

Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	Royal College of Nursing		
Year ended:	31 December 2022		
List no:			
Head or Main Office address:	20 Cavendish Square		
	London		
Postcode	W1G 0RN		
Website address (if available)	rcn.org.uk		
Has the address changed during the year to which the return relates?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	('X' in appropriate box)
General Secretary:	Pat Cullen		
Telephone Number:	02890384647		
Contact name for queries regarding the completion of this return	Lois Wells		
Telephone Number:	02076473567		
E-mail:	lois.wells@rcn.org.uk		

Please follow the guidance notes in the completion of this return

Any difficulties or problems in the completion of this return should be directed to the Certification Officer as below or by telephone to: 0330 109 3602

You should send the annual return to the following email address stating the name of the union in subject:

For Unions based in England and Wales: returns@certoffice.org

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

Contents

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

Return of Members

(see notes 10 and 11)

	Number of members at the end of the year				
	Great Britain	Northern Ireland	Irish Republic	Elsewhere Abroad (including Channel Islands)	Totals
Male	56,750	1,586	43	368	58,747
Female	460,258	16,449	321	2,561	479,589
Other	604	16	1	25	646
Total	517,612	18,051	365	2,954	A 538,982

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

538,982

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

7,597

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
Member of Council - North West	Dave Dawes	Maggy Heaton	12 July 2022
Member of Council - Eastern	Jesudass Johnselvan	Andy Roy	14 June 2022
Additional list of resignations provided in			

State whether the union is:

a. A branch of another trade union?

Yes

No

x

If yes, state the name of that other union:

b. A federation of trade unions?

Yes

No

x

If yes, state the number of affiliated unions:

and names:

P2 - Change in Officers (additional information)

Position Held	Name of Officer ceasing to hold Office	Name of Officer Appointed	Date of change
Council member - Northern	Michael Appleby		Resigned 30/11/2022
Council member - North West	Dave Dawes		Removed from membership 6/4/2022
Council member - Northern Ireland	Fiona Devlin		Resigned 2/12/2022
Council member - Scotland	Geoff Earl		Resigned 7/12/2022
Council member - Eastern	Jesudass Johnselvan		Resigned 25/4/2022
Council member - Wales	Richard Jones		Resigned 2/12/2022
Council member - Nursing Support Worker	Evan Keir		Resigned 2/12/2022
Council member - East Midlands	Mel Kerr		Resigned 21/12/2022
Council member - Eastern	Andy Roy		Resigned 2/12/2022
Honorary Treasurer, Council member - West Midlands	Rod Thomson		Resigned 10/10/2022
Council member - South West	Geoffrey Walker		Resigned 11/11/2022
Council member - Student	Shaun Williams		Resigned 11/11/2022

General Fund

(see notes 13 to 18)

	£	£000
Income		
From Members: Contributions and Subscriptions		62,504
From Members: Other income from members (specify)		
Total other income from members		
Total of all income from members		62,504
Investment income (as at page 12)		985
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	3,771	
Total of other income (as at page 4)		3,771
Total income		67,260
Interfund Transfers IN		
Expenditure		
Benefits to members (as at page 5)		34,815
Administrative expenses (as at page 10)		31,965
Federation and other bodies (specify)		
Total expenditure Federation and other bodies		
Taxation		
Total expenditure		66,780
Interfund Transfers OUT		
Surplus (deficit) for year		480
Amount of general fund at beginning of year		60,809
Amount of general fund at end of year		61,289

Analysis of income from federation and other bodies and other income

(see notes 19 and 20)

Description	£000
Federation and other bodies	
Total federation and other bodies	
Any Other Sources	
Donations to Industrial Action Fund	165
Management Fee Income	1,343
conference income	248
Sponsorship Income	234
Room Hire and Catering Income	231
Commission Income	146
Grant Income	62
Other Income	1,342
Total other sources	3,771
Total of all other income	3,771

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

			£000
Representation – Employment Related Issues		brought forward	29,078
	27,914	Advisory Services	2,829
Representation – Non Employment Related Issues		Other Cash Payments	
		Education and Training services	2,908
Communications	297	Negotiated Discount Services	
Dispute Benefits December 2022 strike (provision)	867	Other Benefits and Grants (specify)	
carried forward	29,078	Total (should agree with figure in General Fund)	34,815

(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)

	£000
Administrative Expenses	
Remuneration and expenses of staff	13,850
Salaries and Wages included in above	13,509
Auditors' fees	87
Legal and Professional fees	2,864
Occupancy costs	6,324
Stationery, printing, postage, telephone, etc.	343
Expenses of Executive Committee (Head Office)	2,984
Expenses of conferences	9
Other administrative expenses (specify)	
member services & resources	5,255
public relations and marketing	249
Other Outgoings	
none	
Outgoings on land and buildings (specify)	
Other outgoings (specify)	
tretert	
Total	31,965
Charged to: General Fund (Page 3)	31,965
Total	31,965

Analysis of investment income

(see notes 47 and 48)

	Political Fund £000		Other Fund(s) £000
Rent from land and buildings			
Dividends (gross) from:			
Equities (e.g. shares)			793
Interest (gross) from:			
Government securities (Gilts)			167
Mortgages			
Local Authority Bonds			
Bank and Building Societies			25
Other investment income (specify)			
			985
		Total investment income	985
		Credited to:	
		General Fund (Page 3)	985
		Political Fund	
		Total Investment Funds	985

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 £000	Political Fund £000
Equities (e.g. Shares)		
UK equities	3,706	
Global equities	18,336	
Government Securities (Gilts)		
Fixed interest (Govt securities and bonds)	5,703	
Other quoted securities (to be specified)		
Alternative assets	4,232	
Property	1,769	
Liquid assets	1,763	
Total quoted (as Balance Sheet)	35,509	
Market Value of Quoted Investment	35,509	
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 £000	Political Funds £000	Total Funds £000
Income			
From Members	62,504		62,504
From Investments	985		985
Other Income (including increases by revaluation of assets)	3,771		3,771
Total Income	67,260		67,260
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	66,780		66,780
Funds at beginning of year (including reserves)	60,809		60,809
Funds at end of year (including reserves)	61,289		61,289
Assets			
Fixed Assets			
Investment Assets			35,509
Other Assets			41,577
		Total Assets	77,086
Liabilities		Total Liabilities	15,797
Net Assets (Total Assets less Total Liabilities)			61,289

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)			

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

(see notes 74 to 80)

Did the union hold any ballots in respect of industrial action during the return period?		<input type="text" value="Yes"/>
If Yes How many ballots were held:	<input type="text" value="299"/>	See information on ballots at end of return
For each ballot held please complete the information below:		
Ballot 1		
Number of individual who were entitled to vote in the ballot	<input type="text"/>	
Number of votes cast in the ballot	<input type="text"/>	
Number of Individuals answering "Yes" to the question	<input type="text"/>	1
Number of individuals answering "No" to the question	<input type="text"/>	2
Number of invalid or otherwise spoiled voting papers returned	<input type="text"/>	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	<input type="text"/>	
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input 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 type="text"/>	
Ballot 2		
Number of individual who were entitled to vote in the ballot	<input type="text"/>	
Number of votes cast in the ballot	<input type="text"/>	
Number of Individuals answering "Yes" to the question	<input type="text"/>	1
Number of individuals answering "No" to the question	<input type="text"/>	2
Number of invalid or otherwise spoiled voting papers returned	<input type="text"/>	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	<input type="text"/>	
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input 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 type="text"/>	
Ballot 3		
Number of individual who were entitled to vote in the ballot	<input type="text"/>	
Number of votes cast in the ballot	<input type="text"/>	
Number of Individuals answering "Yes" to the question	<input type="text"/>	1
Number of individuals answering "No" to the question	<input type="text"/>	2
Number of invalid or otherwise spoiled voting papers returned	<input type="text"/>	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	<input type="text"/>	
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input 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 type="text"/>	

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

Ballot 4

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

1-3 should total "Number of votes cast"

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

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

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

Ballot 5

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

1-3 should total "Number of votes cast"

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

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

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

Ballot 6

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

1-3 should total "Number of votes cast"

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

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

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

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

(see note 81)

***Categories of Nature of Trade Dispute**

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

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

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

Industrial Action 1

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 2

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 3

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

use a continuation page if necessary

Industrial Action 4

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 5

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 6

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 7

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 8

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

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

Notes to the accounts

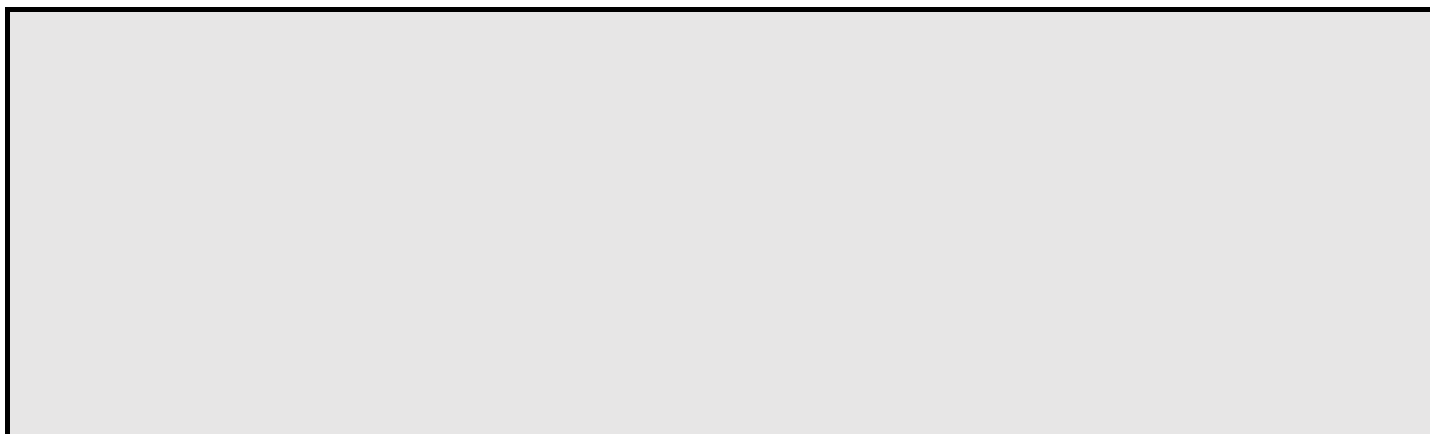
(see notes 82 and 83)

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

Please see enclosed RCN Group Annual Report 2022

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 send the return with the original signatures. Copies will not be accepted.

Secretary's Signature: <i>Pat Cullen</i>	Chairman's Signature: <i>Paul Vaughan</i>
	(or other official whose position should be stated)
Name: Pat Cullen	Name: Paul Vaughan, Acting Chair of Council
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	Y	No	
Has the list of officers in post been completed? (see Page 2 and Note 12)	Yes	Y	No	
Has the return been signed? (see Pages 23 and 25 and Notes 86 and 95)	Yes	Y	No	
Has the auditor's report been completed? (see Pages 20 and 21 and Notes 2 and 77)	Yes	Y	No	
Is a rule book enclosed? (see Notes 8 and 88)	Yes	Y	No	
A member statement is: (see Note 80)	Enclosed	Y	To follow	
Has the summary sheet been completed? (see Page 17 and Notes 7 and 62)	Yes	Y	To follow	
Has the membership audit certificate been completed? (see Page i to iii and Notes 97 and 103)	Yes	Y	No	

Checklist for auditor's report

(see notes 90 and 96)

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

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

Please explain in your report overleaf or attached.

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

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

Please explain in your report overleaf or attached

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

In our opinion the financial statements:

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

Auditor's report (continued)



Signature(s) of auditor or auditors:

Crowe U.K. LLP

Name(s):

CROWE U.K.LLP

Profession(s) or Calling(s):

Chartered Accountants

Address(es):

55 Ludgate Hill,

London

Postcode

EC4M 7JW

Date

31 May 2023

Contact name for inquiries and telephone number:

Tina Allison

02078427276

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 THE ROYAL COLLEGE OF NURSING OF THE UNITED KINGDOM (RCN) FOR THE PERIOD ENDING 31 DECEMBER 2022

Opinion

We have audited the financial statements of the Royal College of Nursing (RCN) for the year ended 31 December 2022 which comprise the income and expenditure, balance sheet and related notes included within the AR21 as set out on pages 3 to 23 of the AR21. These financial statements have been prepared under the historical cost convention and the accounting policies set out therein.

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 RCN's affairs as at 31 December 2022 and of its transactions for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Trade Union and Labour Relations Act 1992.

Basis for opinion

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

Conclusions relating to going concern

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

Other information

The Council members are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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.

Matters on which we are required to report by exception

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

- proper accounting records have not been kept;
- a satisfactory system of control over its accounting records, cash holdings and receipts and remittances has not been maintained;
- 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 Council members

As explained more fully in the statement of Council members' responsibility, the Council members 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 Council members determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

We have been appointed as auditor under section 33 of the Trade Union and Labour Relations Act 1992 and report in accordance with section 36 of that Act.

In preparing the financial statements, the Council members are responsible for assessing the union's and group'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 Council members either intend to liquidate the union or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the recognition of membership income, valuation of the legal indemnity provision and override of controls by management. Our audit procedures to respond to these risks included sample testing of income transactions and indemnity provision valuations, enquiries of management about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with HMRC and reading minutes of meetings of those charged with governance.

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 union's members as a body. Our work has been undertaken so that we might state to union's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the union and the union's members as a body, for our audit work, or for the opinion we have formed.



Tina Allison
Senior Statutory Auditor
For and on behalf of Crowe U.K. LLP
Statutory Auditor
London, United Kingdom

31 May 2023

Membership audit certificate

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

(See notes 97 to 103)

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

YES

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

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

Membership audit certificate

Section one

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

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

YES


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

YES

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

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

Membership audit certificate (continued)

Signature of assurer	
Name	Simon Hearn
Address	Civica Election Services, 33 Clarendon Road, London N8 0NW
Date	23.02.2023
Contact name and telephone number	Simon Hearn, Managing Director 020 8365 8909

Membership audit certificate

Section two

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

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

Yes / No

If "No" Please explain below:

Signature	
Name	
Office held	
Date	

Statement to members of the Royal College of Nursing of the United Kingdom

Statement to members issued in connection with the union's annual return for the year ended 31 December 2022 as required by section 32A of Trade Union and Labour Relations (Consolidation) Act 1992

Income and expenditure

The total income of the union for the year was £66,275,000. This amount included payments of £62,504,000 received in respect of membership of the union. The union's total expenditure for the year was £66,780,000. This represented a deficit on Union activity of £505,000.

The union does not maintain a political fund. The General Fund includes £44,560,000 which is the remainder of a strike fund of £50,000,000 set up by Council in December 2021 to support RCN members taking strike action. The fund is being used to provide compensation for loss of earnings and campaigning during industrial action.

Salary paid to and other benefits provided to the General Secretary

The General Secretary & Chief Executive was paid £133,383 in respect of her trade union responsibilities. This represents 75.99% of her gross salary of £175,538 for the period 1 January to 31 December 2022. RCN has paid the employer's National Insurance contribution of £18,382 and a pension contribution of £16,006 attributable to the trade union activities. The General Secretary & Chief Executive was not paid any other benefit.

Irregularity statement

A member who is concerned that some irregularity may be occurring, or have occurred, in the conduct of the financial affairs of the union may take steps with a view to investigating further, obtaining clarification and, if necessary, securing regularisation of that conduct.

The member may raise any such concern with such one or more of the following as it seems appropriate to raise it with: the officials of the union, the auditor or auditors of the union, the Certification Officer (who is an independent officer appointed by the Secretary of State) and the police.

Where a member believes that the financial affairs of the union have been or are being conducted in breach of the law or in breach of the rules of the union and contemplates bringing civil proceedings against the union or responsible officials or trustees, he should consider obtaining independent legal advice.

Information on Industrial Action Ballots

Name of Organisation:		Royal College of Nursing			Reporting Period	2022		
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?				<u>276</u>				
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	939	496	437	59	0	Yes	No	
2	609	332	295	37	0	Yes	No	
3	36	24	22	2	0	Yes	No	
4	778	391	363	28	0	Yes	No	
5	28	17	15	2	0	Yes	No	
6	45	25	17	8	0	Yes	No	
7	1016	541	493	47	1	Yes	No	
8	3758	1945	1784	161	0	Yes	No	
9	1878	979	906	73	0	Yes	No	
10	2253	1223	1125	98	0	Yes	No	
11	849	427	392	35	0	Yes	No	
12	517	303	261	41	1	Yes	No	
13	2230	1178	1046	130	2	Yes	No	
14	498	275	251	24	0	Yes	No	
15	86	43	36	7	0	Yes	No	
16	69	36	29	7	0	Yes	No	

17	86	45	33	12	0	Yes	No
18	72	45	38	7	0	Yes	No
19	1764	1022	944	78	0	Yes	No
20	1019	524	469	55	0	Yes	No
21	675	367	316	51	0	Yes	No
22	509	262	233	29	0	Yes	No
23	926	479	409	70	0	Yes	No
24	1601	1136	1093	43	0	Yes	No
25	4661	2714	2626	87	1	Yes	No
26	244	137	126	11	0	Yes	No
27	2397	1269	1218	51	0	Yes	No
28	2859	1488	1431	54	3	Yes	No
29	40	20	18	2	0	Yes	No
30	4	2	2	0	0	Yes	No
31	39	20	19	1	0	Yes	No
32	895	534	502	31	1	Yes	No
33	1882	983	942	40	1	Yes	No
34	29	22	22	0	0	Yes	No
35	2149	1191	1150	41	0	Yes	No
36	900	571	537	34	0	Yes	No
37	336	189	181	8	0	Yes	No
38	813	483	450	33	0	Yes	No
39	845	464	435	29	0	Yes	No
40	75	47	36	10	1	Yes	No
41	1757	880	822	58	0	Yes	No
42	412	267	260	7	0	Yes	No
43	2236	1390	1340	50	0	Yes	No
44	277	172	167	5	0	Yes	No
45	1820	1119	1092	27	0	Yes	No
46	903	477	447	30	0	Yes	No
47	130	73	60	13	0	Yes	No
48	114	58	52	6	0	Yes	No
49	36	21	18	3	0	Yes	No

50	66	36	30	6	0	Yes	No
51	1101	589	550	39	0	Yes	No
52	707	360	331	29	0	Yes	No
53	577	349	333	16	0	Yes	No
54	284	195	183	12	0	Yes	No
55	280	182	180	2	0	Yes	No
56	346	231	220	11	0	Yes	No
57	857	458	435	23	0	Yes	No
58	874	463	425	38	0	Yes	No
59	1641	883	814	68	1	Yes	No
60	604	317	290	27	0	Yes	No
61	59	34	32	2	0	Yes	No
62	37	22	20	2	0	Yes	No
63	1233	686	619	67	0	Yes	No
64	1919	1011	925	85	1	Yes	No
65	2575	1438	1307	131	0	Yes	No
66	1401	809	731	78	0	Yes	No
67	1575	793	702	91	0	Yes	No
68	1097	569	475	94	0	Yes	No
69	57	35	30	5	0	Yes	No
70	61	36	27	9	0	Yes	No
71	222	129	110	19	0	Yes	No
72	63	37	35	2	0	Yes	No
73	1796	988	890	98	0	Yes	No
74	578	328	300	28	0	Yes	No
75	2543	1618	1532	85	1	Yes	No
76	1196	611	529	82	0	Yes	No
77	2699	1366	1220	145	1	Yes	No
78	1903	985	892	93	0	Yes	No
79	1215	652	584	67	1	Yes	No
80	742	383	332	51	0	Yes	No
81	127	73	66	6	1	Yes	No
82	1567	796	720	76	0	Yes	No

83	2788	1574	1463	109	2	Yes	No
84	854	451	425	26	0	Yes	No
85	1113	631	563	68	0	Yes	No
86	520	308	275	33	0	Yes	No
87	704	386	327	59	0	Yes	No
88	1388	836	756	79	1	Yes	No
89	1097	598	525	73	0	Yes	No
90	1716	887	815	72	0	Yes	No
91	1326	692	612	79	1	Yes	No
92	60	30	25	5	0	Yes	No
93	581	391	345	46	0	Yes	No
94	28	17	11	6	0	Yes	No
95	68	43	35	8	0	Yes	No
96	28	16	13	3	0	Yes	No
97	1762	946	879	66	1	Yes	No
98	1211	658	604	54	0	Yes	No
99	2217	1273	1128	143	2	Yes	No
100	1288	730	651	79	0	Yes	No
101	716	359	319	40	0	Yes	No
102	1959	1048	928	119	1	Yes	No
103	45	23	23	0	0	Yes	No
104	1127	613	548	65	0	Yes	No
105	2769	1685	1568	116	1	Yes	No
106	2038	1133	1032	100	1	Yes	No
107	1558	831	755	76	0	Yes	No
108	1417	718	676	42	0	Yes	No
109	30	20	16	4	0	Yes	No
110	895	474	418	56	0	Yes	No
111	1826	920	811	109	0	Yes	No
112	27	14	13	1	0	Yes	No
113	47	26	22	4	0	Yes	No
114	255	140	127	13	0	Yes	No
115	369	204	183	21	0	Yes	No

116	199	119	108	11	0	Yes	No
117	4003	2075	1911	163	1	Yes	No
118	1645	840	768	71	1	Yes	No
119	479	241	226	15	0	Yes	No
120	1244	632	590	42	0	Yes	No
121	835	430	369	61	0	Yes	No
122	648	362	312	48	2	Yes	No
123	440	229	177	52	0	Yes	No
124	113	62	49	13	0	Yes	No
125	690	379	354	25	0	Yes	No
126	341	181	171	10	0	Yes	No
127	2800	1530	1403	126	1	Yes	No
128	3370	1810	1668	141	1	Yes	No
129	1880	1039	936	102	1	Yes	No
130	3562	2128	1985	140	3	Yes	No
131	446	260	230	30	0	Yes	No
132	152	90	77	13	0	Yes	No
133	2405	1392	1289	102	1	Yes	No
134	3150	1752	1656	95	1	Yes	No
135	2273	1313	1261	52	0	Yes	No
136	3973	2158	1979	174	5	Yes	No
137	154	97	88	9	0	Yes	No
138	72	47	41	6	0	Yes	No
139	5	4	2	2	0	Yes	No
140	20	13	11	2	0	Yes	No
141	3	3	3	0	0	Yes	No
142	507	253	229	24	0	No	No
143	762	380	365	15	0	No	No
144	775	386	362	24	0	No	No
145	3489	1737	1677	60	0	No	No
146	642	319	299	20	0	No	No
147	1356	673	627	46	0	No	No
148	105	52	48	4	0	No	No

149	3132	1546	1466	77	3	No	No
150	1215	599	550	48	1	No	No
151	893	440	414	26	0	No	No
152	47	23	22	1	0	No	No
153	1347	659	576	83	0	No	No
154	1078	527	480	47	0	No	No
155	86	42	35	7	0	No	No
156	608	296	264	32	0	No	No
157	1264	614	565	48	1	No	No
158	2017	979	902	77	0	No	No
159	739	358	325	33	0	No	No
160	1061	513	470	43	0	No	No
161	950	459	389	70	0	No	No
162	906	437	402	35	0	No	No
163	328	158	154	3	1	No	No
164	746	359	324	35	0	No	No
165	312	150	143	6	1	No	No
166	1448	696	659	36	1	No	No
167	631	303	259	44	0	No	No
168	1108	532	488	44	0	No	No
169	1483	711	659	52	0	No	No
170	48	23	18	5	0	No	No
171	428	205	165	40	0	No	No
172	614	294	272	22	0	No	No
173	4576	2183	2049	131	3	No	No
174	80	38	31	6	1	No	No
175	40	19	14	5	0	No	No
176	1121	532	498	33	1	No	No
177	1317	625	571	52	2	No	No
178	780	370	333	37	0	No	No
179	268	127	120	7	0	No	No
180	2988	1416	1335	80	1	No	No
181	1617	762	705	56	1	No	No

182	1366	643	599	43	1	No	No
183	536	252	222	30	0	No	No
184	49	23	21	2	0	No	No
185	1436	671	613	58	0	No	No
186	755	352	344	8	0	No	No
187	1254	583	532	51	0	No	No
188	435	202	185	17	0	No	No
189	470	218	195	23	0	No	No
190	324	150	139	11	0	No	No
191	769	356	307	48	1	No	No
192	599	277	252	25	0	No	No
193	1226	566	537	29	0	No	No
194	91	42	38	4	0	No	No
195	2827	1299	1163	133	3	No	No
196	989	454	402	52	0	No	No
197	2396	1099	1052	46	1	No	No
198	678	311	289	22	0	No	No
199	1401	640	580	60	0	No	No
200	1214	554	488	66	0	No	No
201	1488	677	649	28	0	No	No
202	1220	555	511	44	0	No	No
203	760	344	320	24	0	No	No
204	1839	832	752	79	1	No	No
205	1793	810	723	87	0	No	No
206	505	228	202	25	1	No	No
207	651	293	266	27	0	No	No
208	1371	617	565	52	0	No	No
209	1148	516	473	43	0	No	No
210	1582	711	628	82	1	No	No
211	1338	599	546	53	0	No	No
212	105	47	42	5	0	No	No
213	1419	635	574	61	0	No	No
214	599	268	245	23	0	No	No

215	754	337	305	32	0	No	No
216	1130	504	457	47	0	No	No
217	1009	450	390	60	0	No	No
218	842	374	355	19	0	No	No
219	133	59	44	15	0	No	No
220	689	305	269	36	0	No	No
221	3050	1342	1224	118	0	No	No
222	1254	551	502	47	2	No	No
223	595	261	245	16	0	No	No
224	896	393	355	38	0	No	No
225	1276	559	489	70	0	No	No
226	48	21	18	3	0	No	No
227	1331	581	530	51	0	No	No
228	938	406	386	20	0	No	No
229	1668	721	618	103	0	No	No
230	1686	728	667	61	0	No	No
231	1265	546	492	54	0	No	No
232	802	346	318	28	0	No	No
233	1239	532	515	17	0	No	No
234	895	384	356	28	0	No	No
235	659	281	253	28	0	No	No
236	907	385	338	47	0	No	No
237	1665	703	623	80	0	No	No
238	846	357	322	34	1	No	No
239	1017	427	393	34	0	No	No
240	86	36	29	7	0	No	No
241	568	237	205	32	0	No	No
242	1003	418	362	55	1	No	No
243	633	263	248	15	0	No	No
244	930	386	358	28	0	No	No
245	29	12	12	0	0	No	No
246	863	356	334	22	0	No	No
247	469	192	176	16	0	No	No

248	49	20	13	7	0	No	No
249	543	221	207	14	0	No	No
250	59	24	22	2	0	No	No
251	394	158	146	12	0	No	No
252	968	385	362	23	0	No	No
253	1790	711	641	70	0	No	No
254	1778	704	666	37	1	No	No
255	76	30	23	7	0	No	No
256	28	11	9	2	0	No	No
257	1579	618	591	26	1	No	No
258	23	9	8	1	0	No	No
259	1057	413	378	35	0	No	No
260	96	37	30	7	0	No	No
261	68	26	19	7	0	No	No
262	856	325	317	8	0	No	No
263	37	14	10	4	0	No	No
264	702	261	249	12	0	No	No
265	675	248	231	17	0	No	No
266	672	244	210	34	0	No	No
267	47	17	13	4	0	No	No
268	31	11	10	1	0	No	No
269	48	17	8	9	0	No	No
270	85	29	25	4	0	No	No
271	49	16	14	2	0	No	No
272	25	6	4	2	0	No	No
273	21	5	3	2	0	No	No
274	15	3	0	3	0	No	No
275	5	1	1	0	0	No	No
276	2752	1365	1275	90	0	No	No

Information on Industrial Action

Name of Organisation:		Royal College of Nursing		Reporting Period		2022
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	15-Dec-22	1	Strike	Kettering General Hospital NHS Foundation Trust	<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 negotiation or consultation or in the carrying out of such procedures</p>
2	A	15-Dec-22	1	Strike	NHS Nottingham and Nottinghamshire ICB	
3	A	15-Dec-22	1	Strike	Northamptonshire Healthcare NHS Foundation Trust	
4	A	15-Dec-22	1	Strike	Nottingham University Hospitals NHS Trust	
5	A	15-Dec-22	1	Strike	Nottinghamshire Healthcare NHS Foundation Trust	
6	A	15-Dec-22	1	Strike	Cambridge University Hospital NHS Foundation Trust	
7	A	15-Dec-22	1	Strike	Cambridgeshire and Peterborough NHS Foundation Trust	
8	A	15-Dec-22	1	Strike	Cambridgeshire Community Services NHS Trust	
9	A	15-Dec-22	1	Strike	Hertfordshire Community NHS Trust	
10	A	15-Dec-22	1	Strike	NHS Hertfordshire and West Essex ICB	
11	A	15-Dec-22	1	Strike	Royal Papworth Hospital NHS Foundation Trust	
12	A	15-Dec-22	1	Strike	Great Ormond Street Hospital for Children NHS Foundation Trust	
13	A	15-Dec-22	1	Strike	Guys and St Thomas NHS Foundation Trust	
14	A	15-Dec-22	1	Strike	Imperial College Healthcare NHS Trust	
15	A	15-Dec-22	1	Strike	NHS North Central London ICB	
16	A	15-Dec-22	1	Strike	Royal Marsden NHS Foundation Trust	
17	A	15-Dec-22	1	Strike	Alder Hey Childrens NHS Foundation Trust	
18	A	15-Dec-22	1	Strike	Health Education England	
19	A	15-Dec-22	1	Strike	Liverpool Heart and Chest Hospital NHS Found Trust	
20	A	15-Dec-22	1	Strike	Liverpool University Hospitals NHS Foundation Trust	
21	A	15-Dec-22	1	Strike	Liverpool Womens NHS Foundation Trust	
22	A	15-Dec-22	1	Strike	Mersey Care NHS Foundation Trust	
23	A	15-Dec-22	1	Strike	The Clatterbridge Cancer Centre NHS Found Trust	
24	A	15-Dec-22	1	Strike	The Walton Centre NHS Foundation Trust	
25	A	15-Dec-22	1	Strike	Gateshead Health NHS Foundation Trust	
26	A	15-Dec-22	1	Strike	Northumbria Healthcare NHS Foundation Trust	
27	A	15-Dec-22	1	Strike	The Newcastle Upon Tyne Hospitals NHS Foundation Trust	
28	A	15-Dec-22	1	Strike	Oxford Health NHS Foundation Trust	
29	A	15-Dec-22	1	Strike	Oxford University Hospitals NHS Foundation Trust	
30	A	15-Dec-22	1	Strike	Royal Berkshire NHS Foundation Trust	
31	A	15-Dec-22	1	Strike	Devon Partnership NHS Trust	
32	A	15-Dec-22	1	Strike	Gloucestershire Health and Care NHS Foundation Trust	
33	A	15-Dec-22	1	Strike	Gloucestershire Hospitals NHS Foundation Trust	
34	A	15-Dec-22	1	Strike	Great Western Hospitals NHS Foundation Trust	
35	A	15-Dec-22	1	Strike	NHS Bath, North East Somerset, Swindon and Wiltshire ICB (BSW Together)	
36	A	15-Dec-22	1	Strike	NHS Devon ICB (One Devon)	
37	A	15-Dec-22	1	Strike	NHS Gloucestershire ICB (One Gloucestershire)	
38	A	15-Dec-22	1	Strike	North Bristol NHS Trust	
39	A	15-Dec-22	1	Strike	Royal Devon University Healthcare NHS Foundation Trust	

40	A	15-Dec-22	1	Strike	Royal United Hospitals Bath NHS Foundation Trust
41	A	15-Dec-22	1	Strike	Torbay and South Devon NHS Foundation Trust
42	A	15-Dec-22	1	Strike	University Hospitals Bristol and Weston NHS Foundation Trust
43	A	15-Dec-22	1	Strike	University Hospitals Plymouth NHS Trust
44	A	15-Dec-22	1	Strike	Birmingham Women's and Children's NHS Foundation Trust
45	A	15-Dec-22	1	Strike	Herefordshire and Worcestershire Health and Care NHS Trust
46	A	15-Dec-22	1	Strike	NHS Birmingham and Solihull ICB (BSol ICB)
47	A	15-Dec-22	1	Strike	The Royal Orthopaedic Hospital NHS Foundation Trust
48	A	15-Dec-22	1	Strike	University Hospitals Birmingham NHS Foundation Trust
49	A	15-Dec-22	1	Strike	Worcestershire Acute Hospitals NHS Trust
50	A	15-Dec-22	1	Strike	Bradford Teaching Hospitals NHS Foundation Trust
51	A	15-Dec-22	1	Strike	Leeds Community Healthcare NHS Trust
52	A	15-Dec-22	1	Strike	NHS England
53	A	15-Dec-22	1	Strike	The Leeds Teaching Hospitals NHS Trust
54	A	15-Dec-22	1	Strike	Betsi Cadwaladr University Local Health Board
55	A	15-Dec-22	1	Strike	Cardiff and Vale University Health Board
56	A	15-Dec-22	1	Strike	Cwm Taf Morgannwg University Health Board
57	A	15-Dec-22	1	Strike	Digital Health and Care Wales
58	A	15-Dec-22	1	Strike	Health Education and Improvement Wales Health Authority
59	A	15-Dec-22	1	Strike	Hywel Dda University Health Board
60	A	15-Dec-22	1	Strike	NHS Wales Shared Services Partnership
61	A	15-Dec-22	1	Strike	Powys Teaching Local Health Board
62	A	15-Dec-22	1	Strike	Public Health Wales
63	A	15-Dec-22	1	Strike	Swansea Bay University Health Board
64	A	15-Dec-22	1	Strike	Velindre NHS Trust
65	A	15-Dec-22	1	Strike	Welsh Ambulance Services NHS Trust Headquarters
66	A	20-Dec-22	1	Strike	Kettering General Hospital NHS Foundation Trust
67	A	20-Dec-22	1	Strike	NHS Nottingham and Nottinghamshire ICB
68	A	20-Dec-22	1	Strike	Northamptonshire Healthcare NHS Foundation Trust
69	A	20-Dec-22	1	Strike	Nottingham University Hospitals NHS Trust
70	A	20-Dec-22	1	Strike	Nottinghamshire Healthcare NHS Foundation Trust
71	A	20-Dec-22	1	Strike	Cambridge University Hospital NHS Foundation Trust
72	A	20-Dec-22	1	Strike	Cambridgeshire and Peterborough NHS Foundation Trust
73	A	20-Dec-22	1	Strike	Cambridgeshire Community Services NHS Trust
74	A	20-Dec-22	1	Strike	Hertfordshire Community NHS Trust
75	A	20-Dec-22	1	Strike	NHS Hertfordshire and West Essex ICB
76	A	20-Dec-22	1	Strike	Royal Papworth Hospital NHS Foundation Trust
77	A	20-Dec-22	1	Strike	Great Ormond Street Hospital for Children NHS Foundation Trust
78	A	20-Dec-22	1	Strike	Guys and St Thomas NHS Foundation Trust
79	A	20-Dec-22	1	Strike	Imperial College Healthcare NHS Trust
80	A	20-Dec-22	1	Strike	NHS North Central London ICB
81	A	20-Dec-22	1	Strike	Royal Marsden NHS Foundation Trust
82	A	20-Dec-22	1	Strike	Alder Hey Childrens NHS Foundation Trust
83	A	20-Dec-22	1	Strike	Health Education England
84	A	20-Dec-22	1	Strike	Liverpool Heart and Chest Hospital NHS Found Trust
85	A	20-Dec-22	1	Strike	Liverpool University Hospitals NHS Foundation Trust
86	A	20-Dec-22	1	Strike	Liverpool Womens NHS Foundation Trust
87	A	20-Dec-22	1	Strike	Mersey Care NHS Foundation Trust
88	A	20-Dec-22	1	Strike	The Clatterbridge Cancer Centre NHS Found Trust
89	A	20-Dec-22	1	Strike	The Walton Centre NHS Foundation Trust
90	A	20-Dec-22	1	Strike	Gateshead Health NHS Foundation Trust

91	A	20-Dec-22	1	Stike	Northumbria Healthcare NHS Foundation Trust
92	A	20-Dec-22	1	Stike	The Newcastle Upon Tyne Hospitals NHS Foundation Trust
93	A	20-Dec-22	1	Stike	Oxford Health NHS Foundation Trust
94	A	20-Dec-22	1	Stike	Oxford University Hospitals NHS Foundation Trust
95	A	20-Dec-22	1	Stike	Royal Berkshire NHS Foundation Trust
96	A	20-Dec-22	1	Stike	Devon Partnership NHS Trust
97	A	20-Dec-22	1	Stike	Gloucestershire Health and Care NHS Foundation Trust
98	A	20-Dec-22	1	Stike	Gloucestershire Hospitals NHS Foundation Trust
99	A	20-Dec-22	1	Stike	Great Western Hospitals NHS Foundation Trust
100	A	20-Dec-22	1	Stike	NHS Bath, North East Somerset, Swindon and Wiltshire ICB (BSW Together)
101	A	20-Dec-22	1	Stike	NHS Devon ICB (One Devon)
102	A	20-Dec-22	1	Stike	NHS Gloucestershire ICB (One Gloucestershire)
103	A	20-Dec-22	1	Stike	North Bristol NHS Trust
104	A	20-Dec-22	1	Stike	Royal Devon University Healthcare NHS Foundation Trust
105	A	20-Dec-22	1	Stike	Royal United Hospitals Bath NHS Foundation Trust
106	A	20-Dec-22	1	Stike	Torbay and South Devon NHS Foundation Trust
107	A	20-Dec-22	1	Stike	University Hospitals Bristol and Weston NHS Foundation Trust
108	A	20-Dec-22	1	Stike	University Hospitals Plymouth NHS Trust
109	A	20-Dec-22	1	Stike	Birmingham Women's and Children's NHS Foundation Trust
110	A	20-Dec-22	1	Stike	Herefordshire and Worcestershire Health and Care NHS Trust
111	A	20-Dec-22	1	Stike	NHS Birmingham and Solihull ICB (BSol ICB)
112	A	20-Dec-22	1	Stike	The Royal Orthopaedic Hospital NHS Foundation Trust
113	A	20-Dec-22	1	Stike	University Hospitals Birmingham NHS Foundation Trust
114	A	20-Dec-22	1	Stike	Worcestershire Acute Hospitals NHS Trust
115	A	20-Dec-22	1	Stike	Bradford Teaching Hospitals NHS Foundation Trust
116	A	20-Dec-22	1	Stike	Leeds Community Healthcare NHS Trust
117	A	20-Dec-22	1	Stike	NHS England
118	A	20-Dec-22	1	Stike	The Leeds Teaching Hospitals NHS Trust
119	A	20-Dec-22	1	Stike	Betsi Cadwaladr University Local Health Board
120	A	20-Dec-22	1	Stike	Cardiff and Vale University Health Board
121	A	20-Dec-22	1	Stike	Cwm Taf Morgannwg University Health Board
122	A	20-Dec-22	1	Stike	Digital Health and Care Wales
123	A	20-Dec-22	1	Stike	Health Education and Improvement Wales Health Authority
124	A	20-Dec-22	1	Stike	Hywel Dda University Health Board
125	A	20-Dec-22	1	Stike	NHS Wales Shared Services Partnership
126	A	20-Dec-22	1	Stike	Powys Teaching Local Health Board
127	A	20-Dec-22	1	Stike	Public Health Wales
128	A	20-Dec-22	1	Stike	Swansea Bay University Health Board
129	A	20-Dec-22	1	Stike	Velindre NHS Trust
130	A	20-Dec-22	1	Stike	Welsh Ambulance Services NHS Trust Headquarters

Information on Industrial Action Ballots

Name of Organisation:		Royal College of Nursing			Reporting Period	2022		
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?				<u>23</u>				
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	27	16	9	7	0	Yes	No	
2	367	220	194	26	0	Yes		
3	1587	1063	984	79	0	Yes		
4	626	391	335	56	0	Yes		
5	1169	762	689	73	0	Yes		
6	33	22	16	6	0	Yes		
7	1974	1276	1199	77	0	Yes		
8	1741	1201	1149	52	0	Yes		
9	441	325	307	18	0	Yes		
10	3548	2003	1788	212	3	Yes		
11	7035	4993	4817	174	2	Yes		
12	1905	1255	1121	134	0	Yes		
13	2701	1872	1822	50	0	Yes		
14	4473	3106	2892	211	3	Yes		
15	148	112	99	13	0	Yes		
16	172	120	108	12	0	Yes		

17	177	110	99	11	0	Yes		
18	3024	1906	1737	168	1	Yes		
19	285	153	134	19	0	Yes		
20	14	7	7	0	0	Yes		
21	51	36	33	3	0	Yes		
22	85	51	43	8	0	Yes		
23	28	16	15	1	0	Yes		

Information on Industrial Action

Name of Organisation:	Royal College of Nursing		Reporting Period	2022
Did Union members take industrial action during the return period in response to any inducement on the part of the union?		<u>No</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				
<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</p>				