

Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	Universities and Colleges Employers Association		
Year ended:	31 July 2022		
List no:	1581E		
Head or Main Office address:	Woburn House		
	20 Tavistock Square		
	London		
Postcode	WC1H 9HU		
Website address (if available)	www.ucea.ac.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:	Raj Jethwa (Chief Executive)		
Telephone Number:	020 7383 2444		
Contact name for queries regarding the completion of this return	Matt Lloyd		
Telephone Number:	07498 202 872		
E-mail:	m.lloyd@ucea.ac.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:

returns@certoffice.org

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
	4				4
Total	4				A 4

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

None

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

None

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
Director	(31 December 2021)	M Burch	01 January 2022
Director	Professor N Seaton (30 April 2022)	Professor K Sloan	26 May 2022
Director	Professor J Price (31 August 2021)	Profefssor G Boyne	01 September 2021
Director	Professor M Spyer (31 July 2022)	M Parker	01 August 2021
Director		Professor C Bailey Professor K Cox	15 November 2021
Director		Professor D Green	01 September 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:

General Fund

(see notes 13 to 18)

	£	£
Income		
From Members: Contributions and Subscriptions		1,525,291
From Members: Other income from members (specify)		
Consultancy Fees		5,220
Events income		204,340
Remuneration surveys		222,925
Total other income from members		432,485
Total of all income from members		1,957,776
Investment income (as at page 12)		19,504
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	2,570	
Total of other income (as at page 4)		2,570
Total income		1,979,849
Interfund Transfers IN		
Expenditure		
Benefits to members (as at page 5)		
Administrative expenses (as at page 10)		2,219,343
Federation and other bodies (specify)		
Total expenditure Federation and other bodies		
Taxation		3,706
Total expenditure		2,223,049
Interfund Transfers OUT		
Surplus (deficit) for year		-243,200
Amount of general fund at beginning of year		1,747,707
Amount of general fund at end of year		1,504,507

Analysis of income from federation and other bodies and other income

(see notes 19 and 20)

Description	£
Federation and other bodies	
Total federation and other bodies	
Any Other Sources	
Room Hire Miscellaneous	1,593 977
Total other sources	2,570
Total of all other income	2,570

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

			£
Representation – Employment Related Issues		brought forward	
		Advisory Services	
Representation – Non Employment Related Issues		Other Cash Payments	
		Education and Training services	
Communications			
		Negotiated Discount Services	
Dispute Benefits			
		Other Benefits and Grants (specify)	
carried forward		Total (should agree with figure in General Fund)	

(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)

£

£

Political fund account 1		To be completed by trade unions which maintain their own political fund	
	Income		
	Members contributions and levies		
	Investment income (as at page 12)		
Other income (specify)			
	Total other income as specified		
	Total income		
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)		
	Total expenditure		
	Surplus (deficit) for year		
	Amount of political fund at beginning of year		
	Amount of political fund at the end of year (as <u>Balance Sheet</u>)		
	Number of members at end of year contributing to the political fund		
	Number of members at end of the year not contributing to the political fund		
	Number of members at end of year who have completed an exemption notice and do not contribute to the political fund		
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		

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

(see notes 34 and 35)

		£
Administrative Expenses		
Remuneration and expenses of staff		1,360,977
Salaries and Wages included in above	1,360,977	
Auditors' fees		5,105
Legal and Professional fees		19,668
Occupancy costs		135,265
Stationery, printing, postage, telephone, etc.		12,988
Expenses of Executive Committee (Head Office)		22,125
Expenses of conferences		16,522
Other administrative expenses (specify)		
Research and data collection		6,278
Remuneration surveys expenditure		64,346
IT costs		78,039
Communications		10,633
Pensions projects		1,371
JNCHES expenditure		500
Other operating expenditure		11,496
Recruitment, training & secondment		16,098
Other Outgoings		
Irrecoverable VAT		47,960
Other finance costs		13,272
Pension scheme liability increase		396,700
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
Total		2,219,343
Charged to:	General Fund (Page 3)	2,219,343
Total		2,219,343

Analysis of investment income

(see notes 47 and 48)

	Political Fund £		Other Fund(s) £
Rent from land and buildings			
Dividends (gross) from:			
Equities (e.g. shares)			
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			19,504
Other investment income (specify)			
			19,504
Total investment income			19,504
Credited to:			
General Fund (Page 3)			19,504
Political Fund			
Total Investment Funds			19,504

Fixed assets account

(see notes 53 to 57)

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

Analysis of investments

(see notes 58 and 59)

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

Summary sheet

(see notes 62 to 73)

	All funds except Political Funds	Political Funds £	Total Funds £
Income			
From Members	1,957,776		1,957,776
From Investments	19,504		19,504
Other Income (including increases by revaluation of assets)	2,570		2,570
Total Income	1,979,849		1,979,849
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	2,223,049		2,223,049
Funds at beginning of year (including reserves)	1,747,707		1,747,707
Funds at end of year (including reserves)	1,504,507		1,504,507
Assets			
Fixed Assets			
Investment Assets			
Other Assets			2,560,562
Total Assets			2,560,562
Liabilities			
Total Liabilities			1,056,055
Net Assets (Total Assets less Total Liabilities)			1,504,507

Summary sheet

(see notes 62 to 73)

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

(see notes 74 to 80)

<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>	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px; height: 15px;" type="text"/>
Number of votes cast in the ballot	<input style="width: 80px; height: 15px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px; height: 15px;" type="text"/> ¹
Number of individuals answering "No" to the question	<input style="width: 80px; height: 15px;" type="text"/> ²
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px; height: 15px;" type="text"/> ³
<p>1-3 should total "Number of votes cast"</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: 60px; height: 15px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 60px; height: 15px;" type="text"/>
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px; height: 15px;" type="text"/>
<p>Ballot 2</p>	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px; height: 15px;" type="text"/>
Number of votes cast in the ballot	<input style="width: 80px; height: 15px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px; height: 15px;" type="text"/> ¹
Number of individuals answering "No" to the question	<input style="width: 80px; height: 15px;" type="text"/> ²
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px; height: 15px;" type="text"/> ³
<p>1-3 should total "Number of votes cast"</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: 60px; height: 15px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 60px; height: 15px;" type="text"/>
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px; height: 15px;" type="text"/>
<p>Ballot 3</p>	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px; height: 15px;" type="text"/>
Number of votes cast in the ballot	<input style="width: 80px; height: 15px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px; height: 15px;" type="text"/> ¹
Number of individuals answering "No" to the question	<input style="width: 80px; height: 15px;" type="text"/> ²
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px; height: 15px;" type="text"/> ³
<p>1-3 should total "Number of votes cast"</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: 60px; height: 15px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 60px; height: 15px;" type="text"/>
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px; height: 15px;" type="text"/>

Ballot 4

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

1-3 should total "Number of votes cast"

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot

Ballot 5

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

1-3 should total "Number of votes cast"

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot

Ballot 6

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

1-3 should total "Number of votes cast"

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot

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

(see note 81)

***Categories of Nature of Trade Dispute**

- A: terms and conditions of employment, or the physical conditions in which any workers require to work;
- B: engagement or non-engagement, or termination or suspension of employment or the duties of employment, of one or more workers;
- C: allocation of work or the duties of employment between workers or groups of workers;
- D: matters of discipline;
- E: a worker's membership or non-membership of a trade union;
- F: facilities for officials of trade unions;
- G: machinery for negotiation or consultation, and other procedures, relating to any of the above matters, including the recognition by employers or employers' associations of the right of a trade union to represent workers in such negotiation or consultation or in the carrying out of such procedures

Did Union members take industrial action during the return period in response to any inducement on the part of the Union? YES/NO

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

Industrial Action 1

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 2

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 3

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

use a continuation page if necessary

Industrial Action 4

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 5

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 6

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 7

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 8

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

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

Notes to the accounts

(see notes 82 and 83)

All notes to the accounts must be entered on or attached to this part of the return.

A large, empty rectangular box with a thin black border, intended for the user to enter or attach their notes to the accounts. The interior of the box is a uniform light gray color.

REGISTERED NUMBER: 02914327 (England and Wales)



**Report of the Directors and
Financial Statements for the Year Ended 31 July 2022**

for

**THE UNIVERSITIES AND COLLEGES
EMPLOYERS' ASSOCIATION**



**THE UNIVERSITIES AND COLLEGES
EMPLOYERS' ASSOCIATION (REGISTERED NUMBER: 02914327)**

**Contents of the Financial Statements
for the Year Ended 31 July 2022**

	Page
Company Information	1
Report of the Directors	2
Report of the Independent Auditors	9
Income Statement	12
Balance Sheet	13
Notes to the Financial Statements	14

**THE UNIVERSITIES AND COLLEGES
EMPLOYERS' ASSOCIATION**

**Company Information
for the Year Ended 31 July 2022**

DIRECTORS:

Professor G Baldwin
J Cope
Professor F McCormac
Professor E Peck
Professor M E Smith
Professor J Higham
J Palca
Professor A Tickell
Professor E Treasure
H C Allum
Professor G Boyne
Professor D Green
M Parker
Professor C Bailey
M Burch
Professor K Cox
Professor K Sloan
J Taylor

REGISTERED OFFICE:

Woburn House
20 Tavistock Square
London
WC1H 9HU

REGISTERED NUMBER:

02914327 (England and Wales)

BANKERS:

National Westminster Bank Plc
PO Box 83
Tavistock House
Tavistock Square
London
WC1H 9XA

**THE UNIVERSITIES AND COLLEGES
EMPLOYERS' ASSOCIATION (REGISTERED NUMBER: 02914327)**

**Report of the Directors
for the Year Ended 31 July 2022**

The Directors present their annual report and the audited financial statements for the year ended 31 July 2022. The administrative information on pages one to three forms part of this report, which is also the Directors' report for the purposes of the Companies Act.

Organisation

The Universities and Colleges Employers Association (UCEA) is a company limited by guarantee and the members of the company are Universities UK (UUK), the Committee of University Chairs (CUC), Guild HE and Universities Scotland. It is one of a number of agencies established on behalf of Higher Education Institutions (HEIs) in the UK to carry out various executive and advisory functions.

Our subscribers

HEIs are invited annually to subscribe to UCEA in order to make use of the services offered. UCEA also offers associate membership to other sector organisations. In 2021/22 membership totalled 175 organisations (163 HE institutions and 12 associate members), with one full member and two associate members joining during the year.

UCEA's purpose and Plan

UCEA's purpose is to support our member organisations in delivering excellent and world-leading higher education (HE) and research by representing their interests as employers and facilitating their work in delivering effective employment and workforce strategies.

UCEA also represents and seeks to enhance the collective voice of higher education employers on key issues and collaborates with other sector bodies where this will increase impact. The core services provided to members are summarised as:

- Representing higher education employers' interests and assisting in effective employment practice.
- Supporting and delivering negotiations and effective employee relations.
- Gathering and sharing knowledge and information from within and beyond higher education.
- Providing stimuli and opportunities for sector-wide issues to be explored and better understood, in the UK and in international contexts.
- Delivering and supporting effective communications with stakeholders and partner organisations in the UK, its nations and beyond.

UCEA's new Strategic Plan 2021-2024, *Agility in a Time of Uncertainty*, was published in April 2021. It addresses the highly uncertain landscape facing the HE sector and wider society due to the Covid-19 pandemic and, for this reason, covers a shorter time period of 30 months.

Agility in a Time of Uncertainty contains four strategic priorities:

1. Promoting constructive employment relations
2. Supporting employer aspirations to enhance the employee experience
3. Supporting members through our influence and engagement
4. Taking forward UCEA in support of our members

The summary below sets out UCEA's key activities and achievements through 2020-21.

**Report of the Directors
for the Year Ended 31 July 2022**

Summary of the Year

2021-22 was an important year for UCEA, dealing with ongoing impacts of the pandemic, at the same time as delivering an increased number of member services, and beginning to return to face-to-face activities with members and other stakeholders. Presented below is a summary of the key activities undertaken in 2021-22 which are described under the following areas of work.

1. Promoting constructive employment relations

UCEA has conducted a National Conversation on Pay Bargaining with our members, commencing in June 2021. In conducting the National Conversation, UCEA has:

- Engaged comprehensively with members, by holding in-depth roundtables and regular meetings with Directors of Human Resources over the last 12 months. We have also undertaken extensive engagement with heads of institutions through regular briefings with the UCEA chair and chief executive
- We have engaged with a range of stakeholders, including mission groups and sector agencies and we have produced a number of briefing documents for members, on the emerging insights regarding the future of collective pay bargaining.

UCEA will publish a formal consultation on the future of collective pay bargaining in October 2022 which will seek to achieve consensus from members on the principles for an effective system of pay bargaining, as well as the work that needs to be done to adapt the system to ensure it is sustainable. The intention is for the UCEA Board to review the consultation responses and decide next steps early in 2023.

For the 2021-22 pay round, UCEA's final offer of 1.6% on the paybill was lower than the joint trade union claim of approximately 7%. Disaggregated ballots for industrial action took place with action occurring across many member HEIs. As there was no clear way of bridging the gap between affordability and union demands, UCEA provided focused support across three stages of action as well as additional specific support to institutions facing ASOS and the marking and assessment boycott. Although, we are now into a subsequent pay round, the dispute has not formally ended. As a result, UCEA's support to members remains, in addition to the added events, advice, legal updates and institution specific support.

Much of this work overlapped with 2022-23 pay round, where we looked beyond the disputes to commit to arriving at the best possible outcome during increasingly testing times. UCEA, representing 145 HEIs, made a final pay offer which includes an uplift of up to 9% for those on the lowest points of the pay spine, with a minimum uplift of 3% for all those on or above Spinal Column Point 20. This offer, worth 3.18% on the total paybill once again is some way from a trade union claim that is in excess of 10% of the paybill. The offer also contains commitments of UCEA to joint working with the trade unions on key issues.

2. Supporting employer aspirations to enhance the employee experience

A key strategic priority has been supporting members' aspirations to improve the employee experience at work, and to ensure staff are able to reach their full potential in their roles. This is a holistic approach to improving the total experience of employees in their workplace, from culture to systems and processes, and equipment and estates. UCEA launched its work at an event in March 2022 outlining key deliverables included thought leadership in employee experience and creating a strong employee value proposition and total reward toolkit. A reference group comprising of UCEA members has been established to guide the internal project team on work relating to employee experience. UCEA will, in the autumn, be publishing a guide on employee experience and a guide/toolkit on the employee value proposition and total reward. This work alongside our Benefits in HE survey will stand us in good stead for work aimed at helping establish a brand narrative of a sector of employers of choice.

**Report of the Directors
for the Year Ended 31 July 2022**

UCEA remains the HE sector representative on the TPS and LGPS Advisory boards. We have continued to lobby for greater flexibility for HEIs in relation to public sector pension schemes, in particular LGPS, but increasingly TPS, and provided support in relation to the tax issues being faced by members of the NHSPS and how this might be mitigated.

We continue to provide high quality data on HE pay and labour market issues, pay benchmarking data to assist in pay ratio examination and a pay gaps benchmarking tool.

3. Supporting members through our influence and engagement

As in previous years members received frequent, timely communications materials covering key matters and UCEA ensured sector-level media coverage included employer-focused responses with regular interviews and joint press conferences, with UUK. UCEA continued to produce regular Updates, Bulletins, Newsletters, Headlines, Briefings and revised and new Infographics.

Throughout this pay round UCEA has focused on ensuring consistent messaging to support employers. Feedback from members has remained positive with HEIs confirming that they have adapted and disseminated our materials and messages as appropriate and relevant to their institution. Although UCEA is not involved in senior pay determination, our works has included factual information and messaging relating to executive pay in HE. We provide statements, figures, infographics and information for member HE institutions to use and communicate accordingly. Our material aims to keep communications focused, factual and consistent for staff, student and media queries to help ensure consistency of messaging across the sector.

We have responded to a number of statutory consultations on workforce issues and we have worked, where relevant, with Universities UK and Universities Scotland to provide background information and data for Parliamentary briefings. Our infographics are updated annually and provide useful data on a range of workforce topics. For example, our 'Pay in HE' infographics demonstrate that average salaries in the sector on a like-for-like basis tend to exceed salaries in the wider economy. A number of our blogs have highlighted the benefits of working in higher educations.

4. Taking forward UCEA in support of our members

Many of UCEA's challenges and achievements over the past year have related to pay and associated issues. It has been another challenging year for the sector, still trying to emerge from the pandemic effectively while a range of employment issues come to the fore. We have continued to prioritise our effort and resources to support those areas of work where our members have the greatest needs, alongside our other work supporting the priorities in UCEA's Plan.

UCEA's membership grew to 174 members in 2021-22. The 162 full membership organisations have remained consistent but associate members have fluctuated between nine and 13 organisations in recent years. Membership organisations' core subscriptions account for more than three-quarters of UCEA's income, with the remainder largely being from members' fees for specific services.

With Covid-19 continuing to impact on campus visits over this past academic year, senior UCEA officers have managed to visit our member institutions in person for the first time since early 2020, as well as taking part in some 'virtual visits'. Proactive membership satisfaction calls have been focused on new members over the past few years but looking ahead, we will gather a great deal more information as 2022-23 is a membership satisfaction survey year.

We have learnt from the experience of the pandemic and rebalanced our offering to include hybrid events, a large proportion of which are free. As a member organisation we always strive to use our resources to achieve value for money for your organisation.

**THE UNIVERSITIES AND COLLEGES
EMPLOYERS' ASSOCIATION (REGISTERED NUMBER: 02914327)**

**Report of the Directors
for the Year Ended 31 July 2022**

UCEA has hosted a series of regular virtual meetings with HR Directors, as well as significantly modifying our events offering with online and in person workshops, conferences and network meetings. These included 34 'free to attend' online meetings and events covering New JNCHES consultations, our pay surveys, our employee experience and national conversation work and 17 online HRD Insights events and 5 Heads of Institutions meetings and our in-person Annual Members' meeting. Additionally, we hosted 25 online fee-paying conferences, webinars, courses and 6 network meetings and our first in-person Pensions conference since pre-pandemic.

We continued to make technology and cyber security priorities. UCEA achieved Cyber Essentials accreditation in 2022, and we will maintain this on an annual basis. Our rolling programme of IT hardware renewal continued, we were able to operate the business remotely during periods when the government advised home working, and we expanded our use of online technologies to optimise delivery of our hybrid events programme. The UCEA website has also benefitted from ongoing investment and improvements.

UCEA Governance and risk management

The UCEA Board met eight times during the year, supported by two standing committees which cover finance & audit and remuneration. Meetings were held in a hybrid format or fully virtually using audio/video conferencing technology introduced during the pandemic. The Finance & Audit Committee members during the year were HC Allum, Professor G Baldwin, J Cope, Professor Sir F McCormac and Professor M E Smith, with co-opted member J Charge. The Remuneration Committee members were Professor E Peck, Professor M E Smith, J Cope and J Higham.

The Board's Strategic Away Day was held in person in December 2021 and allowed the directors to focus on UCEA's strategic direction, implementation of its new Strategic Plan, the ongoing impact of Covid-19 on the HE sector and the path to recovery from this, as well as other key issues facing universities as employers, such as the national conversation on pay bargaining, employee experience project plan and deliverables, the USS pension scheme, and industrial relations. The directors also considered the findings and recommendations of the Board Effectiveness Review carried out by Womble Bond Dickinson. UCEA maintained its robust approach to risk management throughout the year on an established cycle of review at Board and executive level.

EVENTS SINCE THE END OF THE YEAR

Information relating to events since the end of the year is given in the notes to the financial statements.

**THE UNIVERSITIES AND COLLEGES
EMPLOYERS' ASSOCIATION (REGISTERED NUMBER: 02914327)**

**Report of the Directors
for the Year Ended 31 July 2022**

DIRECTORS

Directors

The members of the UCEA Board (the Directors of the Company) and the member by whom they were nominated are shown below for the year from 1 August 2021 to 31 July 2022:

	Joined/left in the year	Appointing body
Professor M E Smith (Chair) Southampton University		UUK
Professor G Baldwin (Deputy Chair) University of Central Lancashire		UUK
J Cope (Chair of Finance and Audit Committee and Deputy Chair) London South Bank University		CUC
HC Allum University of the West of Scotland		CUC
Professor C Bailey Queen Mary, University of London	Joined 15 November 2021	UUK
Professor G Boyne University of Aberdeen	Joined 1 September 2021	Universities Scotland
M Burch University of Brighton	Joined 1 January 2022	CUC
Professor K Cox University of Kent	Joined 15 November 2021	UUK
Professor J Higham St George's, University of London		UUK
Professor D Green University of Worcester	Joined 1 September 2021	GuildHE
Professor Sir F McCormac University of Stirling		Universities Scotland
J Palca City, University of London		CUC
Professor S Palmer Cardiff University	Resigned 31 December 2021	CUC
M Parker Liverpool John Moores University	Joined 1 August 2021	CUC

**THE UNIVERSITIES AND COLLEGES
EMPLOYERS' ASSOCIATION (REGISTERED NUMBER: 02914327)**

**Report of the Directors
for the Year Ended 31 July 2022**

Professor E Peck Nottingham Trent University		UUK
Professor J Price Royal Agricultural University	Resigned 31 August 2021	GuildHE
Professor N Seaton Abertay University	Resigned 30 April 2022	GuildHE
Professor K Sloan Harper Adams University	Joined 26 May 2022	GuildHE
Professor M Spyer Brunel University	Resigned 31 July 2022	CUC
Professor A Tickell University of Sussex		UUK
Professor E Treasure Aberystwyth University		UUK

No member of the UCEA Board had a beneficial interest in any contracts with the company.

SENIOR MANAGEMENT

Chief Executive

Raj Jethwa

Company Secretary

Roshan Israni

**Report of the Directors
for the Year Ended 31 July 2022**

STATEMENT OF DIRECTORS' RESPONSIBILITIES

The directors are responsible for preparing the Report of the Directors and the financial statements in accordance with applicable law and regulations.

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'. Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS

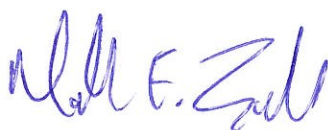
So far as the directors are aware, there is no relevant audit information (as defined by Section 418 of the Companies Act 2006) of which the company's auditors are unaware, and each director has taken all the steps that he or she ought to have taken as a director in order to make himself or herself aware of any relevant audit information and to establish that the company's auditors are aware of that information.

AUDITORS

A resolution proposing the re-appointment of the auditors Knox Cropper LLP will be submitted at the forthcoming Annual General Meeting.

This report has been prepared in accordance with the provisions of Part 15 of the Companies Act 2006 relating to small companies.

ON BEHALF OF THE BOARD:



Professor M E Smith - Director

11 October 2022

**Report of the Independent Auditors to the Members of
The Universities and Colleges
Employers' Association**

Opinion

We have audited the financial statements of The Universities and Colleges Employers' Association (the 'company') for the year ended 31 July 2022 which comprise the Income Statement, Balance Sheet and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the company's affairs as at 31 July 2022 and of its loss for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The directors are responsible for the other information. The other information comprises the information in the Report of the Directors, but does not include the financial statements and our Report of the Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be 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 Auditors to the Members of
The Universities and Colleges
Employers' Association**

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Directors for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Directors has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Directors.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Directors.

Responsibilities of directors

As explained more fully in the Statement of Directors' Responsibilities set out on page seven, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine 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 directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

**Report of the Independent Auditors to the Members of
The Universities and Colleges
Employers' Association**

Auditors' 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 a Report of the Auditors 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- We obtained an understanding of the legal and regulatory frameworks that are applicable to the Company and determined that the most significant are the Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice), the Companies Act 2006, and the Corporation Tax Act 2010.
- We understood how the Company is complying with those frameworks via communication with those charged with governance, together with the review of the Company's documented policies and procedures.
- We assessed the susceptibility of the Company's financial statements to material misstatement, including how fraud might occur by considering the key risks impacting the financial statements. These included risks associated with Revenue Recognition and Management override of Controls.
- Our approach included agreeing the company's recognition of income to the terms of the underlying contract, the review of journal entries processed in the accounting records and the investigation of significant and unusual transactions identified from our review of the accounting records.
- Based on this understanding we designed our audit procedures to identify non-compliance with such laws and regulations. Our procedures involved review of the reporting to the directors with respect to the application of the documented policies and procedures and review of the financial statements to ensure compliance with the reporting requirements of the Company.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Auditors.

Use of our report

This report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in a Report of the Auditors and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Neil Wilkinson (Senior Statutory Auditor)
for and on behalf of Knox Cropper LLP
Chartered Accountants and Statutory Auditors
153 -155 London Road
Hemel Hempstead
Hertfordshire
HP3 9SQ

Date: 11 October 2022

**THE UNIVERSITIES AND COLLEGES
EMPLOYERS' ASSOCIATION (REGISTERED NUMBER: 02914327)**

**Income Statement
for the Year Ended 31 July 2022**

	Notes	2022		2021	
		£	£	£	£
TURNOVER			1,960,345		1,775,100
Staff costs	4	1,750,996		1,292,099	
Depreciation		-		37,800	
Other operating expenses		<u>457,196</u>		<u>445,386</u>	
			<u>2,208,192</u>		<u>1,775,285</u>
OPERATING DEFICIT	5		(247,847)		(185)
Interest receivable and similar income			<u>19,504</u>		<u>23,279</u>
			(228,343)		23,094
Other finance costs			<u>11,149</u>		<u>13,562</u>
(DEFICIT)/SURPLUS BEFORE TAXATION			(239,492)		9,532
Tax on (deficit)/surplus	6		<u>3,706</u>		<u>4,423</u>
(DEFICIT)/SURPLUS FOR THE FINANCIAL YEAR			<u>(243,198)</u>		<u>5,109</u>

The notes form part of these financial statements

**THE UNIVERSITIES AND COLLEGES
EMPLOYERS' ASSOCIATION (REGISTERED NUMBER: 02914327)**

**Balance Sheet
31 July 2022**

	Notes	2022 £	2021 £
CURRENT ASSETS			
Debtors	11	70,847	60,210
Cash at bank		<u>2,489,715</u>	<u>2,255,832</u>
		2,560,562	2,316,042
CREDITORS			
Amounts falling due within one year	12	<u>365,947</u>	<u>274,929</u>
NET CURRENT ASSETS			
		<u>2,194,615</u>	<u>2,041,113</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			
		2,194,615	2,041,113
PROVISIONS FOR LIABILITIES	14	<u>690,106</u>	<u>293,406</u>
NET ASSETS			
		<u>1,504,509</u>	<u>1,747,707</u>
RESERVES			
Retained earnings		<u>1,504,509</u>	<u>1,747,707</u>
		<u>1,504,509</u>	<u>1,747,707</u>

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Board of Directors and authorised for issue on 11 October 2022 and were signed on its behalf by:



Professor M E Smith - Director

The notes form part of these financial statements

**THE UNIVERSITIES AND COLLEGES
EMPLOYERS' ASSOCIATION (REGISTERED NUMBER: 02914327)**

**Notes to the Financial Statements
for the Year Ended 31 July 2022**

1. STATUTORY INFORMATION

The Universities and Colleges Employers' Association is a private company, limited by shares, registered in England and Wales. The company's registered number and registered office address can be found on the Company Information page.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements

These financial statements have been prepared in accordance with Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" including the provisions of Section 1A "Small Entities" and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Following a review of forecasts and projections, the Directors are satisfied that the company will continue operations for the foreseeable future and hence the accounts have been drawn up on a going concern basis.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Improvements to property	- 20% on cost
Computer equipment	- 33% on cost

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the income statement on a straight line basis over the period of the lease.

2. ACCOUNTING POLICIES - continued

**Pension costs and other post-retirement benefits
Universities Superannuation Scheme**

The institution participates in Universities Superannuation Scheme. The assets of the scheme are held in a separate trustee-administered fund. Because of the mutual nature of the scheme, the assets are not attributed to individual institutions and a scheme-wide contribution rate is set. The institution is therefore exposed to actuarial risks associated with other institutions' employees and is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. As required by Section 28 of FRS 102 "Employee benefits", the institution therefore accounts for the scheme as if it were a defined contribution scheme. As a result, the amount charged to the profit and loss account represents the contributions payable to the scheme. Since the institution has entered into an agreement (the Recovery Plan) that determines how each employer within the scheme will fund the overall deficit, the institution recognises a liability for the contributions payable that arise from the agreement (to the extent that they relate to the deficit) with related expenses being recognised through the profit and loss account.

Superannuation Arrangements of the University of London

The company participates in the Superannuation Arrangements of the University of London (SAUL), which is a funded, defined benefit scheme. The actuarial valuation applies to SAUL as a whole and does not identify surpluses or deficits applicable to individual employers. As a whole, the market value of SAUL's assets as at 31 March 2020 was £3,612 million representing 94% of the liabilities. The market value of SAUL's assets at 30 April 2021 was £4,369 million representing 109% of the estimated liabilities.

It is not possible to identify an individual Employer's share of the underlying assets and liabilities of SAUL. The company accounts for its participation in SAUL as if it were a defined contribution scheme and pension costs are based on the amounts actually paid (i.e. cash amounts) in accordance with paragraphs 28.11 of FRS 102.

Although there was a Technical Provisions deficit at 31 March 2020, allowing for post valuation experience to 30 April 2021, SAUL had a Technical Provisions surplus. Therefore, no deficit contributions were required following the 2020 valuation and there is no defined benefit liability (i.e. the present value of any deficit contributors due to SAUL) to be recognised by the company.

Income

Income received from subscriptions is recognised in the period to which the subscription relates.

Income received from seminars and remuneration surveys provided to subscribing members is recognised at the time of supply.

All income is recognised net of VAT.

Vat

Expenditure is stated net of VAT. Irrecoverable VAT is charged as a separate expense within the accounts.

Going concern

After reviewing the company's forecasts and projections, the directors have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. The company therefore continues to adopt the going concern basis in preparing its financial statements.

3. CRITICAL ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

FRS 102 makes the distinction between a group plan and a multi-employer scheme. A group plan consists of a collection of entities under common control typically with a sponsoring employer. A multi-employer scheme is a scheme for entities not under common control and represents (typically) an industry-wide scheme such as Universities Superannuation Scheme. The accounting for a multi-employer scheme where the employer has entered into an agreement with the scheme that determines how the employer will fund deficit results in the recognition of a liability for the contributions payable that arise from the agreement (to the extent that they relate to the deficit) and the resulting expense in profit or loss in accordance with section 28 of FRS 102. The directors are satisfied that Universities Superannuation Scheme meets the definition of a multi-employer scheme and has therefore recognised the discounted fair value of the contractual contributions under the recovery plan in existence at the date of approving these financial statements.

4. EMPLOYEES AND DIRECTORS

	2022	2021
	£	£
Wages and salaries	1,046,798	1,002,371
Social security costs	110,642	97,148
Other pension costs	<u>593,556</u>	<u>192,580</u>
	<u>1,750,996</u>	<u>1,292,099</u>

The average number of employees during the year was as follows:

2022	2021
<u>19</u>	<u>19</u>

Included in wages and salaries is the remuneration of the Chief Executive, of £150,612 (2021: £145,168). None of the directors are remunerated.

Following the 2020 actuarial valuation of the USS pension scheme, there has been a significant increase in the deficit resulting in a revised deficit recovery plan. Included in pensions costs above is £429,273 (2021: £13,113), relating to the changes in the assumptions underlying the revised deficit recovery plan (see notes 8 and 14).

5. OPERATING DEFICIT

The operating deficit is stated after charging:

	2022	2021
	£	£
Depreciation - owned assets	<u>-</u>	<u>37,800</u>

**THE UNIVERSITIES AND COLLEGES
EMPLOYERS' ASSOCIATION (REGISTERED NUMBER: 02914327)**

**Notes to the Financial Statements - continued
for the Year Ended 31 July 2022**

6. TAXATION

Analysis of the tax charge

The tax charge on the loss for the year was as follows:

	2022	2021
	£	£
Current tax:		
UK corporation tax	<u>3,706</u>	<u>4,423</u>
Tax on (deficit)/surplus	<u>3,706</u>	<u>4,423</u>

UK corporation tax has been charged at 19% (2021 - 19%) on non-member income.

7. OTHER OPERATING EXPENSES

	2022	2021
	£	£
Administration	31,998	34,803
Meeting & Board expenditure	22,125	4,263
Remuneration surveys expenditure	64,346	57,435
Research and data collection	6,278	5,981
Communications	10,733	15,758
IT support	77,939	66,755
Seminars & International Conference expenditure	16,522	10,150
Premises costs	135,265	136,014
Other professional charges	30,628	27,153
JNCHES expenditure	500	500
Pension strategy project	1,371	3,288
Recruitment, training & secondment	11,531	28,377
Irrecoverable VAT	47,960	54,909
	<u>457,196</u>	<u>445,386</u>

8. PENSION SCHEMES

a) Universities Superannuation Scheme (USS)

The latest available complete actuarial valuation of the Retirement Income Builder is as at 31 March 2020 (the valuation date), and was carried out using the projected unit method.

Since the institution cannot identify its share of USS Retirement Income Builder (defined benefit) assets and liabilities, the following disclosures reflect those relevant for those assets and liabilities as a whole.

The 2020 valuation was the sixth valuation for the scheme under the scheme-specific funding regime introduced by the Pensions Act 2004, which requires schemes to have sufficient and appropriate assets to cover their technical provisions. At the valuation date, the value of the assets of the scheme was £66.5 billion and the value of the scheme's technical provisions was £80.6 billion indicating a shortfall of £14.1 billion and a funding ratio of 83%.

The company participates in the salary sacrifice pension scheme. The staff costs (note 4) shows the pensionable salary which includes the employee salary sacrifice element. The company contribution rate payable is currently 21.6% of pensionable salaries, which decreases to 21.4 from 1 April 2024.

As at 31 July 2022 the company had 13 active members participating in the scheme.

The total pension cost (excluding the salary sacrifice pension element, changes in assumptions for calculating the pension scheme liability and deficit funding contributions) for the company was £178,258 (2021: £168,436). Deficit recovery contributions due within one year for the company are £51,472 (2021: £43,722).

At 31 July 2022 the liability provided for in respect of the USS pension deficit amounted to £690,106 (2020: £293,406). A new deficit recovery plan was put in place as part of the 2020 valuation, which requires payment of 6.2% of salaries over the period 1 April 2022 until 31 March 2024, at which point the rate will increase to 6.3%. The 2022 deficit recovery liability reflects this plan. The liability figures have been produced using the following assumptions:

- Discount rate 3.8% (2021: 3.8%)
- Pensionable salary growth 2.1% (2021: 1.75%)

b) Superannuation Arrangements of the University of London (SAUL)
General description of the pension scheme

The company participates in the Superannuation Arrangements of the University of London ("SAUL"), which is a centralised defined benefit scheme within the United Kingdom and was contracted out of the Second State Pension (prior to April 2016).

SAUL is an independently-managed pension scheme for the non-academic staff of over 50 colleges and institutions with links to higher education.

Pension benefits accrued within SAUL currently build up on a Career Average Revalued Earnings ("CARE") basis.

**Notes to the Financial Statements - continued
for the Year Ended 31 July 2022**

The company is not expected to be liable to SAUL for any other current participating employer's obligations under the Rules of SAUL, but in the event of an insolvency of any participating employer within SAUL, an amount of any pension shortfall (which cannot otherwise be recovered) in respect of that employer, may be spread across the remaining participating employers and reflected in the next actuarial valuation.

Funding Policy

SAUL's statutory funding objective is to have sufficient and appropriate assets to meet the costs incurred by the Trustee in paying SAUL's benefits as they fall due (the "Technical Provisions"). The Trustee adopts assumptions which, taken as a whole, are intended to be sufficiently prudent for pensions and benefits already in payment to continue to be paid and for the commitments which arise from Members' accrued pension rights to be met.

The Technical Provisions assumptions include appropriate margins to allow for the possibility of events turning out worse than expected. However, the funding method and assumptions do not completely remove the risk that the Technical Provisions could be insufficient to provide benefits in the future.

A formal actuarial valuation of SAUL is carried out every three years by a professionally qualified and independent actuary. The last actuarial valuation was carried out with an effective date of 31 March 2020. Informal reviews of SAUL's position, reflecting changes in market conditions, cash flow information and new accrual of benefits, are carried out between formal valuations.

The funding principles were agreed by the Trustee and employers in June 2021 and are due to be reviewed at SAUL's next formal valuation in 2023.

At the 31 March 2020 valuation SAUL was 94% funded on its Technical Provisions basis. However, market movements following the valuation date were positive and the Trustee and the Employers agreed to allow for post-valuation experience up to 30 April 2021. As SAUL was in surplus on its Technical Provisions basis at the date, no deficit contributions were required. However, the Trustee and the Employers have agreed that the ongoing Employers' contribution will increase from 19% to a rate of 21% of CARE Salaries from 1 January 2023.

As at 31 July 2022 the company had 6 active members participating in the scheme.

The total pension cost for the company (excluding the salary sacrifice pension element) was £29,747 (2021: £26,848).

9. MEMBERS

The company is incorporated as a company limited by guarantee having no share capital and, in accordance with the Memorandum and Articles of Association, every member is liable to contribute a sum of £1 in the event of the company being wound up. The members of the company are the Universities UK (UUK), the Committee of University Chairs (CUC), GuildHE and Universities Scotland.

**THE UNIVERSITIES AND COLLEGES
EMPLOYERS' ASSOCIATION (REGISTERED NUMBER: 02914327)**

**Notes to the Financial Statements - continued
for the Year Ended 31 July 2022**

10. TANGIBLE FIXED ASSETS

	Improvements to property £	Computer equipment £	Totals £
COST			
At 1 August 2021 and 31 July 2022	<u>72,882</u>	<u>111,742</u>	<u>184,624</u>
DEPRECIATION			
At 1 August 2021 and 31 July 2022	<u>72,882</u>	<u>111,742</u>	<u>184,624</u>
NET BOOK VALUE			
At 31 July 2022	<u>-</u>	<u>-</u>	<u>-</u>
At 31 July 2021	<u>-</u>	<u>-</u>	<u>-</u>

11. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Trade debtors	20,682	6,921
Other debtors	<u>50,165</u>	<u>53,289</u>
	<u>70,847</u>	<u>60,210</u>

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Trade creditors	83,758	3,732
Taxation and social security	43,447	52,745
Other creditors	<u>238,742</u>	<u>218,452</u>
	<u>365,947</u>	<u>274,929</u>

13. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2022 £	2021 £
Within one year	74,600	74,600
Between one and five years	248,667	298,400
In more than five years	<u>-</u>	<u>24,867</u>
	<u>323,267</u>	<u>397,867</u>

**THE UNIVERSITIES AND COLLEGES
EMPLOYERS' ASSOCIATION (REGISTERED NUMBER: 02914327)**

Notes to the Financial Statements - continued
for the Year Ended 31 July 2022

14. PROVISIONS FOR LIABILITIES

	2022	2021
	£	£
Other provisions	<u>690,106</u>	<u>293,406</u>
		Pension scheme liability
		£
Balance at 1 August 2021		293,406
Unwinding of discounted amount		11,149
Deficit funding contribution		(43,722)
Changes in assumptions		<u>429,273</u>
Balance at 31 July 2022		<u>690,106</u>

15. COVID-19

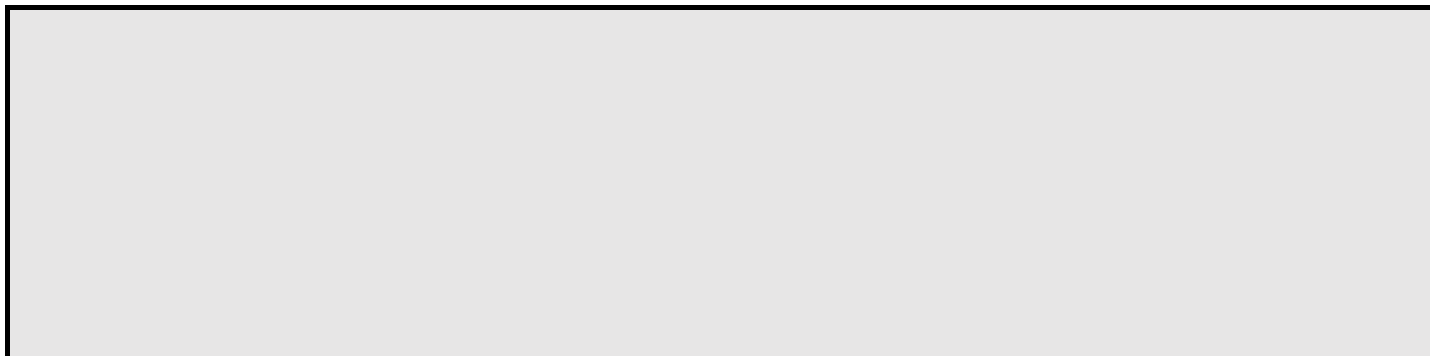
The directors have considered the risks and potential impact of the COVID-19 pandemic, which occurred before the balance sheet date. The directors have reviewed the balance sheet at the year end and are of the opinion that no adjustments are required.

The directors have evaluated the impact of the pandemic on the operations of the business. Income has rebounded after the dip experienced during the first year of the pandemic, and has almost returned to pre-pandemic levels. An increase in expenditure due to inflationary pressures has been offset by an ongoing reduction in events expenditure, and other cost savings have been realised due to the prolonged period of remote working and subsequent hybrid working. UCEA's programme of events moved entirely to online provision during 2020-21, and this continued for the majority of 2021-22. Face-to-face events resumed late in the financial year, but a significant proportion of online and hybrid provision will remain in place for the foreseeable future.

The directors do not consider there to be any going concern issues and for this reason the financial statements have been prepared on a going concern basis.

Accounting policies

(see notes 84 and 85)



Signatures to the annual return

(see notes 86 & 87)

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

Secretary's Signature: <i>Raj Jethwa</i>	Chairman's Signature: <i>Mark E. Smith</i>
Name: Raj Jethwa	Name: Mark E Smith
Date: 09 December 2022	Date: 09 December 2022

(or other official whose position should be stated)

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	<input checked="" type="checkbox"/>	To follow	
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		No	<input checked="" type="checkbox"/>

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.

Signature(s) of auditor or auditors:

Neil Wilkinson

Name(s):

Neil Wilkinson

Profession(s) or Calling(s):

Chartered Accountants and Registered Auditors

Address(es):

Knox Cropper LLP

153-155 London Road

Hemel Hempstead

Hertfordshire

Postcode

HP3 9SQ

Date

13-Dec-22

Contact name for inquiries and telephone number:

Neil Wilkinson 01442 218309

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

Membership audit certificate

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

(See notes 97 to 103)

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

Yes /No

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

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

Membership audit certificate

Section one

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

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

Yes / No

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

Yes / No

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

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

Membership audit certificate (continued)

Signature of assurer	
Name	
Address	
Date	
Contact name and telephone number	

Membership audit certificate

Section two

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

To the best of your knowledge and belief has the trade union during this reporting period complied with its duty to compile and maintain a register of the names and addresses of 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:

[Large greyed-out area for explanation]

Signature	<i>Raj Jethwa</i>
Name	RAJ JETHWA
Office held	
Date	09-Dec-22