

Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	GMB				
Year ended:	31st December 2022				
List no:	707T				
Head or Main Office address:	Mary Turner House				
	22 Stephenson Way				
	London				
Postcode	NW1 2HD				
Website address (if available)	www.gmb.org.uk				
Has the address changed during the year to which the return relates?	Yes		No	X	('X' in appropriate box)
General Secretary:	Gary Smith				
Telephone Number:	0141 849 6600				
Contact name for queries regarding the completion of this return	Graham Dow				
Telephone Number:	0141 849 6600				
E-mail:	graham.dow@gmb.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:

returns@certoffice.org

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Return of Members

(see notes 10 and 11)

	Number of members at the end of the year				
	Great Britain	Northern Ireland	Irish Republic	Elsewhere Abroad (including Channel Islands)	Totals
	559,953	9,744	38	372	570,107
Total	559,953	9,744	38	372	A 570,107

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

570,107

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

304

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
Executive	Andy Newman		01 February 2022
Executive	Charlotte Gardner		22 March 2022

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:

(see note 12)

[illegible]

GMB: 707T

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Officers in Post at 31 December 2022

Name of Officer	Position	Date of Appointment
Gary Smith	General Secretary	03/06/2021
Barbara Plant	President	03/12/2019
Malcolm Sage	Vice President	03/12/2019
Kathy Abu-Bakir	Executive	03/12/2019
Shane Allinson	Executive	03/12/2019
Tracey Ashton	Executive	03/12/2019
Arron Bevan-John	Executive	03/12/2019
Gwylan Brinkworth	Executive	03/12/2019
Kevin Buchanan	Executive	03/12/2019
Amanda Burley	Executive	03/12/2019
Mike Carr	Executive	03/12/2019
Margaret Clarke	Executive	03/12/2019
Richard Clarke	Executive	03/12/2019
Carol Clarkson	Executive	03/12/2019
Elaine Daley	Executive	03/12/2019
Sandra Daniell	Executive	03/12/2019
Anne Dean	Executive	03/12/2019
John Dolan	Executive	03/12/2019
Danny Faith	Executive	03/12/2019
Brian Farr	Executive	03/12/2019
David Flanagan	Executive	03/12/2019
Shailesh Gaglani	Executive	03/12/2019
Gordon Gibbs	Executive	03/12/2019
Dean Gilligan	Executive	03/12/2019
Margaret Gregg	Executive	03/12/2019
Colin Gunter	Executive	03/12/2019
Gary Harris	Executive	03/12/2019
Fiona Heneghan	Executive	03/12/2019
Kevan Hensby	Executive	03/12/2019
Rachael Hookway	Executive	03/12/2019
David Hope	Executive	03/12/2019
Sarah Hurley	Executive	03/12/2019
Mary Hutchinson	Executive	03/12/2019
Kevin Jones	Executive	03/12/2019
Farzana Jumma	Executive	03/12/2019
Warinder Juss	Executive	03/12/2019
Evelyn Martin	Executive	03/12/2019
David Mclean	Executive	03/12/2019
Peter Meyrick	Executive	03/12/2019
June Minnery	Executive	03/12/2019
Cath Pinder	Executive	03/12/2019
Gordon Richardson	Executive	03/12/2019
Carol Robertson	Executive	03/12/2019
Penny Robinson	Executive	03/12/2019
Robbie Scott	Executive	03/12/2019
Vivien Smart	Executive	03/12/2019
Donna Spicer	Executive	03/12/2019
Catherine Sutton	Executive	03/12/2019
Sue Walker	Executive	03/12/2019
John Warcup	Executive	03/12/2019
Robert Welham	Executive	03/12/2019
Lorraine Winson	Executive	03/12/2019
Alan Woodward	Executive	03/12/2019
Samanta Zubruté	Executive	03/12/2019

General Fund

(see notes 13 to 18)

	£000	£000
Income		
From Members: Contributions and Subscriptions		66,718
From Members: Other income from members (specify)		
Total other income from members		
Total of all income from members		66,718
Investment income (as at page 12)		702
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	24,903	
Total of other income (as at page 4)		24,903
Total income		92,323
Interfund Transfers IN		
Expenditure		
Benefits to members (as at page 5)		5,480
Administrative expenses (as at page 10)		61,591
Federation and other bodies (specify)		
Affiliation fees		1,801
Total expenditure Federation and other bodies		1,801
Taxation		
Total expenditure		68,872
Interfund Transfers OUT		7,712
Surplus (deficit) for year		23,451
Amount of general fund at beginning of year		142,931
Amount of general fund at end of year		158,670

(see notes 19 and 20)

P4

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

			£000
Representation –		brought forward	3,302
Employment Related Issues		Advisory Services	
Net legal expenses	2,766		
Representation –		Other Cash Payments	
Non Employment Related Issues			
		Education and Training services	
		Education	330
		Salaries	1,460
Communications			
Diaries	37		
Publications	499		
		Negotiated Discount Services	
Dispute Benefits			
		Other Benefits and Grants (specify)	
		Funeral Benefit	354
		Fatal Accident Benefit	15
		Accident Benefit	1
		Retirement Benefit	2
		Hardship Grants	16
carried forward	3,302	Total (should agree with figure in General Fund)	5,480

(See notes 21 and 23)

Fund 2		Fund Account	
Name:	Dispute Fund	£000	£000
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
	Interfund Transfers IN		2,722
Expenditure			
	Benefits to members		2,722
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		2,722
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		-2,722
	Amount of fund at beginning of year		115
	Amount of fund at the end of year (as Balance Sheet)		115
	Number of members contributing at end of year		N/A

Fund 3		Fund Account	
Name:	Branch Commission Funds	£000	£000
Income			
	From members		
	Investment income (as at page 12)		2
	Other income (specify)		
	Miscellaneous income		100
	Total other income as specified		100
	Total Income		102
	Interfund Transfers IN		4,853
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		5,627
	Total Expenditure		5,627
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		-5,525
	Amount of fund at beginning of year		11,644
	Amount of fund at the end of year (as Balance Sheet)		10,972
	Number of members contributing at end of year		N/A

(See notes 21 and 23)

Fund 4		Fund Account	
Name:	MPO Reserve Fund	£000	£000
Income			
	From members		12
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		12
	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		12
	Amount of fund at beginning of year		1,527
	Amount of fund at the end of year (as Balance Sheet)		1,539
	Number of members contributing at end of year		425

Fund 5		Fund Account	
Name:	ASU Reserve Fund	£000	£000
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		34
	Amount of fund at the end of year (as Balance Sheet)		34
	Number of members contributing at end of year		4

(See notes 21 and 23)

Fund 6		Fund Account	
Name:	Members' Superannuation Fund	£000	£000
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
	Interfund Transfers IN		137
Expenditure			
	Benefits to members		134
	Administrative expenses and other expenditure (as at page 10)		3
	Total Expenditure		137
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		-137
	Amount of fund at beginning of year		572
	Amount of fund at the end of year (as Balance Sheet)		572
	Number of members contributing at end of year		N/A

Fund 7		Fund Account	
Name:	Regional Benefit Funds	£000	£000
Income			
	From members		73
	Investment income (as at page 12)		27
	Other income (specify)		
	Total other income as specified		
	Total Income		100
	Interfund Transfers IN		
Expenditure			
	Benefits to members		18
	Administrative expenses and other expenditure (as at page 10)		312
	Total Expenditure		330
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		-230
	Amount of fund at beginning of year		3,516
	Amount of fund at the end of year (as Balance Sheet)		3,286
	Number of members contributing at end of year		12,081

(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		1,920
	Investment income (as at page 12)		
Other income (specify)			
	Total other income as specified		
	Total income		1,920

Expenditure under section (82) of the Trade Union and Labour Relations (Consolidation) Act 1992 on purposes set out in section (72) (1) where consolidation of expenditures from the political funds exceeds £2,000 during the period

Expenditure A (as at page i)			1,322
Expenditure B (as at page ii)			
Expenditure C (as at page iii)			3
Expenditure D (as at page iv)			
Expenditure E (as at page v)			150
Expenditure F (as at page vi)			7
Non-political expenditure (as at page vii)			23
	Total expenditure		1,505
	Surplus (deficit) for year		415
	Amount of political fund at beginning of year		952
	Amount of political fund at the end of year (as <u>Balance Sheet</u>)		1,367
	Number of members at end of year contributing to the political fund		397,162
	Number of members at end of the year not contributing to the political fund		172,945
	Number of members at end of year who have completed an exemption notice and do not contribute to the political fund		16,391

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 £
Labour Party	1,322
Total	1,322

Political fund account expenditure (b)

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

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

Expenditure of money on the provision of any services or property for use by or on behalf of any political party

[illegible]

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

[illegible]

Political fund account expenditure (d)

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

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

Expenditure on the maintenance of any holder of political office	
Name of office holder	£000
Total	

Political fund account expenditure (e)

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

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

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

Name of political party	£000
Labour Party	150
Total	150

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	£000
Labour Party	7
Total	7

**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
MotherRED Grant Scheme		5
Political Monitoring Subscription		11

Total expenditure 16

(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

£000

(c) the total amount of all other money expended

Miscellaneous GMB Campaigns	7

Total expenditure 7

Total of all expenditures 23

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		37,896
Salaries and Wages included in above	28,258	
Auditors' fees		95
Legal and Professional fees		343
Occupancy costs		3,758
Stationery, printing, postage, telephone, etc.		2,485
Expenses of Executive Committee (Head Office)		59
Expenses of conferences		1,500
Other administrative expenses (specify)		
Branch costs		5,946
Car expenses		1,486
IT expenses		1,008
Services		842
Other Outgoings		
Depreciation		1,192
Loss on revaluation of investments to fair value		4,410
Loss on revaluation of investment properties to fair value		5,706
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
Campaigns & recruitment		807
trert		
Total		67,533
Charged to:	General Fund (Page 3)	61,591
	Dispute Fund	
	Branch Commission Funds	5,627
	MPO Reserve Fund	
	ASU Reserve Fund	
	Members' Superannuation Fund	3
	Regional Benefit Funds	312
Total		67,533

Analysis of officials' salaries and benefits

(see notes 36 to 46 below)

[illegible]

Analysis of Officials' Salaries and Benefits

Office Held		Gross Salary	Employer's NI Contributions	Benefits		Total
				Pension	Other Benefits	
					Car	
		£'000	£'000	£'000	£'000	£'000
General Secretary	Gary Smith	104	13	26	5	148
President	Barbara Plant	34	4	3		41
Vice President	Malcolm Sage	14	1			15
Executive	Kathy Abu-Bakir	9	-			9
Executive	Shane Allinson	4	-			4
Executive	Tracey Ashton	-	-			-
Executive	Arron Bevan-John	-	-			-
Executive	Gwylan Brinkworth	-	-			-
Executive	Kevin Buchanan	-	-			-
Executive	Amanda Burley	-	-			-
Executive	Mike Carr	-	-			-
Executive	Richard Clarke	4	-			4
Executive	Margaret Clarke	-	-			-
Executive	Carol Clarkson	1	-			1
Executive	Elaine Daley	6	-			6
Executive	Sandra Daniell	4	-			4
Executive	Anne Dean	-	-			-
Executive	John Dolan	1	-			1
Executive	Danny Faith	-	-			-
Executive	Brian Farr	-	-			-
Executive	David Flanagan	-	-			-
Executive	Shailesh Gaglani	8	-			8
Executive	Charlotte Gardner	-	-			-
Executive	Gordon Gibbs	14	1			15
Executive	Dean Gilligan	3	-			3
Executive	Margaret Gregg	-	-			-
Executive	Colin Gunter	4	-			4
Executive	Gary Harris	-	-			-
Executive	Fiona Heneghan	-	-			-
Executive	Kevan Hensby	4	-			4
Executive	Rachael Hookway	-	-			-
Executive	David Hope	4	-			4
Executive	Sarah Hurley	2	-			2
Executive	Mary Hutchinson	-	-			-
Executive	Kevin Jones	5	-			5
Executive	Farzana Jumma	1	-			1
Executive	Warinder Juss	-	-			-
Executive	Evelyn Martin	-	-			-
Executive	David McLean	2	-			2
Executive	Peter Meyrick	1	-			1
Executive	June Minnery	1	-			1
Executive	Andy Newman	-	-			-
Executive	Cath Pinder	-	-			-
Executive	Gordon Richardson	9	-			9
Executive	Carol Robertson	-	-			-

Executive	Penny Robinson	8	-			8
Executive	Robbie Scott	-	-			-
Executive	Vivien Smart	2	-			2
Executive	Donna Spicer	4	-			4
Executive	Catherine Sutton	6	-			6
Executive	Susan Walker	-	-			-
Executive	John Warcup	12	-			12
Executive	Robert Welham	-	-			-
Executive	Lorraine Winson	-	-			-
Executive	Alan Woodward	-	-			-
Executive	Samanta Zubruté	-	-			-

Analysis of investment income

(see notes 47 and 48)

	Political Fund £000		Other Fund(s) £000
Rent from land and buildings			455
Dividends (gross) from:			
Equities (e.g. shares)			388
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			3
Other investment income (specify)			
Unquoted investments			88
Bank charges			-203
			731
		Total investment income	731
Credited to:			
		General Fund (Page 3)	702
		Dispute Fund	
		Branch Commission Funds	2
		MPO Reserve Fund	
		ASU Reserve Fund	
		Members' Superannuation Fund	
		Regional Benefit Funds	27
		Political Fund	
		Total Investment Funds	731

Balance sheet as at

31st December 2022

(see notes 49 to 52)

Previous Year		£000	£000
43,660	Fixed Assets (at page 14)		38,744
	Investments (as per analysis on page 15)		
46,643	Quoted (Market value £ (41,582)		41,582
8,980	Unquoted		10,198
	Total Investments		51,780
	Other Assets		
	Loans to other trade unions		
3,085	Sundry debtors		3,000
22,569	Cash at bank and in hand		19,879
	Income tax to be recovered		
	Stocks of goods		
41,092	Others (specify) Pension asset		67,108
66,746	Total of other assets		89,987
166,029	Total assets		180,511
142,931	General fund (page 3)		158,670
115	Dispute Fund		115
11,644	Branch Commission Funds		10,972
1,527	MPO Reserve Fund		1,539
34	ASU Reserve Fund		34
572	Members' Superannuation Fund		572
3,516	Regional Benefit Funds		3,286
952	Political Fund Account		1,367
	Liabilities		
	Amount held on behalf of central trade union political fund		
£1,661	Sundry creditors		1,641
£3,077	Accrued expenses		2,315
£4,738	Total liabilities		3,956
£166,029	Total assets		180,511

Fixed assets account

(see notes 53 to 57)

	Land and Buildings Freehold Leasehold £000 £000		Furniture and Equipment £000	Motor Vehicles £000	Not used for union business £000	Total £000
Cost or Valuation						
At start of year	30,561		2,111	195	10,793	43,660
Additions	1,637		616	31	384	2,668
Disposals	-685					-685
Revaluation/Transfers					-5,706	-5,706
At end of year	31,513		2,727	226	5,471	39,937
Accumulated Depreciation						
At start of year						
Charges for year	572		593	28		1,193
Disposals						
Revaluation/Transfers						
At end of year	572		593	28		1,193
Net book value at end of year	30,941		2,134	198	5,471	38,744
Net book value at end of previous year	30,561		2,111	195	10,793	43,660

Analysis of investments

(see notes 58 and 59)

Quoted		All Funds Except Political Funds £000	Political Fund £000
	Equities (e.g. Shares)		
	Equities	497	
	Managed funds	21,115	
	Government Securities (Gilts)		
	Gilts	47	
	Other quoted securities (to be specified)		
	Trades Union Unit Trust	19,922	
	British Municipal Stocks & Loans	1	
	Total quoted (as Balance Sheet)	41,582	
	Market Value of Quoted Investment	41,582	
Unquoted	Equities		
	Unity Trust Bank	9,398	
	Government Securities (Gilts)		
	Mortgages		
	Bank and Building Societies		
	Other unquoted investments (to be specified)		
	GMB Credit Union	724	
	Unquoted investments	76	
	Total unquoted (as Balance Sheet)	10,198	
	Market Value of Unquoted Investments	10,198	

Analysis of investment income (controlling interests)

(see notes 60 and 61)

Does the union, or any constituent part of the union, have a controlling interest in any limited company?

Yes

☒

No

☐

If YES name the relevant companies:

Company name	Company registration number (if not registered in England & Wales, state where registered)
Ethical Threads Ltd	06299674

Are the shares which are controlled by the union registered in the names of the union's trustees?

Yes

☐

No

☐

If NO, state the names of the persons in whom the shares controlled by the union are registered.

Company name	Names of shareholders

Summary sheet

(see notes 62 to 73)

	All funds except Political Funds	Political Funds £000	Total Funds £000
Income			
From Members	66,803	1,920	68,723
From Investments	731		731
Other Income (including increases by revaluation of assets)	25,003		25,003
Total Income	92,537	1,920	94,457
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	77,688	1,505	79,193
Funds at beginning of year (including reserves)	160,339	952	161,291
Funds at end of year (including reserves)	175,188	1,367	176,555
Assets			
Fixed Assets			38,744
Investment Assets			51,780
Other Assets			89,987
Total Assets			180,511
Liabilities		Total Liabilities	3,956
Net Assets (Total Assets less Total Liabilities)			176,555

Summary sheet

(see notes 62 to 73)

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

(see notes 74 to 80)

Did the union hold any ballots in respect of industrial action during the return period?		Yes
If Yes How many ballots were held: 317		
For each ballot held please complete the information below:		
<div> Ballot 1 </div> <div style="display: flex; justify-content: space-between;"> <div style="width: 60%;"> Number of individual who were entitled to vote in the ballot Number of votes cast in the ballot Number of Individuals answering "Yes" to the question Number of individuals answering "No" to the question Number of invalid or otherwise spoiled voting papers returned </div> <div style="width: 35%;"> <div style="border: 1px solid black; height: 15px; margin-bottom: 2px;"></div> <div style="border: 1px solid black; height: 15px; margin-bottom: 2px;"></div> <div style="border: 1px solid black; height: 15px; margin-bottom: 2px;"></div> <div style="border: 1px solid black; height: 15px; margin-bottom: 2px;"></div> <div style="border: 1px solid black; height: 15px;"></div> </div> </div> <div style="text-align: right; margin-top: 5px;">1-3 should total "Number of votes cast"</div> <div style="margin-top: 10px;"> 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 <div style="border: 1px solid black; width: 50px; height: 15px; float: right;"></div> </div> <div style="margin-top: 5px;"> Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? <div style="border: 1px solid black; width: 50px; height: 15px; float: right;"></div> </div> <div style="margin-top: 10px;"> 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 <div style="border: 1px solid black; width: 50px; height: 15px; float: right;"></div> </div>		
<div> Ballot 2 </div> <div style="display: flex; justify-content: space-between;"> <div style="width: 60%;"> Number of individual who were entitled to vote in the ballot Number of votes cast in the ballot Number of Individuals answering "Yes" to the question Number of individuals answering "No" to the question Number of invalid or otherwise spoiled voting papers returned </div> <div style="width: 35%;"> <div style="border: 1px solid black; height: 15px; margin-bottom: 2px;"></div> <div style="border: 1px solid black; height: 15px; margin-bottom: 2px;"></div> <div style="border: 1px solid black; height: 15px; margin-bottom: 2px;"></div> <div style="border: 1px solid black; height: 15px; margin-bottom: 2px;"></div> <div style="border: 1px solid black; height: 15px;"></div> </div> </div> <div style="text-align: right; margin-top: 5px;">1-3 should total "Number of votes cast"</div> <div style="margin-top: 10px;"> 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 <div style="border: 1px solid black; width: 50px; height: 15px; float: right;"></div> </div> <div style="margin-top: 5px;"> Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? <div style="border: 1px solid black; width: 50px; height: 15px; float: right;"></div> </div> <div style="margin-top: 10px;"> 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 <div style="border: 1px solid black; width: 50px; height: 15px; float: right;"></div> </div>		
<div> Ballot 3 </div> <div style="display: flex; justify-content: space-between;"> <div style="width: 60%;"> Number of individual who were entitled to vote in the ballot Number of votes cast in the ballot Number of Individuals answering "Yes" to the question Number of individuals answering "No" to the question Number of invalid or otherwise spoiled voting papers returned </div> <div style="width: 35%;"> <div style="border: 1px solid black; height: 15px; margin-bottom: 2px;"></div> <div style="border: 1px solid black; height: 15px; margin-bottom: 2px;"></div> <div style="border: 1px solid black; height: 15px; margin-bottom: 2px;"></div> <div style="border: 1px solid black; height: 15px; margin-bottom: 2px;"></div> <div style="border: 1px solid black; height: 15px;"></div> </div> </div> <div style="text-align: right; margin-top: 5px;">1-3 should total "Number of votes cast"</div> <div style="margin-top: 10px;"> 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 <div style="border: 1px solid black; width: 50px; height: 15px; float: right;"></div> </div> <div style="margin-top: 5px;"> Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? <div style="border: 1px solid black; width: 50px; height: 15px; float: right;"></div> </div> <div style="margin-top: 10px;"> 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 <div style="border: 1px solid black; width: 50px; height: 15px; float: right;"></div> </div>		

Information on Industrial Action Ballots

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

Set Rows

Ballot	Number of individuals who were entitled to vote in the ballot	Number of votes cast in the ballot	Number of Individuals answering "Yes" to the question	Number of Individuals answering "No" to the question	Number of invalid or otherwise spoiled voting papers returned	Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot?	Does 226(2B) of the 1992 Act apply to this ballot?	If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot?
1	185	84	74	9	1	No	No	
2	185	84	65	14	5	No	No	
3	58	52	51	1	0	Yes	No	
4	58	52	52	0	0	Yes	No	
5	30	16	10	6	0	Yes	No	
6	72	61	60	1	0	Yes	No	
7	72	61	58	0	3	Yes	No	
8	21	16	16	0	0	Yes	No	
9	204	135	127	8	0	Yes	No	
10	49	44	44	0	0	Yes	No	
11	49	44	43	1	0	Yes	No	
12	62	38	31	7	0	Yes	No	
13	62	38	33	3	2	Yes	No	
14	67	55	50	4	1	Yes	No	
15	67	55	53	1	1	Yes	No	
16	167	79	73	6	0	No	No	
17	131	95	80	14	1	Yes	No	
18	131	95	77	16	2	Yes	No	
19	78	47	39	7	1	Yes	No	
20	78	47	30	15	2	Yes	No	
21	3264	1771	1729	39	3	Yes	No	
22	306	107	97	10	0	No	No	
23	70	40	37	3	0	Yes	No	
24	70	40	36	2	2	Yes	No	
25	62	44	42	2	0	Yes	No	

26	62	44	42	1	1 Yes	No
27	70	57	44	12	1 Yes	No
28	70	57	49	7	1 Yes	No
29	20	16	16	0	0 Yes	No
30	20	16	15	1	0 Yes	No
31	83	51	50	1	0 Yes	No
32	83	51	51	0	0 Yes	No
33	28	21	11	10	0 Yes	No
34	28	21	14	7	0 Yes	No
35	158	114	61	52	1 Yes	No
36	158	114	88	25	1 Yes	No
37	45	37	36	1	0 Yes	No
38	45	37	37	0	0 Yes	No
39	1940	1263	1095	165	3 Yes	No
40	1940	1263	1124	116	23 Yes	No
41	40	19	15	3	1 No	No
42	40	19	18	1	0 No	No
43	8	5	5	0	0 Yes	No
44	99	62	58	4	0 Yes	No
45	225	150	108	40	2 Yes	No
46	225	150	141	9	0 Yes	No
47	82	47	37	10	0 Yes	No
48	428	161	150	11	0 No	No
49	189	102	97	5	0 Yes	No
50	64	39	33	6	0 Yes	No
51	176	83	49	34	0 No	No
52	176	83	67	15	1 No	No
53	45	10	8	2	0 No	No
54	25	23	23	0	0 Yes	No
55	71	54	26	28	0 Yes	No
56	24	19	17	2	0 Yes	No
57	24	19	15	4	0 Yes	No
58	104	77	73	4	0 Yes	No
59	104	77	67	5	5 Yes	No
60	52	33	32	1	0 Yes	No
61	38	30	25	5	0 Yes	No
62	70	64	61	0	3 Yes	No
63	70	64	64	0	0 Yes	No
64	108	79	74	3	2 Yes	No
65	108	79	72	7	0 Yes	No
66	17	10	10	0	0 Yes	No
67	17	10	10	0	0 Yes	No

68	304	221	218	3	0 Yes	No
69	308	175	168	7	0 Yes	No
70	308	175	169	6	0 Yes	No
71	13	13	12	1	0 Yes	No
72	55	40	40	0	0 Yes	No
73	55	40	38	0	2 Yes	No
74	30	18	16	2	0 Yes	No
75	72	60	59	1	0 Yes	No
76	72	60	58	2	0 Yes	No
77	590	288	258	29	1 No	No
78	81	63	57	6	0 Yes	No
79	81	63	57	6	0 Yes	No
80	77	64	59	4	1 Yes	No
81	103	56	41	15	0 Yes	No
82	35	25	24	1	0 Yes	No
83	32	22	21	1	0 Yes	No
84	32	22	20	1	1 Yes	No
85	87	78	65	13	0 Yes	No
86	87	78	70	6	2 Yes	No
87	184	149	141	7	1 Yes	No
88	184	149	132	4	13 Yes	No
89	27	16	16	0	0 Yes	No
90	350	179	152	26	1 Yes	No
91	17	11	11	0	0 Yes	No
92	398	140	105	35	0 No	No
93	74	34	29	5	0 No	No
94	7	1	1	0	0 No	No
95	7	4	3	1	0 Yes	No
96	38	9	9	0	0 No	No
97	5	2	2	0	0 No	No
98	197	87	84	3	0 No	No
99	24	12	12	0	0 Yes	No
100	73	35	34	1	0 No	No
101	1	1	1	0	0 Yes	No
102	1	0	0	0	0 No	No
103	48	15	14	1	0 No	No
104	12	4	4	0	0 No	No
105	119	72	69	3	0 Yes	No
106	1	1	1	0	0 Yes	No
107	407	159	133	25	1 No	No
108	41	23	22	1	0 Yes	No
109	93	58	56	1	1 Yes	No

110	98	65	61	4	0 Yes	No
111	24	6	4	2	0 No	No
112	1	1	1	0	0 Yes	No
113	407	166	150	14	2 No	No
114	25	14	14	0	0 Yes	No
115	1252	689	680	9	0 Yes	No
116	1225	648	571	76	1 Yes	No
117	417	147	120	27	0 No	No
118	75	39	34	5	0 Yes	No
119	147	65	60	5	0 No	No
120	11	6	6	0	0 Yes	No
121	45	20	17	3	0 No	No
122	62	42	41	1	0 Yes	No
123	92	27	25	2	0 No	No
124	7	1	1	0	0 No	No
125	371	152	147	5	0 No	No
126	115	60	56	4	0 Yes	No
127	413	203	193	10	0 No	No
128	186	98	91	7	0 Yes	No
129	4	0	0	0	0 No	No
130	24	15	14	1	0 Yes	No
131	8	3	2	1	0 No	No
132	146	75	70	5	0 Yes	No
133	40	25	23	2	0 Yes	No
134	13	8	7	1	0 Yes	No
135	146	99	60	38	1 Yes	No
136	146	99	79	17	3 Yes	No
137	148	113	107	6	0 Yes	No
138	102	91	85	6	0 Yes	No
139	175	110	82	28	0 Yes	No
140	59	38	27	11	0 Yes	No
141	120	82	79	3	0 Yes	No
142	57	37	29	8	0 Yes	No
143	35	23	16	7	0 Yes	No
144	14	6	4	2	0 No	No
145	58	50	46	4	0 Yes	No
146	309	202	191	11	0 Yes	No
147	28	24	23	1	0 Yes	No
148	101	64	55	9	0 Yes	No
149	47	41	38	3	0 Yes	No
150	4	3	3	0	0 Yes	No
151	124	99	74	21	4 Yes	No

152	124	99	91	1	7 Yes	No	
153	674	554	485	66	3 Yes	No	
154	674	554	489	48	17 Yes	No	
155	16	9	8	1	0 Yes	No	
156	16	9	8	1	0 Yes	No	
157	52	35	21	13	1 Yes	No	
158	52	35	22	13	0 Yes	No	
159	258	167	139	28	0 Yes	No	
160	69	54	53	1	0 Yes	No	
161	24	19	19	0	0 Yes	No	
162	24	19	19	0	0 Yes	No	
163	30	28	25	3	0 Yes	No	
164	38	24	19	5	0 Yes	No	
165	200	166	162	4	0 Yes	No	
166	309	147	143	4	0 No	No	
167	142	59	57	2	0 No	No	
168	164	51	50	1	0 No	No	
169	69	36	28	8	0 Yes	No	
170	68	37	36	1	0 Yes	No	
171	145	76	70	6	0 Yes	No	
172	595	347	323	16	8 Yes	No	
173	595	347	334	8	5 Yes	No	
174	127	81	67	13	1 Yes	No	
175	127	81	68	13	0 Yes	No	
176	49	44	42	2	0 Yes	No	
177	49	44	41	1	2 Yes	No	
178	16	16	13	3	0 Yes	No	
179	16	16	14	2	0 Yes	No	
180	36	23	18	4	1 Yes	No	
181	36	23	21	2	0 Yes	No	
182	497	296	282	14	0 Yes	No	
183	637	310	286	24	0 No	No	
184	389	119	76	43	0 No	No	
185	194	91	90	1	0 No	No	
186	10	1	1	0	0 No	No	
187	365	175	169	6	0 No	No	
188	106	81	66	14	1 Yes	No	
189	652	284	262	22	0 No	Yes	Yes
190	51	34	30	4	0 Yes	Yes	Yes
191	1	1	1	0	0 Yes	Yes	Yes
192	4	2	2	0	0 Yes	Yes	Yes
193	1575	931	830	101	0 Yes	Yes	Yes

194	50	31	23	8	0 Yes	No	
195	20	13	13	0	0 Yes	No	
196	20	13	11	0	2 Yes	No	
197	14	8	7	0	1 Yes	No	
198	14	8	8	0	0 Yes	No	
199	46	28	19	9	0 Yes	No	
200	46	28	23	4	1 Yes	No	
201	159	70	40	30	0 No	No	
202	159	70	52	18	0 No	No	
203	13	2	2	0	0 No	No	
204	9	6	6	0	0 Yes	No	
205	139	72	70	2	0 Yes	No	
206	141	67	59	8	0 No	Yes	No
207	38	18	17	1	0 No	Yes	Yes
208	87	36	31	5	0 No	Yes	No
209	201	64	53	11	0 No	Yes	No
210	645	325	316	9	0 Yes	Yes	Yes
211	7	3	3	0	0 No	Yes	Yes
212	130	51	47	4	0 No	Yes	No
213	58	11	10	1	0 No	No	
214	154	48	46	2	0 No	No	
215	54	22	19	3	0 No	No	
216	54	22	21	0	1 No	No	
217	33	31	30	1	0 Yes	No	
218	33	31	31	0	0 Yes	No	
219	291	143	142	1	0 No	No	
220	40	35	35	0	0 Yes	No	
221	40	35	34	1	0 Yes	No	
222	129	73	69	4	0 Yes	No	
223	91	68	54	13	1 Yes	No	
224	91	68	64	3	1 Yes	No	
225	33	18	18	0	0 Yes	Yes	Yes
226	1	1	1	0	0 Yes	Yes	Yes
227	114	52	50	2	0 No	Yes	Yes
228	4	3	3	0	0 Yes	Yes	Yes
229	1	1	1	0	0 Yes	Yes	Yes
230	182	99	94	4	1 Yes	Yes	Yes
231	11	8	8	0	0 Yes	No	
232	11	8	6	1	1 Yes	No	
233	56	45	45	0	0 Yes	No	
234	56	45	42	2	1 Yes	No	
235	343	179	125	54	0 Yes	No	

236	343	179	129	50	0 Yes	No	
237	269	187	144	42	1 Yes	No	
238	269	187	155	26	6 Yes	No	
239	143	104	97	7	0 Yes	No	
240	143	104	89	8	7 Yes	No	
241	592	423	393	30	0 Yes	No	
242	592	423	368	55	0 Yes	No	
243	8	8	8	0	0 Yes	No	
244	8	8	5	3	0 Yes	No	
245	440	349	191	158	0 Yes	No	
246	133	118	111	7	0 Yes	No	
247	86	79	73	6	0 Yes	No	
248	86	79	74	3	2 Yes	No	
249	218	175	147	28	0 Yes	No	
250	255	129	113	16	0 Yes	No	
251	255	129	120	7	2 Yes	No	
252	1156	665	640	23	2 Yes	No	
253	240	90	66	24	0 No	No	
254	21	18	18	0	0 Yes	No	
255	190	120	99	21	0 Yes	No	
256	819	486	407	77	2 Yes	Yes	Yes
257	819	486	446	34	6 Yes	Yes	Yes
258	8	5	5	0	0 Yes	Yes	Yes
259	8	5	5	0	0 Yes	Yes	Yes
260	1410	873	808	63	2 Yes	Yes	Yes
261	1410	873	821	33	19 Yes	Yes	Yes
262	65	24	21	2	1 No	Yes	No
263	65	24	23	0	1 No	Yes	No
264	213	108	90	18	0 Yes	Yes	Yes
265	213	108	97	8	3 Yes	Yes	Yes
266	374	141	107	25	9 No	Yes	No
267	375	141	122	16	3 No	Yes	No
268	491	287	243	43	1 Yes	Yes	Yes
269	491	287	266	13	8 Yes	Yes	Yes
270	80	19	16	2	1 No	Yes	No
271	80	19	17	0	2 No	Yes	No
272	21	10	10	0	0 No	Yes	Yes
273	21	10	10	0	0 No	Yes	Yes
274	70	35	34	1	0 Yes	Yes	Yes
275	70	35	31	1	3 Yes	Yes	Yes
276	25	11	11	0	0 No	Yes	Yes
277	25	11	11	0	0 No	Yes	Yes

278	1640	629	537	88	4 No	Yes	No
279	1640	629	578	39	12 No	Yes	No
280	57	17	15	2	0 No	Yes	No
281	57	17	15	2	0 No	Yes	No
282	284	157	153	3	1 Yes	Yes	Yes
283	284	157	149	8	0 Yes	Yes	Yes
284	8	3	3	0	0 No	Yes	No
285	8	3	3	0	0 No	Yes	No
286	215	92	90	2	0 No	Yes	Yes
287	215	92	89	1	2 No	Yes	Yes
288	32	19	19	0	0 Yes	Yes	Yes
289	32	19	14	5	0 Yes	Yes	Yes
290	20	10	10	0	0 Yes	Yes	Yes
291	20	10	8	1	1 Yes	Yes	Yes
292	81	25	24	1	0 No	Yes	No
293	81	25	21	2	2 No	Yes	No
294	506	173	156	17	0 No	Yes	No
295	506	173	161	7	5 No	Yes	No
296	1895	1129	946	169	14 Yes	Yes	Yes
297	1895	1129	1045	63	21 Yes	Yes	Yes
298	45	36	35	1	0 Yes	No	
299	45	36	31	2	3 Yes	No	
300	222	159	149	10	0 Yes	No	
301	17	8	8	0	0 No	No	
302	8	6	6	0	0 Yes	No	
303	3	1	1	0	0 No	No	
304	15	10	8	2	0 Yes	No	
305	15	10	9	1	0 Yes	No	
306	137	45	22	23	0 No	No	
307	105	51	34	17	0 No	No	
308	47	22	22	0	0 No	No	
309	47	22	22	0	0 No	No	
310	7	0	0	0	0 No	No	
311	3	1	1	0	0 No	No	
312	38	9	9	0	0 No	No	
313	101	49	45	4	0 No	No	
314	59	35	34	1	0 Yes	No	
315	89	21	16	5	0 No	No	
316	284	181	178	3	0 Yes	No	
317	49	38	36	2	0 Yes	No	

Information on Industrial Action					
Name of Organisation:			Reporting Period		
Did Union members take industrial action during the return period in response to any inducement on the part of the union?			<u>Yes</u>	If YES, for each industrial action taken please complete the information below	
Industrial Action	Nature of the trade dispute for which action was taken	Dates of the industrial action taken	Number of days of industrial action	Nature of industrial action	Categories of nature of Trade Dispute
1	A	06/01/2022-07/01/2022	2	Strike Action	<p>A: Terms and conditions of employment, or the physical conditions in which any workers are required to work</p> <p>B: Engagement or non-engagement, or termination or suspension of employment or the duties of employment, of one or more workers</p> <p>C: Allocation of work or the duties of employment between workers or groups of workers</p> <p>D: Matters of discipline</p> <p>E: A worker's membership or non-membership of a trade union</p> <p>F: Facilities for officials of trade unions</p> <p>G: Machinery for negotiation or consultation, and other procedures, relating to any of the above matters, including the recognition by employers or employers' associations of the right of a trade union to represent workers in such</p>
2	A	07/03/2022-17/03/2022	10	Strike Action	
3	A	14/03/2022-11/04/2022	29	Strike Action	
4	A	3/28/2022	1	Strike Action	
5	A	24/04/2022-11/06/2022	43	Strike Action	
6	A	07/05/2022-17/12/2022	10	Strike Action	
7	A	5/10/2022	1	Strike Action	
8	A	10/05/2022-24/05/2022	15	Action Short of a Strike	
9	G	11/05/2022-31/12/2022	187	Action Short of a Strike	
10	A	30/05/2022-27/06/2022	11	Strike Action	
11	G	06/06/2022-19/10/2022	22	Strike Action	
12	A	20/06/2022-16/08/2022	20	Strike Action	
13	A	20/07/2022-17/08/2022	29	Strike Action	
14	A	25/07/2022-29/07/2022	5	Strike Action	
15	A	28/07/2022-08/08/2022	3	Strike Action	

Set Rows

Show Categories

16	A	01/08/2022-12/08/2022	9 Strike Action	negotiation or consultation or in the carrying out of such procedures
17	A	10/08/2022,17/08/2022,24/08/2022	3 Strike Action	
18	A	18/08/2022-30/08/2022	13 Strike Action	
19	A	26/08/2022-29/08/2022	4 Strike Action	
20	A	26/08/2022-29/08/2022	4 Strike Action	
21	A	26/08/2022-29/08/2022	4 Strike Action	
22	A	26/08/2022-29/08/2022	4 Strike Action	
23	A	26/08/2022-29/08/2022	4 Strike Action	
24	A	26/08/2022-29/08/2022	4 Strike Action	
25	A	26/08/2022-29/08/2022	4 Strike Action	

A	26/08/2022-29/08/2022	4	Strike Action
A	26/08/2022-29/08/2022	4	Strike Action
A	26/08/2022-29/08/2022	4	Strike Action
A	26/08/2022-29/08/2022	4	Strike Action
A	26/08/2022-29/08/2022	4	Strike Action
A	26/08/2022-29/08/2022	4	Strike Action
A	26/08/2022-29/08/2022	4	Strike Action
A	26/08/2022-29/08/2022	4	Strike Action
A	26/08/2022-29/08/2022	4	Strike Action
A	8/31/2022 1	Strike Action	
G	01/09/2022-30/11/2022	90	Action Short of a Strike
G	01/09/2022-30/11/2022	73	Strike Action
A	05/09/2022-07/12/2022	68	Action Short of a Strike
A	13/09/2022-16/09/2022	4	Strike Action
A	25/09/2022-11/11/2022	11	Strike Action
A	26/09/2022-07/12/2022	45	Strike Action
A	26/09/2022-30/11/2022	6	Strike Action
A	08/10/2022-09/12/2022	2	Strike Action
A	10/17/2022 1	Strike Action	
A	10/19/2022 1	Strike Action	
A	24/10/2022-28/11/2022	5	Strike Action
A	02/11/2022-30/11/2022	11	Strike Action
A	03/11/2022-04/11/2022	2	Strike Action
A	21/11/2022-30/11/2022	10	Strike Action
A	21/11/2022-30/11/2022	10	Strike Action
G	05/12/2022-31/12/2022	20	Strike Action
G	05/12/2022-31/12/2022	20	Strike Action

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

Yes

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.

Please find attached an extract from the GMB published accounts for the year ended 31st December 2022 (pages 6-17).

Notes to Accounts

(1) STATEMENT OF ACCOUNTING POLICIES

Statement of Compliance

GMB is an independent Trade Union as listed by the Certification Officer for Trade Unions and Employers' Associations. The Registered Office is Mary Turner House, 22 Stephenson Way, London NW1 2HD.

The Union's financial statements have been prepared in compliance with applicable United Kingdom accounting standards, Financial Reporting Standard 102 (FRS 102), with the exception of the following:

- No Statement of Changes in Equity has been presented on the basis that further details have been provided in the notes which reconcile each fund.
- The future minimum lease commitments receivable have not been disclosed due to the time required to compile the information outweighing the perceived benefit.
- The remuneration of key management personnel has not been duplicated in the financial statements as it is already disclosed in the AR21.

These financial statements were approved for issue by the Union's Central Executive Council. They are presented in Sterling and rounded to the nearest £'000.

Going Concern

The financial statements are drawn up on the going concern basis which assumes the Union will continue in operational existence for the foreseeable future. Due consideration has been given to the working capital and cash flow requirements of the Union for at least 12 months from the date of signature on the accounts.

The Union, having reviewed both costs and operating structures, has budgeted for a surplus in 2023. The Central Executive Council are confident that through the strength and diversity of our membership, the Union's financial strength will be maintained.

On the basis of the above information, the members of the Central Executive Council consider it appropriate to prepare the Union's financial statements on the going concern basis.

Accounting Estimates

The preparation of the financial statements requires the Union's Central Executive Council to make reasonable and prudent judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the reporting date and the amounts reported for revenues and expenses during the year. The key estimates are considered to be the valuation of investment properties and defined benefit pension schemes which are detailed in these accounting policies, and the uncertain nature of the timing of the recoverability of some debtors which are detailed in the appropriate note.

Provisions

Provisions are recognised and are included in the accounts only where the Union has a present obligation as a result of a past event and that amount can be reliably measured. The amount recognised is the best estimate of the consideration required to settle the present obligation at the end of the reporting period, taking into account the risks and uncertainties surrounding the obligation.

Contributions

Contributions are shown in the financial statements on the basis of those amounts collected and due from members in respect of the year under review.

Depreciation

Depreciation is calculated so as to write off the cost of the following assets over their estimated useful lives as follows:

Leasehold Property	-	2% of cost less accumulated depreciation.
Freehold Property	-	2% of cost less accumulated depreciation excluding land.
Motor Vehicles	-	To reflect their market value at 31st December each year.
Furniture and Equipment	-	15% of cost less accumulated depreciation.
Computer Equipment	-	33.3% of cost less accumulated depreciation.

Asset allocation

Fixed assets are shown at cost less depreciation as stated above and are not allocated to specific funds.

Taxation

Taxation for the year is chargeable on investment income and capital gains less provident benefits. There is no taxation charge for

the year since provident benefits exceed the investment income and capital gains.

Deferred tax is provided on the liability method to take account of timing differences between the treatment of certain items for accounting purposes and their treatment for tax purposes. No deferred tax has been recognised in respect of the revaluation of listed investments to market value on the basis that sufficient provident benefits exist to cover the capital gains should the investments be sold.

Investments

Equity investments, held as fixed assets, are recognised at fair value at the reporting date. Any equity investments that are not publicly traded and whose fair value cannot otherwise be measured reliably are recognised at cost.

Investment properties

Certain of the Union's properties have been classified as investment properties. These have been valued at market value as determined by a professional valuation.

Any gains or losses recognised by way of revaluation to fair value, are recognised in the Statement of Comprehensive Income as Gain/(Loss) on Revaluation of Investments to Fair Value and Gain/(Loss) on Revaluation of Investment Properties to Fair Value. Where investments or investment properties are disposed of, any profit or loss on their disposal, being the difference between the proceeds of sale and the book value, are recognised in the Statement of Comprehensive Income as Realised Gain/(Loss) on Sale of Fixed Assets.

Legal costs

Only current billing for costs and disbursements are charged to these financial statements in respect of legal cases where the Union underwrites support for members as it is not possible to quantify any future liability which may arise in respect of this support.

Pension scheme

The Union operates a defined benefit pension scheme.

The amounts charged to the Statement of Comprehensive Income are the current service costs. Actuarial gains and losses are recognised immediately in Other Comprehensive Income.

The assets of the scheme are held separately from those of the Union in a separate trustee-administered fund. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis.

Operating leases

Rental payments in respect of operating leases are charged to the Statement of Comprehensive Income over the term of the lease.

Funds of the Union

The Union holds its reserves and has allocated these to a number of individual funds, the nature of which are noted below:

- The General Fund is the principal fund through which the Union's business is transacted and the balance of the funds held other than as specified in any other fund.
- The Dispute Fund is held for the purpose of recording the direct financial support to members in dispute in accordance with rule. Any costs incurred are met by way of a transfer from the General Fund each year.
- The Political Fund is held to record both the contributions from members who have elected to contribute, and the qualifying expenditure of the Union and the balance held. This fund is governed both by the rule book of the GMB and current Trade Union legislation.
- The Branch Commission Fund is held to record both the balances held, and the transactions relating to direct activities of the branches of the Union.
- The MPO and ASU Reserve Funds are funds relating to the former members of these unions, to be used for expenditure specific to their activity. These funds were established under the relevant Transfer of Engagements.
- GMB maintains the Members' Superannuation Fund for former members of the Amalgamated Society of Boilermakers, Shipwrights, Blacksmiths and Structural Workers Full Benefit Section under the terms of the merger agreement. This Fund is now closed.
- Regional Benefit Funds are local funds created through additional voluntary contributions from members of these funds in return for specific benefits.

Branches and Regions

The transactions of the branches and regions during the year are included in the funds as are the net assets held directly by them at the balance sheet date.

Accounting policies



(see notes 84 and 85)

Please find attached an extract from the GMB published accounts for the year ended 31st December 2022 (pages 4-5).

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:	
Name:	Gary Smith	Name:	Graham Dow - Head of Finance
Date:	25 May 2023	Date:	25 May 2023

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

Checklist for auditor's report

(see notes 90 and 96)

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

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

Please explain in your report overleaf or attached.

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

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

Please explain in your report overleaf or attached

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

In our opinion the financial statements:

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

Notes

	31st December 2022	31st December 2021
--	-----------------------	-----------------------

	£'000	£'000
--	-------	-------

(2) CONTRIBUTIONS

Members' Contributions (Note 28)	68,638	71,082
Less Allocated to Political Fund (Note 14)	(1,920)	(2,157)

	<u>£66,718</u>	<u>£68,925</u>
--	----------------	----------------

(3) BRANCH COSTS (Note 28)

Branch Officers' Salaries and NI	45	56
Check-off Administration	249	282
Member Refunds	25	31
Allocated to Branch Commission Funds (Note 15)	4,853	6,746

	<u>£5,172</u>	<u>£7,115</u>
--	---------------	---------------

(4) BENEFITS

Funeral	354	442
Disablement	-	-
Fatal Accident	15	15
National Weekly Accident	1	-
Retirement	2	2
Legal Expenses - Net	2,766	3,153
Hardship Grants	16	887
Allocated to Dispute Fund (Note 13)	2,722	2,260

	<u>£5,876</u>	<u>£6,759</u>
--	---------------	---------------

(5) AFFILIATIONS

Trades Union Congress	1,466	1,501
Scottish Trades Union Congress	102	101
Irish Congress of Trade Unions	39	45
Trades Councils	2	4
Confederation of Shipbuilding and Engineering Unions	16	16
Public Services International	12	28
UNI Global Union	37	56
IndustriAll Global Union	12	23
International Union of Food and Allied Workers' Associations	20	43
Building and Woodworkers International	5	10
International Transport Workers' Federation	2	2
European Public Service Union	8	13
IndustriAll European Trade Union	7	14
European Federation of Food, Agriculture and Tourism		
Trade Unions	12	19
European Federation of Building and Woodworkers	5	10
European Transport Workers' Federation	4	7
UNI Global Union Europa	7	12
General Federation of Trade Unions	-	21
Institute of Employment Rights	8	8
CLASS	-	20
Labour Research Department	16	-
PIRC	-	15
Miscellaneous	21	28

	<u>£1,801</u>	<u>£1,996</u>
--	---------------	---------------

Notes

	31st December 2022	31st December 2021
	£'000	£'000
(6) CONFERENCES AND EXECUTIVE		
Congress	957	174
Other Conferences	57	8
Central Executive Council	59	23
Regional Council and Committee Meetings	72	35
Industrial Conferences	30	1
Ballots and Elections	254	617
Delegates' Fees and Expenses	130	5
	<hr/>	<hr/>
	£1,559	£863
(7) CAMPAIGNS AND COMMUNICATIONS		
Publication and Mailing Costs	499	535
Donations and Grants	77	358
Campaigns and Demonstrations	99	122
Publicity	137	90
Merchandising	115	68
Recruitment	416	273
	<hr/>	<hr/>
	£1,343	£1,446
(8) SERVICES		
Education	330	64
Joint Industrial Councils	25	7
Negotiations	817	516
	<hr/>	<hr/>
	£1,172	£587
(9) ADMINISTRATION		
Computer Expenses	1,007	1,041
Audit and Other Professional Charges	438	353
Repairs to Premises and Equipment	496	521
Postage and Carriage	334	417
Telecommunications	797	745
Premises	3,262	2,990
Office Expenses	1,351	1,108
Car Expenses	1,486	1,528
Depreciation	1,193	1,140
	<hr/>	<hr/>
	£10,364	£9,843
(10) EMPLOYMENT COSTS		
Salaries	29,698	28,714
Testimonials and Retirement Costs	940	1,323
Employer's Pension - Service Cost	8,191	8,481
Employer's Pension - Other Costs	158	980
Employer's NI on Cars and Other Benefits	278	252
Personnel Costs	71	10
	<hr/>	<hr/>
	£39,336	£39,760

Notes

	31st December 2022	31st December 2021
	£'000	£'000
(11) INVESTMENT INCOME		
Equities	361	355
Unquoted Investments	88	67
Bank and Other Interest	1	-
Rent Received	455	634
Bank Charges	(203)	(185)
	<u>£702</u>	<u>£871</u>
(12) GENERAL FUND		
Surplus for period	15,739	40,085
Balance at start of period	142,931	102,846
	<u>£158,670</u>	<u>£142,931</u>
Balance at end of period		
Full provision for the net pension asset as detailed in note 27 has been made.		
(13) DISPUTE FUND		
Allocated from General Fund (Note 4)	<u>2,722</u>	<u>2,260</u>
Less Strike Benefit:		
Birmingham and West Midlands	-	(308)
London	-	(362)
Midlands	(51)	-
Midlands and East Coast	-	(89)
North East, Yorkshire and Humber	(79)	-
Northern	-	(80)
North West and Irish	(1,885)	(205)
Scotland	(347)	(455)
Southern	(265)	(356)
Wales and South West	(95)	(153)
Yorkshire and North Derbyshire	-	(252)
	<u>(2,722)</u>	<u>(2,260)</u>
Result for period	-	-
Balance at start of period	115	115
	<u>£115</u>	<u>£115</u>
Balance at end of period		

Notes

(14) POLITICAL FUND**Income**

Members' Contributions (Note 2)

31st December 2022	31st December 2021
-----------------------	-----------------------

£'000	£'000
-------	-------

1,920	2,157
-------	-------

Expenditure

Labour Party Affiliation

(1,160)	(1,160)
----------	----------

Labour Party By-Election Insurance Fund

(1)	(1)
------	------

Local Affiliations

(47)	(36)
-------	-------

TULO

(47)	(45)
-------	-------

Labour Party Conference

(144)	(134)
--------	--------

Meetings and Speakers

(5)	(2)
------	------

Labour Party Funding

(68)	(234)
-------	--------

Labour Party Ballot and Election Costs

(10)	(14)
-------	-------

Other Political Expenditure

(23)	(17)
-------	-------

Admin Apportionment

-	(800)
---	--------

(1,505)	(2,443)
----------	----------

Surplus/(Deficit) for period

415	(286)
-----	--------

Balance at start of period

952	1,238
-----	-------

Balance at end of period

£1,367	£952
--------	------

Notes

	31st December 2022	31st December 2021
	£'000	£'000

(15) BRANCH COMMISSION FUNDS**Income**

Allocated from General Fund (Note 3)	4,853	6,746
Investment Income	2	1
Miscellaneous Income	100	109
	<hr/>	<hr/>
	4,955	6,856

Expenditure

Branch Officials' Honoraria	(2,777)	(3,019)
Affiliations	(14)	(27)
Conferences and Executive	(31)	(6)
Campaigns and Communications	(474)	(609)
Services	(1,956)	(2,094)
Administration	(375)	(453)
	<hr/>	<hr/>
	(5,627)	(6,208)

(Deficit)/Surplus for period	(672)	648
Balance at start of period	11,644	10,996

Balance at end of period	<hr/>	<hr/>
	£10,972	£11,644

(16) MPO RESERVE FUND**Income**

From Members	<hr/>	<hr/>
	12	14

Expenditure

Surplus for period	<hr/>	<hr/>
	12	14
Balance at start of period	1,527	1,513

Balance at end of period	<hr/>	<hr/>
	£1,539	£1,527

(17) ASU RESERVE FUND**Income**

From Members	<hr/>	<hr/>
	-	-

Expenditure

Result for period	<hr/>	<hr/>
	-	-
Balance at start of period	34	34

Balance at end of period	<hr/>	<hr/>
	£34	£34

Notes

	31st December 2022	31st December 2021
	£'000	£'000

(18) MEMBERS' SUPERANNUATION FUND**Income**

Transfer from General Fund	137	165
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Expenditure

Members' Superannuation Benefit	(134)	(147)
Administration Expenses	(3)	(18)

	(137)	(165)
--	--------	--------

Result for period	-	-
Balance at start of period	572	572

Balance at end of period	£572	£572
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An actuarial valuation of the Members' Superannuation Fund at 31st December 2020 showed a deficit of £766k. Membership of this Fund originated from the Boilermakers' Section only and the Fund is now closed. During the year, benefit was paid to 2,025 retired members (2021: 2,188).

(19) REGIONAL BENEFIT FUNDS**Income**

From Members	73	75
Investment Income	27	26
Realised Gain on Sale of Investments	-	37
Gain on Revaluation of Investments to Fair Value	-	228

	100	366
--	-----	-----

Expenditure

Benefits	(18)	(25)
Administrative Expenses	(20)	(63)
Loss on Revaluation of Investments to Fair Value	(292)	-

	(330)	(88)
--	--------	-------

(Deficit)/Surplus for period	(230)	278
Balance at start of period	3,516	3,238

Balance at end of period	£3,286	£3,516
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Notes

(20) TANGIBLE FIXED ASSETS

	Freehold & Leasehold Property £'000	Investment Property £'000	Furniture & Computer Equipment £'000	Motor Vehicles £'000	Total £'000
Net book/market value					
At 1st January 2022	30,561	10,793	2,111	195	43,660
Additions at cost	1,637	384	616	31	2,668
Fair value adjustment	-	(5,706)	-	-	(5,706)
	32,198	5,471	2,727	226	40,622
Disposals at book value	(685)	-	-	-	(685)
	31,513	5,471	2,727	226	39,937
Depreciation for period	(572)	-	(593)	(28)	(1,193)
At 31st December 2022	£30,941	£5,471	£2,134	£198	£38,744

(21) INVESTMENTS

	31st December 2022 £'000	31st December 2021 £'000
Listed Investments		
Equities and Other Quoted Investments	497	508
Managed Funds	21,115	23,939
Trade Union Unit Trust	19,922	22,177
Gilts	47	18
British Municipal Stocks and Loans	1	1
	<u>41,582</u>	<u>46,643</u>
Unlisted Investments		
GMB Credit Union	724	718
Other Investments	76	76
Unity Trust Bank plc	9,398	8,186
	<u>10,198</u>	<u>8,980</u>
Total Investments	<u>£51,780</u>	<u>£55,623</u>

Notes

	31st December 2022	31st December 2021
	£'000	£'000

(22) DEBTORS

Contributions Receivable	1,198	1,290
Other Debtors and Prepayments	14,019	14,012
	<hr/>	<hr/>
	15,217	15,302
Less Provision	(12,217)	(12,217)
	<hr/>	<hr/>
	£3,000	£3,085

Included in Other Debtors and Prepayments is an amount of £12.22m (2020 £12.22m) due from UnionLine. See note 26 for details.

Due to the uncertain nature of the timing of the recoverability of the UnionLine loan, which is long-term funding, the Union has taken a decision to create a provision against this debt in keeping with its responsibility to make judgements and estimates that are reasonable and prudent.

(23) CREDITORS

Trade Creditors	(412)	(458)
Payroll Creditors	(1,063)	(1,029)
Other Creditors	(166)	(174)
Accrued Charges and Deferred Income	(2,315)	(3,077)
	<hr/>	<hr/>
	£(3,956)	£(4,738)

(24) COMMITMENTS - OPERATING LEASES**Property**

At 31st December 2022 the Union had total commitments under non-cancellable operating leases of £690,691 (2021 £917,687), £367,740 (2021 £422,068) payable within one year, £322,051 (2021 £495,619) payable within two to five years and £900 (2021 £nil) payable after five years.

Other Commitments

At 31st December 2022 the Union had total commitments under non-cancellable operating leases of £2,731,042 (2021 £3,578,972), £1,252,223 (2021 £1,176,829) payable within one year, £1,478,820 (2021 £2,402,093) payable within two to five years and £nil (2021 £nil) payable after five years.

(25) CONTINGENT LIABILITIES

The Union underwrites legal support to members. The costs of these cases are accounted for in accordance with the accounting policies of the Union.

There were no other contingent liabilities at 31st December 2022 or 31st December 2021.

(26) RELATED PARTY TRANSACTIONS**UnionLine**

At 31st December 2022, the Union was a 50% equity partner in GMB/CWU Legal LLP, which is the sole beneficial partner of Trade Union Legal LLP, trading as UnionLine.

At 31st December 2022, the Union had made an unsecured loan of £7.01m (2021 £7.01m) to the LLP at a commercial rate of interest. The total amount outstanding, including accrued interest, as at 31st December 2022 was £7.78m (2021 £7.78m). At 31st December 2022, £4.44m (2021 £4.44m) was due to the Union in relation to previous charges for staff and administration costs.

During the year the Union made a capital contribution to UnionLine amounting to £1.962m to meet their working capital requirements. The Union takes the view that this is not recoverable and has written the full amount off to the Statement of Comprehensive Income in the year.

Ethical Threads Ltd

At 31st December 2022, the Union held an interest in 50.5% of the voting share capital of the company.

Notes

(27) GMB 1961 PENSION FUND

The Union operates a defined benefit scheme in the UK which provides both pensions in retirement and death benefits to members. Pension benefits are related to the members' final salary at retirement and their length of service.

The Fund is a registered scheme under UK legislation and is subject to the scheme funding requirements outlined in UK legislation.

The Fund was established from 24th January 1961 under trust and is governed by the Fund's current Trust Deed and Rules dated 1st November 2014. The Trustees are responsible for the operation and the governance of the Fund, including making decisions regarding the Fund's funding and investment strategy in conjunction with the Union.

The most recent formal actuarial valuation of the Fund was as at 31st December 2021 and revealed a funding surplus of £24.1m.

In accordance with the Schedule of Contributions dated 14th October 2022, the Union is expected to pay contributions of approximately £7.6m over the next accounting period. This includes £2m fixed annual contributions and around £5.6m based on a rate of 22.1% for the accrual of benefits (including an additional allowance for expenses) on an expected pensionable salary roll of £25.1m.

The contributions paid by the Union are reviewed every three years as part of each formal actuarial valuation. The Fund's next actuarial valuation is due at 31st December 2024.

The contribution payments by the Union include an allowance for ongoing administration expenses and the lump sum death in service benefits.

The liabilities of the Fund are based on the current value of expected benefit payment cashflows to members of the Fund over approximately the next 60 years. The average duration of the liabilities is approximately 12 years.

The value of the liabilities at the reporting date have been estimated by updating the results of the actuarial valuation as at 31st December 2021 to allow for the passage of time, the accrual of new benefits for active members, benefits paid out of the Fund, actual inflationary experience and changes in actuarial assumptions.

Such an approach is normal for the purposes of accounting disclosures. It is not expected that these projections will be materially different from a summation of individual calculations at the accounting date, although there may be some discrepancy between the actual liabilities for the Fund at the accounting date and those included in the disclosures.

A full actuarial valuation of the Fund was carried out as at 31st December 2021 and has been updated to 31st December 2022 by a qualified independent actuary. The major assumptions used by the actuary were as follows:

		At 31/12/2022	At 31/12/2021
Discount rate		4.80%	1.80%
Rate of inflation (RPI)		3.10%	3.30%
Rate of inflation (CPI)		2.70%	2.90%
Rate of salary increase		2.70%	3.30%
Rate of increase to pensions in payment:	RPI max 5%	3.00%	3.20%
	RPI max 2.5%	2.20%	2.20%
	CPI	2.70%	2.90%
Cash commutation		90% of maximum permitted on current terms	90% of maximum permitted on current terms
Assumed life expectancies (in years) on retirement at age 65 are:			
Retiring today - Males		20.1	20.2
Retiring today - Females		22.3	22.5
Retiring in 20 years time - Males		21.3	21.5
Retiring in 20 years time - Females		23.7	23.9

The assets in the Fund:

	Value at 31/12/2022	Value at 31/12/2021
	£'000	£'000
Equities (including property)	153,723	242,858
Gilts	187,798	304,058
Bonds	72,202	85,379
Cash	4,120	3,938
Alternatives/Multi-asset	(41,370)	(137,167)
Fair value of Fund assets	<u>376,473</u>	<u>499,066</u>
	2022	2021

The actual return on assets over the period was:

	<u>(115,792)</u>	<u>32,867</u>
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The amounts recognised in the statement of financial position are as follows:

	As at 31/12/2022	As at 31/12/2021
	£'000	£'000
Present value of funded obligations	(309,365)	(457,974)
Fair value of Fund assets	<u>376,473</u>	<u>499,066</u>
Surplus in funded scheme	<u>67,108</u>	<u>41,092</u>

Reconciliation of opening and closing balances of the present value of the defined benefit obligation:

	Year end 31/12/2022	Year end 31/12/2021
	£'000	£'000
Benefit obligation at beginning of year	457,974	463,872
Current service cost	8,191	8,481
Interest cost	8,099	5,465
Contributions by employees	1,917	1,938
Actuarial (gain)/loss	(148,791)	(2,924)
Benefits paid	<u>(18,025)</u>	<u>(18,858)</u>
Benefit obligation at end of year	<u>309,365</u>	<u>457,974</u>

Reconciliation of opening and closing balances of the fair value of the Fund assets:

Fair value of Fund assets at beginning of year	499,066	473,616
Interest income on Fund assets	8,922	5,639
Return on assets, excluding interest income	(124,714)	27,228
Contributions by employer	10,358	10,483
Contributions by employees	1,917	1,938
Benefits paid	(18,025)	(18,858)
Fund administrative cost	<u>(1,051)</u>	<u>(980)</u>
Fair value of Fund assets at end of year	<u>376,473</u>	<u>499,066</u>

Remeasurement of the net defined benefit liability:

Actuarial (gains)/losses on the liabilities	(148,791)	(2,924)
Return on assets, excluding interest income	<u>124,714</u>	<u>(27,228)</u>
Total remeasurement of the net defined benefit liability	<u>(24,077)</u>	<u>(30,152)</u>

The amounts recognised in other comprehensive income:

Service cost	8,191	8,481
Fund administrative cost	1,051	980
Net interest on the net defined benefit liability	<u>(823)</u>	<u>(174)</u>
Total expense	<u>8,419</u>	<u>9,287</u>

Summary of Income and Branch Expenditure by Region for year ended 31st December 2022

Notes

	London	Midlands	North East Yorkshire and Humber	North West and Irish	Scotland	Southern	Wales and South West	Total
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
(28) INCOME								
Contributions (Note 2)	10,614	12,497	11,819	8,980	7,505	9,595	7,628	68,638
EXPENDITURE (Note 3)								
Branch Officers' Salaries and NIC	4	8	6	2	6	13	6	45
Check-off Administration	25	38	32	42	74	18	20	249
Member Refunds	3	5	3	2	3	4	5	25
Allocated to Branch Commission Funds	791	953	873	587	482	710	457	4,853
	823	1,004	914	633	565	745	488	5,172
Transferred to Region	£9,791	£11,493	£10,905	£8,347	£6,940	£8,850	£7,140	£63,466
Membership 31st December 2022	87,128	93,701	100,928	84,855	59,681	79,522	64,292	570,107

Auditor's report (continued)

Please see report attached.

Signature(s) of auditor or auditors:

DocuSigned by: <i>Ben Courts</i> 373696D69B84421...
BDO LLP
Chartered Accountant
55 Baker Street
London
Postcode W1U 7EU
Date 25 May 2023
Contact name for inquiries and telephone number: Ben Courts 020 3219 4597

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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF GMB

Opinion

In our opinion, the financial statements:

- give a true and fair view of the state of the Union's affairs as at 31 December 2022 and of its result for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Trade Union and Labour Relations (Consolidation) Act 1992.

We have audited the financial statements of GMB (the 'Union') for the year ended 31 December 2022 which comprise the Statement of Comprehensive Income, the Statement of Financial Position, the Statement of Cash Flows 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 FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (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 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 audit opinion.

Independence

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.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Central Executive Council'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 Central Executive Council with respect to going concern are described in the relevant sections of this report.

Other information

The Central Executive Council is responsible for the other information. The other information comprises the information included in the Report of the General Secretary's Introduction to the 2022 Financial Statements, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

- proper accounting records have not been kept in accordance with the requirements; or
- the Union has not maintained a satisfactory system of controls over its transactions in accordance with the requirements; or

- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of the Central Executive Council

As explained more fully in the Statement of the Central Executive Council's Responsibilities, the Central Executive Council 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 Central Executive Council determines 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 Central Executive Council is 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 Central Executive Council 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.

Extent to which the audit was capable of detecting irregularities, including fraud

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 designing our audit, we determined materiality and assessed the risks of material misstatement in the financial statements, including how fraud may occur by enquiring of management of its own consideration of fraud. In particular, we looked at where management made subjective judgements, for example in respect of significant accounting estimates that involved making assumptions and considering future events that are inherently uncertain. We also considered potential financial or other pressures, opportunity and motivations for fraud. As part of this discussion we identified the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations and how management monitor these processes. Appropriate procedures included the review and testing of manual journals and key estimates and judgements made by management.

We gained an understanding of the legal and regulatory framework applicable to the Union and the industry in which it operates, drawing on our broad sector experience, and considered the risk of acts by the Union that were contrary to these laws and regulations, including fraud.

We focused on laws and regulations that could give rise to a material misstatement in the financial statements, including, but not limited to, the Trade Union & Labour Relations Act 1992, UK tax legislation and equivalent local laws and regulations.

We made enquiries of management with regards to compliance with the above laws and regulations and corroborated any necessary evidence to relevant information, for example, minutes of the Central Executive Council meetings, minutes of regional meetings held, legal reports provided to the Central Executive Council and correspondence between the Union and its legal representatives.

We completed a sample of branch audit reviews with a focus on the income, expenditure and cash balances throughout the period to ensure that activities were supported and in line with Union rules and practices. Any unusual findings were raised with the regional secretaries for further investigation.

Our tests included agreeing the financial statements disclosures to underlying supporting documentation and enquiries with management.

We also completed the following procedures:

- Performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- In addressing the risk of fraud through management override of controls, we tested journal entries and other adjustments for inappropriate or unusual journals outside of our expectations, as well as for any significant transactions outside the normal course of business, taking into consideration the scope for management to manipulate financial results;
- Assessed the appropriateness of key estimates and judgements made by management and challenged the assumptions used in accounting estimates. We considered the key estimates to be the valuation of the defined benefit pension scheme liability and the carrying value of the Union's assets.

Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion. There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we are to become aware of it.

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

Use of our report

This report is made solely to GMB, as a body, in accordance with the provisions of the Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the Union 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 as a body, for our audit work, for this report, or for the opinions we have formed.

BDO LLP, statutory auditor
London, UK

BDO LLP is a limited liability partnership registered in England and Wales (with registered number OC305127).

Membership audit certificate

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

(See notes 97 to 103)

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

Yes

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

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

Membership audit certificate

Section one

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

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

Yes


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

Yes

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

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

Membership audit certificate (continued)

Signature of assurer	
Name	BDO LLP
Address	55 Baker Street, London. W1U 7EU
Date	25 May 2023
Contact name and telephone number	Ben Courts 0207 486 5888

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 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	