		£'000	£'000
	General Fund	18,098	17,746
	Orphan Fund	339	355
	Political Fund	235	239
		<u>18,672</u>	<u>18,340</u>

Contributions to the General Fund were made up as follows:-

National Dispute Fund	85	89
Legal Fund	246	246
Other	17,767	17,411
	<u>18,098</u>	<u>17,746</u>

The Union's expenditure in respect of Dispute Fund payments and member legal costs is set out in Note 8.

8 OPERATING EXPENDITURE

(a)	Benefits and services to members	2021	2020
		£'000	£'000
	<i>Legal costs</i>		
	Defence of members and other legal costs	882	500
	<i>Cash benefits</i>		
	Accident benefit	76	102
	Death grants	59	59
	Retirement grants	52	47
	Permanent downgrading	1	1
	Fines Pool	1	1
	Dispute Fund payments	28	307
		<u>217</u>	<u>517</u>
	<i>Education Costs</i>		
	Representatives' courses	26	14
	Branch Secretaries' courses	3	-
	Regional Council schools	-	2
	Education Centre costs	131	109
	Other courses	58	75
	Union Learning Fund	179	622
		<u>397</u>	<u>822</u>
	<i>Negotiation expenses</i>		
	Committees, conferences and negotiating expenses	101	77
	<i>Publicity and Propaganda</i>		
	Publicity and website costs	190	121
	RMT News	756	538
	Member communications	1	2
	Recruitment of members	47	34
	Diaries	96	101
		<u>1,090</u>	<u>796</u>
	General Fund	<u>2,687</u>	<u>2,712</u>

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2021

8 OPERATING EXPENDITURE (continued)

(b) Representation of members	2021 £'000	2020 £'000
<i>Branch and Regional Council costs</i>		
Branch Secretaries' salaries	814	799
Branch and Regional Council expenditure	715	476
	1,529	1,275
<i>Affiliation fees and grants</i>		
Affiliation fees	536	537
Grants	67	13
	603	550
Schedules of affiliation fees and grants are set out on pages 40 to 42.		
<i>Committees and conferences</i>		
Annual General Meeting	232	287
Delegates to TUC and various bodies	32	48
Foreign delegations	1	5
Other costs	27	43
	292	383
General Fund	2,424	2,208
Political Fund	44	8
	2,468	2,216
	2,468	2,216
(c) Employment costs	2021 £'000	2020 £'000
Officers' salaries and expenses	1,549	1,503
Office staff salaries	4,131	4,079
Other staff costs	226	150
National Executive Committee	933	902
National Insurance costs	734	723
Net pension scheme charges	3,161	2,597
	10,734	9,954
General Fund	10,734	9,954
Political Fund	90	85
	10,824	10,039
	10,824	10,039

A schedule of Officers' salaries and expenses is set out on page 38. A schedule of the cost of the National Executive Committee is set out on page 39.

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2021

8 OPERATING EXPENDITURE (continued)

(d)	Property and equipment costs	2021 £'000	2020 £'000
	Rent and rates	447	557
	Insurance	96	89
	Heating and lighting	114	132
	Cleaning and materials	108	70
	Maintenance and renewals	410	450
		1,175	1,298
	Motor car expenses	173	172
	Computer and equipment maintenance	514	574
	Depreciation	291	275
		978	1,021
	General Fund	2,153	2,319
(e)	Professional services and administration	2021 £'000	2020 £'000
	<i>Administration costs</i>		
	Printing and stationery	26	36
	Membership services	169	132
	Literature and periodicals	37	120
	Postage and carriage	96	73
	Telephone	74	103
		402	464
	<i>Professional services</i>		
	Audit fees	68	65
	Bank charges	67	70
	Commission on contributions	-	1
	Investment management fees	80	74
	Property costs	33	36
	Legal fees	147	66
	Professional fees	118	134
	Ballots and elections costs	313	49
	General financial services	96	74
		922	569
	General Fund	1,324	1,033
	Political Fund	40	42
		1,364	1,075

Amounts paid to auditors during the year totalled £68,000 (2020: £65,000). Amounts paid to auditors for non audit services totalled £134,000. (2020: £144,000)

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2021

8 OPERATING EXPENDITURE (continued)

(f) Other operating expenditure	2021	2020
	£'000	£'000
Refund of VAT relating to expenditure in the current year	(151)	(167)
Interest payable	51	55
	<u> </u>	<u> </u>
General Fund	(100)	(112)
Orphan Fund	111	194
	<u> </u>	<u> </u>
	11	82
	<u> </u>	<u> </u>
Total Combined Expenditure	<u>19,507</u>	<u>18,443</u>

9 OTHER INCOME/(EXPENDITURE)

(a) Other income	2021	2020
	£'000	£'000
Rental income	704	545
Sundry income	429	651
	<u> </u>	<u> </u>
	1,133	1,196
	<u> </u>	<u> </u>
General Fund	1,131	1,195
Orphan Fund	2	1
	<u> </u>	<u> </u>
	1,133	1,196
	<u> </u>	<u> </u>
(b) Investment operations	2021	2020
	£'000	£'000
Dividend income	633	496
Gain/(Loss) on sale of investments	185	(657)
	<u> </u>	<u> </u>
	818	(161)
	<u> </u>	<u> </u>
General Fund	818	(182)
Orphan Fund	-	12
Political Fund	-	9
	<u> </u>	<u> </u>
	818	(161)
	<u> </u>	<u> </u>

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2021

9 OTHER INCOME/(EXPENDITURE) (continued)

(c) Change in fair value of investments	2021 £'000	2020 £'000
Change in fair value of listed investments	4,975	(923)
Change in fair value of investment properties	314	(1,430)
General Fund	<u>5,289</u>	<u>(2,353)</u>
(d) Net pension scheme interest	2021 £'000	2020 £'000
Interest on funded pension scheme assets	1,035	1,356
Interest on funded pension scheme liabilities	(1,202)	(1,473)
Interest on unfunded supplementation liability	(6)	(10)
General Fund	<u>(173)</u>	<u>(127)</u>

10 TAXATION

Current tax

No Corporation Tax liability arises as the cost of provident benefits provided by the Union in the year is in excess of taxable income.

Deferred tax

Unrealised valuation increases relating to investments and investment properties would potentially give rise to chargeable gains on the sale of the asset, but any potential liability to tax is eliminated if the proceeds of sale are reinvested in other chargeable assets used for provident purposes. The tax on any proceeds which are not reinvested is reduced by indexation allowances and any balance can also be offset against expenditure on provident benefits. Deferred tax has not been provided for potential chargeable gains because the Union is satisfied that proceeds of the sale of all related assets can be substantially reinvested, sufficient that any remaining balance can be offset against allowance or expenses. Therefore no unrealised gain at 31 December 2021 is expected to give rise to a liability to tax.

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2021

11 TANGIBLE FIXED ASSETS

	Land and buildings - Education Centre £'000	Land and buildings - Other £'000	Office equipment £'000	Total £'000
Cost or Valuation				
At 1 January 2021	3,770	10,181	1,322	15,273
Additions	-	28	59	87
Disposals	-	-	-	-
Revaluations	-	-	-	-
At 31 December 2021	3,770	10,209	1,381	15,360
Depreciation				
At 1 January 2021	775	90	1,138	2,003
Charge for the year	-	219	73	292
Disposals	-	-	-	-
Revaluations	-	-	-	-
At 31 December 2021	775	309	1,211	2,295
Net book value				
At 31 December 2021	2,995	9,900	170	13,065
<i>At 31 December 2020</i>	<i>2,995</i>	<i>10,091</i>	<i>184</i>	<i>13,270</i>
Comparable historical cost for the land and buildings included at valuation:				£'000
Cost				
At 1 January 2021				10,543
Additions				28
At 31 December 2021				10,571
Depreciation based on cost				
At 1 January 2021				3,529
Charge for the year				211
At 31 December 2021				3,740
Net book value				
At 31 December 2021				6,831
<i>At 31 December 2020</i>				<i>7,014</i>

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2021

All land and buildings are freehold.

Cost or valuation in respect of other land and buildings reflects the following:

The National Education Centre, Doncaster, is carried at its historic cost of £3,753,000 plus additions less accumulated depreciation.

All other properties were valued as at 31 December 2021 by professional valuers. Valuers used were Eddisons, White Rose, CBRE, BTF, Keppie Massie and Ryden. In all instances the valuations were undertaken by Chartered Surveyors and Registered Valuers. The basis of valuations adhered to the practice statement of RICS Valuation - Global Standards. No changes to the existing valuations were required as a result of the valuations.

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2021

12 INVESTMENT PROPERTY

	2021	2020
	£'000	£'000
Fair Value		
At 1 January 2021	21,700	22,314
Additions	86	816
Revaluations	314	(1,430)
	22,100	21,700
At 31 December 2021	22,100	21,700

The investment property relates to Maritime House, Clapham, London. The property was valued at £22,100,000 as at 31 December 2021 by CBRE (RICS Registered Valuer) and is carried at that value. The valuations were conducted on the basis of fair value in use. The historical cost of investment properties held at 31 December 2021 was £7,075k (2020 £6,989k).

13 INVESTMENTS

	Quoted securities	Unquoted securities	Loans and deposits	Total
	£'000	£'000	£'000	£'000
(a) Movement in the year				
Fair Value				
At 1 January 2021	18,430	3,244	524	22,198
Additions	2,435	-	-	2,435
Disposals	(1,517)	-	(282)	(1,799)
Change in fair value	1,975	3,000	-	4,975
	21,323	6,244	242	27,809
<i>At 31 December 2020</i>	18,430	3,244	524	22,198
(b) Summary position	2021		2020	
	Cost or realisable value	Market value	<i>Cost or realisable value</i>	<i>Market value</i>
	£'000	£'000	£'000	£'000
Quoted				
Industrial	15,954	21,323	15,954	18,430
Unquoted				
Other shares	1,692	6,244	1,692	3,244
Loans and deposits				
Cash deposits	524	242	524	524
	524	242	524	524
	18,170	27,809	18,170	22,198

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2021

13 INVESTMENTS (continued)

(c) Detailed schedule of investments

Quoted			Fair value £'000
10,000	Admiral Group Plc	0.1p Ordinary Shares	316
9,000	AstraZeneca Plc	US\$0.25 Ordinary Shares	781
50,000	Barclays Plc	25p Ordinary Shares	94
1,600	Barings Umbrella Fund	EM Mkts Dbt Bold Tot Rtn Inc	164
36,000	BHP Group Plc	US\$0.50 Ordinary Shares	792
210,000	Blackrock Fund MGRS	Contl Eurpoean Income D Inc	404
32,000	Blackrock Greater Europe	0.1p Ordinary Shares	222
100,000	BP Plc	US\$0.25 Shares	331
12,000	Bunzl Plc	32 1/7p Ordinary Shares	346
26,000	Compass Group Plc	11.05p Ordinary Shares	429
18,000	Diageo Plc	28 101/108p Ordinary Shares	726
110,000	Ecclesiastical Ins Office	8.625% Non Cum Irrd Pref	166
1,200	Edgewood L Select Fund	US Select Growth I Z Acc (US\$)	431
15,000	Experian PLC	US\$0.10 Ordinary Shares	545
5,000	Findlay Park	FP American (US\$)	741
32,000	GlaxoSmithKline Plc	25p Ordinary Shares	514
74,687	Gore Street Energy Storage PLC	10p Ordinary Shares	88
14,000	Halma PLC	10p Ordinary Shares	448
180,000	Home Riet Plc	1p Ordinary Shares	233
64,000	HSBC Holdings Plc	US\$0.50 Ordinary Shares	287
47,000	iShares Plc	S&P 500 shares	1,656
100,000	JP Morgan Asset Mgrs (UK)	Japan C Net Inc	403
110,000	JP Morgan Asset Mgrs (UK)	Emerging Markets C Net Inc	214
160,000	Jupiter Unit Trusts	Japan Income ZH Dist (GBP)	199
18,750	Land Securities Group Plc	10.666666p Ordinary shares	146
77,000	Legal & General Group Plc	2.5p Ordinary Shares	229
330,000	Link Fund Solutions	Trojan X Inc	425
110,000	Link Fund Solutions	Ruffer Total Ret I Inc	411
620,000	Lloyds TSB Group Plc	10p Ordinary Shares	296
15,000	M&G Plc	5p Ordinary Shares	30
330,000	Maitland Instl Services Ltd	Chelverton UK Equity B Inc	417
63,000	Man Fund Mgmt (UK)	GLG Japan CoreAlpha Prof D Inc	141
126,000	Melrose Industries Plc	New Ordinary Shares	201
150,000	Mercantile Investment	2.5p Ordinary Shares	403
31,000	National Express Group PLC	5p Ordinary Shares	80
40,000	National Grid Plc	12.431289p Ordinary shares	424
13,376	NatWest Group Plc (RBS in prior y	£1 Ordinary Shares (Post Reorg)	30
31,000	Pimco Global Investors	Gbl Invest Grade Credit (Hgd)	423
27,000	Prudential Plc	5p Ordinary Shares	344
17,000	Relx Plc	14.44p Ordinary Shares	408

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2021

13 INVESTMENTS (continued)

(c) Detailed schedule of investments (continued)

			Fair value £'000
84,000	River & Mercantile Asset Mgmt	UK Equity Smr Cos B Inc (GBP)	621
43,000	Royal Dutch Shell Plc	EUR0.07 B Shares (UK Listed)	698
29,852	S4 Capital PLC	25p Ordinary Shares	189
240,000	Schroder Investment Mgmt	Asian Income L Inc	189
19,612	Shaftesbury Plc	25p Ordinary Shares	121
27,000	Smith & Nephew Plc	US\$0.20 Ordinary Shares	349
17,500	SSE Plc	50p Ordinary Shares	289
20,000	Standard Chartered Plc	US\$0.50 Ordinary Shares	90
1,105,683	Aberdeen Standard Fund Managers	Inv Grade Corp Bond S Inc	622
24,000	Stewart Investors	Asia Pacific Leaders B Acc	259
450,000	Threadneedle Investments	Sterling Corp Bond L Inc	479
230,000	Threadneedle Investments	Sterling Corp Bond L Inc	245
200,000	Treasury 5% Stock	5% Stock 7/03/2025	230
350,000	Treasury Stock	5% Stock 7/03/2025	402
610,000	Treasury Stock 4.25%	4 1/4% Stock 07/12/2027	733
10,800	Unilever Plc	3 1/9p Ordinary Shares	426
5,700	Vanguard Investments	FTSE 250 UCITS EFT Inc	207
210,000	Vodafone Group Plc	US\$0.2095238 Ordinary Shares	236
			21,323
			21,323

Unquoted

			Fair value £'000
Other shares			
1,622,052	Unity Trust Bank plc	£1 Ordinary shares	6,244
			6,244
			6,244

Loans and deposits

			Cost £'000
Cash deposits			242
			242

14 DEBTORS AND PREPAYMENTS

	2021 £'000	2020 £'000
Trade debtors	32	119
Other debtors	530	524
Prepayments and accrued income	119	243
	681	886
	681	886

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2021

15	CREDITORS, ACCRUALS AND PROVISIONS	2021	2020
		£'000	£'000
	Trade creditors	103	284
	Taxes and social security costs	253	227
	Other creditors	72	23
	Accruals and deferred income	709	399
		1,137	933
		1,137	933

A provision is included in the balance sheet in respect of financial obligations in connection with the Orphan Fund of £1,330k (2020: £1,377k). The movement during the year of £47k was the result of changes in discount rates. A prior year adjustment has been made to reflect this provision in the financial statements, details of which can be seen at note 20.

16 BANK LOANS

Bank loan maturity analysis

		2021	2020
		£'000	£'000
	Due within one year	233	509
		233	509
		233	509
	Bank loan due after more than one year		
	Due between one to two years	205	276
	Due between two to five years	656	885
	Due in five years or more	663	497
		1,524	1,658
		1,524	1,658

The bank loans are secured against a freehold property, and interest is charged at 2.5% above the bank's base rate. At the balance sheet date the base rate was 0.25% p.a.

17	FINANCIAL ASSETS AND LIABILITIES BY CATEGORY	2021	2020
		£'000	£'000
	Financial assets:		
	Measured at fair value through income and expenditure	21,323	18,430
	Equity instruments measured on the basis of the latest purchase offer	6,244	1,692
	Basic debt instruments measured at cost less impairment	681	882
	Total financial assets	28,248	21,004
		28,248	21,004
	Financial liabilities:		
	Short-term debt instruments measured at cost	884	706
	Financial liabilities measured at amortised cost	1,757	2,167
	Total financial liabilities	2,641	2,873
		2,641	2,873

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2021

18 POST-EMPLOYMENT BENEFITS

The Union operates a defined benefit pension scheme for its employees and officials. The assets of the scheme are held in trustee administered funds separate from the Union's finances.

In addition to the funded scheme, the Union has granted unfunded supplementation benefits to certain historic pensioners of the National Union of Railwaymen.

The details of both of these schemes are given in the following notes.

1. The National Union of Rail, Maritime & Transport Workers Pension Scheme

From 1 January 1991, the Fund incorporates the assets and liabilities of the National Union of Railwaymen's Employee's Superannuation Fund. From 31 January 2008 the Fund incorporates The National Union of Seamen - Officials' and Employees' Superannuation Fund.

The Fund is a funded defined benefit scheme providing benefits based on final pensionable salary. The basis of determining the final pension and the rates at which the member and the Union provides contributions differ depending on when the member entered the Fund. Contribution rates are determined by the Fund's actuary. A salary sacrifice arrangement is now in place resulting in the Union making contributions on behalf of members and members having a corresponding reduction in pay.

The Union pays additional employer contributions of £490,000 per annum until 31 December 2026.

The most recent actuarial valuation was carried out as at 31 December 2020. This valuation showed that the fair value of the assets of the Fund was £75.7 million. The estimated actuarial value of the liabilities is assessed as being £76.6 million, which represents a deficit of £1 million and a funding level of 99%, compared to the projected liabilities. The next triennial actuarial valuation will be performed as at 31 December 2023.

The most recent comprehensive actuarial valuation has been updated by independent actuaries appointed by the Union in order to measure the defined benefit pension obligation as at 31 December 2021. The result of this updated valuation is reported below.

The difference between the market value of the assets of the Pension Fund and the present value of accrued pension liabilities is shown as an asset or liability on the balance sheet, except that an asset is only recognised where the union has the sole right to determine the use of surplus of assets over liabilities. The FRS102 valuation method gave a surplus of £3.4m, however, the scheme rules and trust deed does not unconditionally give the employer the right to the asset by way of a refund or in the form of reduced contributions. Therefore the asset has not been recognised in the accounts and this asset ceiling adjustment is shown within Other Comprehensive Income.

Net defined benefit pension liability at the balance sheet date

	2021	2020
	£'000	£'000
Fair value of scheme assets	83,947	74,557
Present value of defined benefit pension obligations	(80,567)	(85,933)
Asset ceiling adjustment	(3,380)	
Net defined benefit pension liability	-	(11,376)

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2021

18 POST-EMPLOYMENT BENEFITS (continued)

Reconciliation of opening and closing balances of the present value of defined benefit pension obligations

	2021	2020
	£'000	£'000
Scheme liabilities at start of year	85,970	75,523
Current service cost	2,621	2,262
Benefits paid	(2,845)	(2,329)
Interest expense	1,202	1,473
Actual contributions - members	28	24
Actuarial (gain)/loss	(6,409)	8,980
	80,567	85,933
	80,567	85,933

The current service cost is the cost to the Union of pension rights earned by members of the scheme in the year.

Reconciliation of opening and closing balances of the fair value of scheme assets

	2021	2020
	£'000	£'000
Fair value of scheme assets at start of year	74,594	68,127
Actual benefit payments by the scheme	(2,845)	(2,366)
Actual contributions - employer	1,947	1,956
Actual contributions - members	28	24
Administrative expenses paid by scheme	(443)	(289)
Interest income	1,035	1,356
Return on assets less amount recognised in interest income	9,631	5,749
	83,947	74,557
	83,947	74,557

Total cost of the scheme for the year analysed between the amounts recognised in the income and expenditure account and other comprehensive income:

Income and expenditure account

	2021	2020
	£'000	£'000
<i>Employment costs</i>		
Current service cost	2,621	2,262
Admin expenses	443	289
Net interest	167	117
	3,231	2,668

Investment income

Interest income on scheme assets	(1,035)	(1,356)
Interest expense on scheme liabilities	1,202	1,473
	167	117
	167	117

Net interest on the net defined benefit pension liability

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2021

18 POST-EMPLOYMENT BENEFITS (continued)

Remeasurement of the net defined benefit pension liability recognised in other comprehensive income

	2021	2020
	£'000	£'000
Return on scheme assets less interest on scheme assets recognised in the income and expenditure account	(9,631)	(5,749)
Actuarial loss/(gain)	(6,409)	8,980
Total amount recognised in other comprehensive income	<u>(16,040)</u>	<u>3,231</u>
Asset ceiling adjustment	3,380	-
Adjusted total amount recognised in other comprehensive income	<u>(12,660)</u>	<u>3,231</u>

Analysis of scheme assets

	Fair values	
	2021	2020
	£'000	£'000
Equity securities	21,452	19,415
Debt securities	56,785	51,165
Other (includes investments in diversified growth funds, alternatives and cash)	5,710	4,014
Total fair value of scheme assets	<u>83,947</u>	<u>74,594</u>

The return on scheme assets for the year was a gain of £10,666,000 (2020: gain of £7,105,000).

The principal actuarial assumptions used at the balance sheet date were:

	2021	2020
	%	%
Rate of increase in pensionable salaries	4.40	4.20
Rate of increase in pensions in payment	3.40	3.20
Rate of increase of deferred benefits	2.90	2.40
Discount rate for scheme liabilities	1.80	1.40
Rate of inflation (RPI/CPI)	3.40/2.90	3.20/2.40

2. Unfunded supplementation to historic pensioners of the National Union of Railwaymen

Benefit supplementation was awarded to certain historic members of the National Union of Railwaymen's Employees' Superannuation Fund to provide cost of living increases. The benefits are unfunded and are payable directly by the Union. No new members accrue further supplementation.

Independent actuaries appointed by the Union have valued the Union's obligations arising from these supplementation rights as at 31 December 2021. The result of this valuation is reported below.

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2021

18 POST-EMPLOYMENT BENEFITS (continued)

Defined benefit pension liability at the balance sheet date

	2021	2020
	£'000	£'000
Present value of defined benefit pension obligations	356	450

Reconciliation of opening and closing balances of the present value of defined benefit pension obligations

	2021	2020
	£'000	£'000
Scheme liabilities at start of year	450	524
Interest expense	6	10
Actual benefit payments by the Union	(54)	(70)
Actuarial loss/(gain)	(46)	(14)
Scheme liabilities at end of year	356	450

Total cost of the scheme for the year analysed between the amounts recognised in the income and expenditure account and other comprehensive income:

	2021	2020
	£'000	£'000
<u>Income and expenditure account</u>		
<i>Investment income</i>		
Interest expense on scheme liabilities	6	10
Total amount recognised in the income and expenditure account	6	10
<u>Remeasurement of defined benefit pension liability recognised in other comprehensive income</u>		
Actuarial loss/ (gain)	(46)	(14)
Total amount recognised in other comprehensive income	(46)	(14)

The principal actuarial assumptions used at the balance sheet date were:

	2021	2020
	%	%
Rate of increase in pensions in payment	3.40	3.20
Discount rate for scheme liabilities	1.80	1.40
Rate of inflation (RPI)	3.40	3.20

19 CONTINGENT LIABILITY - Deferred Tax

As explained in note 10, no tax liabilities are expected to arise on the realisation of unrealised valuation increases on investments and investment properties. If the unrealised valuation increases at 31 December 2021 were all to give rise to chargeable gains (less indexation) the maximum liability to tax would be £2,462k (2020: £947k).

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2021

20 PRIOR YEAR ADJUSTMENT

Pension Obligation - General Fund

The prior year adjustment is in respect of an error made by the actuary when calculating the FRS102 defined benefit obligation and service cost for 2019 and 2020. The actuary did not make any allowance for the performance of the assets which was assumed at the 2017 valuation date in future service costs. This resulted in an understatement of the service cost and defined benefit obligation for those year ends.

Below outlines the adjustments made and the effect they have had to the financial statements;

		£'000
Brought forward General Fund reserves as at 1 January 2020		49,266
Adjustment to reflect changes in the pension scheme liability		(1,501)
Brought forward General Fund reserves as at 1 January 2020 as restated		47,765
Other Comprehensive result previously stated	(3,026)	
Adjustment to Other Comprehensive result	(477)	
Other comprehensive result as restated		(3,503)
Results for the year as previously stated	(1,051)	
Adjustment to result for the year in respect of the pension scheme liability	(784)	
Results restated		(1,835)
General Fund reserves carry forward as restated		42,427

Orphan fund liability - Orphan Fund

Following a review of the agreements in place in connection to the Orphan Fund it was made apparent there is a financial obligation in respect of the Fund that falls under Section 21 of FRS102. This obligation was present in years 2019, 2020 and 2021 and such a prior year adjustment has been made to the financial statements to account for a liability based on calculations by the Actuary.

Below outlines the adjustments made and the effect they have had to the financial statements;

		£'000
Brought forward Orphan Fund reserves as at 1 January 2020		2,811
Adjustment to reflect changes to Orphan Fund liability		(1,333)
Brought forward Orphan Fund reserves as at 1 January 2020 as restated		1,478
Orphan Fund expenditure previously stated	(150)	
Adjustment in respect of Orphan liability	(44)	
Orphan Fund expenditure as restated	(194)	
Orphan Fund contributions for the year	368	
Orphan Fund results for the year restated		174
Orphan Fund reserves carry forward as restated		1,652

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2021

21 ANALYSIS OF CHANGES IN NET DEBT

	At 1 Jan 2020	Cash flows	Other non cash changes	At 31 Dec 2021
	£'000	£'000	£'000	£'000
Cash and cash equivalents				
Cash	2,700	1,615	-	4,315
	2,700	1,615	-	4,315
Borrowings				
Debt due within on year	(509)	410	(134)	(233)
Debt due after one year	(1,658)	-	134	(1,524)
	(2,167)	410	-	(1,757)
Total	533	2,025	-	2,558

Checklist for auditor's report

(see notes 90 and 96)

The checklist below is for guidance. A report is still required either set out overleaf or by way of an attached auditor's report that covers the 1992 Act requirements.

1. In the opinion of the auditors or auditor do the accounts they have audited and which are contained in this return give a true and fair view of the matters to which they related? (See section 36(1) and (2) of the 1992 Act and notes 92 and 93)

Please explain in your report overleaf or attached.

2. Are the auditors or auditor of the opinion that the union has complied with section 28 of the 1992 Act and has:

- a. kept proper accounting records with respect to its transactions and its assets and liabilities; and
- b. established and maintained a satisfactory system of control of its accounting records, its cash holding and all its receipts and remittances. (See section 36(4) of the 1992 Act set out in note 92)

Please explain in your report overleaf or attached

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

In our opinion the financial statements:

- **give a true and fair view of the matters to which they relate to.**
- **have been prepared in accordance with the requirements of the sections 28, 32 and 36 of the Trade Union and Labour Relations (consolidation) Act 1992.**

Auditor's report (continued)

Please see attached Appendix

Signature(s) of auditor or auditors:

Please see attached signed Audit Report

Name(s):

HW Fisher LLP

Profession(s) or Calling(s):

Chartered Accountants,
Statutory Auditor

Address(es):

Acre House

11-15 William Road

London

Postcode

NW1 3ER

Date

31 October 2022

Contact name for inquiries and telephone number:

Carol Rudge 020 7388 7000

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

REPORT OF THE INDEPENDENT AUDITOR TO THE MEMBERS OF THE NATIONAL UNION OF RAIL, MARITIME & TRANSPORT WORKERS

Opinion

We have audited the financial statements of the National Union of Rail, Maritime & Transport Workers (the 'Union') for the year ended 31 December 2021 which comprise the Income and Expenditure Account – Combined Funds, Income and Expenditure Account – General Fund, Income and Expenditure Account – Orphan Fund, Income and Expenditure Account – Political Fund, the Balance Sheet, Cash Flow Statement, Statement of Movement in Funds and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Union's affairs as at 31 December 2021 and of its income and expenditure for the year then ended; and
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The National Executive Committee is responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

REPORT OF THE INDEPENDENT AUDITOR TO THE MEMBERS OF THE NATIONAL UNION OF RAIL, MARITIME & TRANSPORT WORKERS

Matters on which we are required to report by exception

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

- a satisfactory system of control over transactions has not been maintained; or
- the Union has not kept proper accounting records; or
- the financial statements are not in agreement with the books of account; or
- we have not received all the information and explanations we need for our audit.

Responsibilities of the National Executive Committee

As explained more fully in the Statement of the National Executive Committee's Responsibilities, the National Executive Committee is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the National Executive Committee determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the National Executive Committee *are* responsible for assessing the Union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the National Executive Committee either intend to liquidate the Union or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

As part of our planning process:

- We enquired of management the systems and controls the Union has in place, the areas of the financial statements that are mostly susceptible to the risk of irregularities and fraud, and whether there was any known, suspected or alleged fraud. The Union did not inform us of any known, suspected or alleged fraud.
- We obtained an understanding of the legal and regulatory frameworks applicable to the Union. We determined that the following were most relevant: FRS 102 and the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended).
- We considered the incentives and opportunities that exist in the Union, including the extent of management bias, which present a potential for irregularities and fraud to be perpetuated, and tailored our risk assessment accordingly.
- Using our knowledge of the Union, together with the discussions held with the Union at the planning stage, we formed a conclusion on the risk of misstatement due to irregularities including fraud and tailored our procedures according to this risk assessment.

REPORT OF THE INDEPENDENT AUDITOR TO THE MEMBERS OF THE NATIONAL UNION OF RAIL, MARITIME & TRANSPORT WORKERS

The key procedures we undertook to detect irregularities including fraud during the course of the audit included:

- Identifying and testing journal entries and the overall accounting records, in particular those that were significant and unusual.
- Reviewing the financial statement disclosures and determining whether accounting policies have been appropriately applied.
- Reviewing and challenging the assumptions and judgements used by management in their significant accounting estimates, in particular in relation to valuations of both property assets and pension obligations.
- Assessing the extent of compliance, or lack of, with the relevant laws and regulations.
- Testing key revenue lines, in particular cut-off, for evidence of management bias.
- Performing a physical verification of key assets.
- Obtaining third-party confirmation of material investment, bank, and loan balances.
- Documenting and verifying all significant related party balances and transactions.
- Reviewing documentation such as minutes of the meetings of the National Executive Committee and confirmation from solicitors for discussions of irregularities including fraud.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements even though we have properly planned and performed our audit in accordance with auditing standards. The primary responsibility for the prevention and detection of irregularities and fraud rests with those charged with governance of the Union.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://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 Union's members, as a body. Our audit work has been undertaken so that we might state to the Union's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Union and the Union's members, as a body, for our audit work, for this report, or for the opinions we have formed.

HW Fisher LLP

HW Fisher LLP

**Chartered Accountants
Statutory Auditor**

Acre House
11-15 William Road
London
NW1 3ER
United Kingdom

Date: 31 Oct 2022

Membership audit certificate

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

(See notes 97 to 103)

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

Yes

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

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

Membership audit certificate

Section one

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

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

Yes

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

Yes

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

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

Membership audit certificate (continued)

Signature of assurer	HW Fisher LLP
Name	HW Fisher LLP
Address	Acre House, 11- 15 William Road, London, NW1 3ER
Date	8 December 2022
Contact name and telephone number	Carol Rudge, 020 7388 7000

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	