

Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	Nationwide Group Staff Union		
Year ended:	31 December 2022		
List no:	713T		
Head or Main Office address:	Middleton Farmhouse		
	37 Main Road		
	Middleton Cheney		
	Banbury		
	Oxfordshire		
Postcode	OX17 2QT		
Website address (if available)	www.ngsu.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:	Tim Rose		
Telephone Number:	01295 710767		
Contact name for queries regarding the completion of this return	Carol Rudge, HW Fisher LLP		
Telephone Number:	020 7388 7000		
E-mail:	crudge@hwfisher.co.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

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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
Male	4,090	25			4,115
Female	8,122	118			8,240
Other					
Total	12,212	143			A 12,355

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

12,355

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

Change of Officers

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

Position Held	Name of Officer ceasing to hold Office	Name of Officer Appointed	Date of change
Executive Officer	Gordon Picker	Joanne Williams	01 January 2022
Executive Officer	Karol Kubik	Matt Stanley	01 January 2022
NRO RD & Servicing	N/A	Karol Kubik	01 January 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:

Officers in post

(see note 12)

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

Name of Officer	Position held
Tim Rose	General Secretary (1/1/2020)
Nicola Trudi Sellars	President (1/4/2021)
Barry Murphy	Vice-President (1/4/2021)
Sarah Daly	Treasurer (1/4/2021)
Nicola Savory	Executive Officer (1/4/2021)
Lewis Goodwin Akers	Executive Officer (1/4/2021)
Joanne Marie Williams	Executive Officer (1/1/2022)
Michael John Padfield	Executive Officer (1/4/2021)
Natalie Rogers	Executive Officer (1/4/2021)
Iain Jeffree	Executive Officer (1/4/2021)
Matthew Stanley	Executive Officer (1/1/2022)
Benjamin Arthur Garratt	Executive Officer (1/4/2021)
Helen Parker	Executive Officer (1/4/2021)
Peter Goldsworthy	NRO - Swindon & LAC (1/4/2021)
Louise Chissell	NRO - Bournemouth (1/4/2021)
Barry Murphy	NRO - Scotland AC (1/4/2021)
Nimisha Nandha	NRO - East (1/4/2021)
Casey Sherwood	NRO - Swindon & London AC (1/4/2021)
Donna Clarke	NRO - NAC (1/4/2021)
Karol Kubik	NRO - RD & Servicing (1/1/2022)
Susan Walker	NRO - North (1/4/2021)
Sarah Daly	NRO - Swindon & LAC (1/4/2021)
Christine Cooper	NRO - South (1/4/2021)
Jean Sandra Morgan	NRO - West (1/4/2021)

General Fund

(see notes 13 to 18)

	£	£
Income		
From Members: Contributions and Subscriptions		1,327,279
From Members: Other income from members (specify)		
Draws and lotteries		360,789
Total other income from members		360,789
Total of all income from members		1,688,068
Investment income (as at page 12)		4,336
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	8,460	
Total of other income (as at page 4)		8,460
Total income		1,700,864
Interfund Transfers IN		
Expenditure		
Benefits to members (as at page 5)		34,140
Administrative expenses (as at page 10)		1,755,481
Federation and other bodies (specify)		
TUC Affiliation fees		36,183
Total expenditure Federation and other bodies		36,183
Taxation		
Total expenditure		1,825,804
Interfund Transfers OUT		
Surplus (deficit) for year		-124,940
Amount of general fund at beginning of year		1,966,116
Amount of general fund at end of year		1,841,176

Analysis of income from federation and other bodies and other income

(see notes 19 and 20)

Description	£
Federation and other bodies	
Total federation and other bodies	
Any Other Sources	
Insurance Commission	5,042
Other Commission	2,668
Advertising revenue	750
Total other sources	8,460
Total of all other income	8,460

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

			£
Representation – Employment Related Issues		brought forward	18,609
		Advisory Services	
Representation – Non Employment Related Issues		Other Cash Payments	
		Education and Training services	
		Training	4,427
Communications			
Magazine costs	14,669		
Publications	3,940		
		Negotiated Discount Services	
Dispute Benefits			
		Other Benefits and Grants (specify)	
		Disciplinary and grievance	1,691
		Members' benefits	9,413
carried forward	18,609	Total (should agree with figure in General Fund)	34,140

(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	

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

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

(a) the nature of each cause or campaign for which money was expended, and the total amount expended in relation to each one	£

Total expenditure

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

Total expenditure

(c) the total amount of all other money expended	£

Total expenditure

Total of all expenditures

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

(see notes 34 and 35)

		£
Administrative Expenses		
Remuneration and expenses of staff		1,006,454
Salaries and Wages included in above	1,006,454	
Auditors' fees		35,860
Legal and Professional fees		140,000
Occupancy costs		28,253
Stationery, printing, postage, telephone, etc.		26,042
Expenses of Executive Committee (Head Office)		235
Expenses of conferences		35,808
Other administrative expenses (specify)		
Other Outgoings		
Depreciation and ammortisation		26,714
Taxation (VAT recovered)		-14,157
Ballots		
Accountancy systems		16,662
Sundry		5,592
Website costs		6,301
Maintenance and leasing		70,643
Asset under Construction		8,865
Prizes Awarded		270,606
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
Loss on investments		91,603
Total		1,755,481
Charged to:	General Fund (Page 3)	1,755,481
	Charitable Fund	
Total		1,755,481

Analysis of investment income

(see notes 47 and 48)

	Political Fund £		Other Fund(s) £
Rent from land and buildings			
Dividends (gross) from:			
Equities (e.g. shares)			2,889
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			1,447
Other investment income (specify)			
			4,336
		Total investment income	4,336
		Credited to:	
		General Fund (Page 3)	4,336
		Charitable Fund	
		Political Fund	
		Total Investment Funds	4,336

Fixed assets account

(see notes 53 to 57)

	Land and Buildings		Furniture and Equipment £	Motor Vehicles £	Intangible Fixed Assets £	Total £
	Freehold £	Leasehold £				
Cost or Valuation						
At start of year	294,206		222,477		48,097	564,780
Additions	1,320		12,866		23,095	37,281
Disposals						
Revaluation/Transfers						
At end of year	295,526		235,343		71,192	602,061
Accumulated Depreciation						
At start of year	102,876		210,945		35,783	349,604
Charges for year	3,911		9,414		13,389	26,714
Disposals						
Revaluation/Transfers						
At end of year	106,787		220,359		49,172	376,318
Net book value at end of year	188,739		14,984		22,020	225,743
Net book value at end of previous year	191,330		11,533		12,314	215,177

Analysis of investments

(see notes 58 and 59)

Quoted	All Funds Except Political Funds £	Political Fund £
Equities (e.g. Shares)		
Lloyds Shares	165	
Aberdeen Multi Manager Diversity Fund	841,890	
Government Securities (Gilts)		
Other quoted securities (to be specified)		
Total quoted (as Balance Sheet)	842,055	
Market Value of Quoted Investment	842,055	
Unquoted		
Equities		
Unity Trust Bank	288,943	
Government Securities (Gilts)		
Mortgages		
Bank and Building Societies		
Other unquoted investments (to be specified)		
Total unquoted (as Balance Sheet)	288,943	
Market Value of Unquoted Investments	288,943	

Summary sheet

(see notes 62 to 73)

	All funds except Political Funds	Political Funds £	Total Funds £
Income			
From Members	1,688,068		1,688,068
From Investments	4,336		4,336
Other Income (including increases by revaluation of assets)	8,460		8,460
Total Income	1,700,864		1,700,864
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	1,833,554		1,833,554
Funds at beginning of year (including reserves)	1,980,939		1,980,939
Funds at end of year (including reserves)	1,848,249		1,848,249
Assets			
Fixed Assets			225,743
Investment Assets			1,130,998
Other Assets			606,299
		Total Assets	1,963,040
Liabilities		Total Liabilities	114,791
Net Assets (Total Assets less Total Liabilities)			1,848,249

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?	No
If Yes How many ballots were held: <input style="width: 50px;" type="text"/>	
For each ballot held please complete the information below:	
Ballot 1	
Number of individual who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>
Number of votes cast in the ballot	<input style="width: 60px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 60px;" type="text"/> ¹
Number of individuals answering "No" to the question	<input style="width: 60px;" type="text"/> ²
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 60px;" 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 style="width: 50px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 50px;" type="text"/>
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot	
	<input style="width: 50px;" type="text"/>
Ballot 2	
Number of individual who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>
Number of votes cast in the ballot	<input style="width: 60px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 60px;" type="text"/> ¹
Number of individuals answering "No" to the question	<input style="width: 60px;" type="text"/> ²
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 60px;" 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 style="width: 50px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 50px;" type="text"/>
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot	
	<input style="width: 50px;" type="text"/>
Ballot 3	
Number of individual who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>
Number of votes cast in the ballot	<input style="width: 60px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 60px;" type="text"/> ¹
Number of individuals answering "No" to the question	<input style="width: 60px;" type="text"/> ²
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 60px;" 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 style="width: 50px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 50px;" type="text"/>
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot	
	<input style="width: 50px;" 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

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.

See attached Appendix

NATIONWIDE GROUP STAFF UNION

ACCOUNTING POLICIES

YEAR ENDED 31 DECEMBER 2022

Union Information

The principal place of business for the Union is Middleton Farm House, 37 Main Road, Middleton Cheney, Oxfordshire, OX17 2QT, United Kingdom.

Accounting Convention

The financial statements have been prepared under the historical cost convention, modified to include equity investments held at fair value, and follow all applicable Accounting Standards.

These financial statements for the year ended 31 December 2022 are prepared in accordance with FRS 102, the Financial Reporting Standard applicable in the UK and Republic of Ireland. The disclosure requirements of section 1A of FRS 102 have been applied other than where additional disclosure is required to show a true and fair view.

The financial statements are prepared in sterling, which is the functional currency of the Union. Monetary amounts in these financial statements are rounded to the nearest £.

Trade Unions are governed by the Trade Union and Labour Relations (Consolidation Act) 1992 (Amended). Under that Act the accounts of Trade Unions are required to give a true and fair view. Therefore, the accounts of the Union are prepared under FRS102.

However, as a Trade Union is not a company the Regulations that form the basis of disclosures under FRS102 have been adopted as considered necessary to ensure the accounts give a true and fair view to the members of the Union.

Going Concern

The National Executive Committee is monitoring transformation in the finance sector, resulting from changes to customer needs and move to digital banking, which is impacting on employment levels and therefore Union membership and income. Membership has increased over the last 12 months but the National Executive Committee considers that there will be on-going pressure on membership numbers from redundancies resulting from new business practices and streamlining. The National Executive Committee is confident that the Union can continue as a going concern for a period of at least twelve months from the date of approval of these financial statements and has adequate resources to continue in operation for the foreseeable future. The National Executive Committee is embarking on a review of the Union's five-year strategic plan to determine necessary actions and options required to ensure the Union can fulfil its primary mission to promote and protect the interests of its members.

Subscriptions

Subscriptions are accounted for on an accruals basis.

NATIONWIDE GROUP STAFF UNION

ACCOUNTING POLICIES

YEAR ENDED 31 DECEMBER 2022

Cash and cash equivalents

Cash and cash equivalents include cash in hand and deposits held at call with banks.

Draw Income

Draw income is accounted for in respect of those draws that have taken place in the year.

Basic financial assets

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs.

Other financial assets

Other financial assets, including investments in equity instruments which are not subsidiaries, are initially measured at fair value, which is normally the transaction price. Such assets are subsequently carried at fair value and the changes in fair value recognised in the income and expenditure account, except that investments in equity instruments that are not publically traded and whose fair value cannot be measured reliably are measured at cost less impairment.

Basic financial liabilities

Basic financial liabilities, including trade and other payables, are initially recognised at transaction price unless the arrangement constitutes a financing transaction. Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of the business from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less. Trade payables are initially recognised at transaction price.

Commission Income

Insurance Scheme Commission is accounted for on a cash received basis. Other commissions are accounted for on an accruals basis.

Defined Contributions Pension Plan

Contained within administrative and service to member staff costs are fully paid defined pension contributions totalling £110,725 (2021: £106,541).

Termination Benefits

Termination benefits are recognised immediately as an expense when the union is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

NATIONWIDE GROUP STAFF UNION

ACCOUNTING POLICIES

YEAR ENDED 31 DECEMBER 2022

Tangible Fixed Assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost, net of depreciation and any impairment losses.

Depreciation is provided on all tangible fixed assets (except freehold land) at rates estimated to write off the cost of each asset on a straight line basis over its expected useful life as follows:

Freehold building	-	2% per annum
Office equipment	-	10% per annum
Computer equipment	-	25% per annum

Intangible Fixed Assets – Website

Intangible fixed assets are initially measured at cost and subsequently measured at cost, net of amortisation and any impairment losses.

Amortisation is provided at rates estimated to write off the cost of the website on a straight line basis over its expected useful life which is deemed to be 4 years.

National Conference

The costs of the biennial National Conference are accounted for over two years by providing for in advance and not solely in the year that the National Conference occurs on the basis that the Union under the terms of its constitution is required to hold a Conference every two years, it therefore regarded as an onerous contract

Employee Benefits

The costs of short-term employee benefits are recognised as a liability and an expense, unless those costs are required to be recognised as part of the cost of fixed assets.

Charitable Donations

Charitable donations are accounted for when there is a commitment to pay the receipt.

Charitable Fund

At the Nationwide Group Staff Union Conference 2005, delegates voted for the Union to set up and maintain a Charitable Fund, allowing the Union to make charitable donations recognising the Union's wider responsibility to the national and international community.

NATIONWIDE GROUP STAFF UNION

ACCOUNTING POLICIES

YEAR ENDED 31 DECEMBER 2022

Current Taxation

Corporation tax is payable on all interest income, rental income and chargeable gains arising on the disposal of properties and investments but only to the extent that these exceed expenditure on provident benefits.

Deferred Taxation

Deferred tax liabilities arise in relation to the difference between the fair value investments and their original cost.

Deferred tax is calculated at the tax rates that are expected to apply in the period where the liability is settled or the asset is realised. Deferred tax is charged or credited in the income and expenditure account.

Unrealised valuation increases relating to investments would potentially give rise to chargeable gains on the sale of the asset, but any potential liability to tax is eliminated if the proceeds of sale are reinvested in other chargeable assets used for provident purposes. The tax on any proceeds which are not reinvested is reduced by indexation allowances and any balance can also be offset against expenditure on provident benefits. Deferred tax has not been provided for potential chargeable gains because the National Executive Committee is satisfied that proceeds of the sale of all related assets can be substantially reinvested, sufficient that any remaining balance can be offset against allowance or expenses. Therefore no unrealised gain at 31 December 2022 is expected to give rise to a liability to tax.

Judgements and Key Sources of Estimation Uncertainty

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

As at 31 December 2022 the carrying amounts of the following assets and liabilities were subject to judgement or to estimation uncertainty:

- The fair value of unlisted equity investments are based on the latest purchase offer.
- The Union has an obligation to hold a Conference every two years under the terms of its constitution. It is therefore regarded as an onerous contract and the costs are spread over a two year period.

NATIONWIDE GROUP STAFF UNION

NOTES TO THE ACCOUNTS

AS AT 31 DECEMBER 2022

1 OTHER OPERATING INCOME	2022	2021
	£	£
<u>Other Income</u>		
Advertising revenue	750	1,500
Bank interest	1,447	951
Insurance commission	5,042	8,002
Other commission	2,668	2,145
	<u>9,907</u>	<u>12,598</u>
 <u>Investment Income</u>		
Dividend income	2,889	2,477
	<u>2,889</u>	<u>2,477</u>
	<u>12,796</u>	<u>15,075</u>
 2 SERVICES TO MEMBERS	 2022	 2021
	£	£
Magazine costs	14,669	28,904
Legal and professional	136,116	62,370
TUC affiliation fee	36,183	38,001
Postage	10,421	5,724
Publications	3,940	4,724
Staff costs	886,406	846,705
Telephone	13,501	14,175
Training	4,427	9,921
Disciplinary and grievance meetings	1,691	-
Website costs	6,301	26,883
VAT Recovered	(14,157)	(17,885)
Members benefits	9,413	8,208
	<u>1,108,911</u>	<u>1,027,730</u>

NATIONWIDE GROUP STAFF UNION

NOTES TO THE ACCOUNTS

AS AT 31 DECEMBER 2022

3 MEETING EXPENSES	2022	2021
	£	£
National Conference	27,081	34,735
Area Council	-	-
National Executive	235	3,144
TUC Meetings	3,818	-
Other meetings	4,909	1,324
	<u>36,043</u>	<u>39,203</u>

4 ADMINISTRATION EXPENSES	2022	2021
	£	£
Audit and accountancy	35,860	31,401
Asset under construction	8,865	-
Ballots	-	13,800
Accountancy systems	16,662	9,062
Bank and legal costs	3,884	3,680
Printing and stationery	2,120	5,395
Staff costs	120,048	104,190
Sundry expenses	5,592	3,151
	<u>193,031</u>	<u>170,679</u>

The average monthly number of persons employed by the Union during the period was 20 (2021: 20).

5 PREMISES AND EQUIPMENT COSTS	2022	2021
	£	£
Cleaning	4,121	4,190
Insurance	4,367	4,168
Rent and rates	10,107	12,974
Repairs	2,077	2,078
Utilities	6,385	5,053
Flat expenses	1,196	853
	<u>28,253</u>	<u>29,316</u>

NATIONWIDE GROUP STAFF UNION

NOTES TO THE ACCOUNTS

AS AT 31 DECEMBER 2022

5	PREMISES AND EQUIPMENT COSTS (CONTINUED)	2022		2021	
		£		£	
	EQUIPMENT COSTS				
	Maintenance and leasing				
	Motor	29,160		28,880	
	Office and computer	41,483		45,361	
		<u>70,643</u>		<u>74,241</u>	
	DEPRECIATION	13,325		14,176	
	AMORTISATION	13,389		8,427	
		<u>125,610</u>		<u>126,160</u>	
6	TANGIBLE FIXED ASSETS	Land and buildings	Office equipment	Computer and software	Total
		£	£	£	£
	COST				
	At 1 January 2022	294,206	48,171	174,306	516,683
	Additions	1,320	7,147	5,719	14,186
	At 31 December 2022	<u>295,526</u>	<u>55,318</u>	<u>180,025</u>	<u>530,869</u>
	ACCUMULATED DEPRECIATION				
	At 1 January 2022	102,876	43,742	167,203	313,821
	Charge for the year	3,911	1,898	7,516	13,325
	At 31 December 2022	<u>106,787</u>	<u>45,640</u>	<u>174,719</u>	<u>327,146</u>
	NET BOOK VALUE				
	At 31 December 2022	<u>188,739</u>	<u>9,678</u>	<u>5,306</u>	<u>203,723</u>
	<i>At 31 December 2021</i>	<u>191,330</u>	<u>4,429</u>	<u>7,103</u>	<u>202,863</u>

NATIONWIDE GROUP STAFF UNION

NOTES TO THE ACCOUNTS

AS AT 31 DECEMBER 2022

7 INTANGIBLE FIXED ASSETS

	Website
COST	£
At 1 January 2022	48,097
Additions	23,095
At 31 December 2022	<u>71,192</u>
AMORTISATION	
At 1 January 2022	35,783
Charge for the year	13,389
At 31 December 2022	<u>49,172</u>
NET BOOK VALUE	
At 31 December 2022	<u>22,020</u>
At 31 December 2021	<u>12,314</u>

8 INVESTMENTS

	Listed Equities	Unlisted Equities	Total
	£	£	£
Market Value at 1 January 2022	933,658	288,943	1,222,601
Change in value in the year	(91,603)	-	(91,603)
Market Value at 31 December 2022	<u>842,055</u>	<u>288,943</u>	<u>1,130,998</u>

NATIONWIDE GROUP STAFF UNION

NOTES TO THE ACCOUNTS

AS AT 31 DECEMBER 2022

9 CURRENT ASSET INVESTMENT

The following are the amounts held by Union in deposit as Bonds at 31 December 2022:

	Bonds	Total
	£	£
Cost at 1 January 2022	85,094	85,094
Acquisitions at cost	-	-
Cost at 31 December 2022	85,094	85,094

10 DEBTORS

	2022	2021
	£	£
Prepayments	28,000	25,138
	28,000	25,138

11 CREDITORS

	2022	2021
	£	£
Trade Creditors	6,337	20,645
Other creditors	31,441	26,197
Taxes & social security costs	22,813	22,032
Accruals & deferred income	54,200	17,500
	114,791	86,374

NATIONWIDE GROUP STAFF UNION

NOTES TO THE ACCOUNTS

AS AT 31 DECEMBER 2022

12 FINANCIAL COMMITMENTS

At 31 December 2022 the union was committed to making the following payments under non-cancellable operating leases in the year to 31 December 2023:

	2022	2021
	£	£
Operating leases which expire:		
Within one year	1,752	1,752
Between two and five years	<u>1,752</u>	<u>3,504</u>

13 CONTROLLING INTEREST

NGSU has control of NGSU Asset Management Limited which is a dormant company limited by guarantee.

14 CONTINGENT LIABILITIES

As explained in Current Taxation note, no tax liabilities are expected to arise on the realisation of unrealised valuation increases on investments. If the unrealised valuation increases at 31 December 2022 were all to give rise to chargeable gains the maximum liability to tax would be £44,989 (2021: £68,001)

Accounting policies



(see notes 84 and 85)



Signatures to the annual return

(see notes 86 & 87)

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

Secretary's Signature:		Chairman's Signature:	
			(or other official whose position should be stated)
Name:	Tim Rose	Name:	Matt Stanley (President)
Date:	19/06/2023	Date:	19/06/2023

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

Checklist for auditor's report

(see notes 90 and 96)

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

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

Please explain in your report overleaf or attached.

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

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

Please explain in your report overleaf or attached

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

In our opinion the financial statements:

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

Auditor's report (continued)

Please see attached Appendix

Signature(s) of auditor or auditors:	Please see attached signed Audit Report	
Name(s):	HW Fisher LLP	
Profession(s) or Calling(s):	Chartered Accountants Statutory Auditors	
Address(es):	Acre House	
	11-15 William Road	
	London	
Postcode	NW1 3ER	
Date	13 June 2023	
Contact name for inquiries and telephone number:	Carol Rudge 020 7388 7000	

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

REPORT OF THE INDEPENDENT AUDITOR TO THE MEMBERS OF THE NATIONWIDE GROUP STAFF UNION

Opinion

We have audited the financial statements of the Nationwide Group Staff Union (“The Union”) for the year ended 31 December 2022 which comprise the Income and Expenditure account – Combined Funds, the Income and Expenditure Account – General Fund, the Income and Expenditure account – Charitable Fund, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- Give a true and fair view of the state of the Union's affairs as at 31 December 2022 and of its income and expenditure for the year then ended; and
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

REPORT OF THE INDEPENDENT AUDITOR TO THE MEMBERS OF THE NATIONWIDE GROUP STAFF UNION

Matters on which we are required to report by exception

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

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

Responsibilities of the National Executive Committee

As explained more fully in the Statement of Responsibilities of the National Executive Committee, the National Executive Committee is responsible for the preparation of financial statements and for being satisfied that they give a true and fair view, and for such internal control as the National Executive Committee determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the National Executive Committee 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 National Executive Committee either intends to liquidate the Union or to cease operations, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

As part of our planning process:

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

**REPORT OF THE INDEPENDENT AUDITOR
TO THE MEMBERS OF THE
NATIONWIDE GROUP STAFF UNION**

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

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

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

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

HW Fisher LLP

**HW FISHER LLP
Chartered Accountants
Statutory Auditor**

Date: 13 Jun 2023

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

Membership audit certificate

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

(See notes 97 to 103)

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

Yes

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

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

Membership audit certificate

Section one

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

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

Yes

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

Yes

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

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

Membership audit certificate (continued)

Signature of assurer	HW Fisher LLP
Name	HW Fisher LLP
Address	Acre House, 11-15 William Road, London, NW1 3ER
Date	27 June 2023
Contact name and telephone number	Carol Rudge, 020 7388 7000

Membership audit certificate

Section two

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

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

Yes / No

If "No" Please explain below:

Signature	
Name	
Office held	
Date	