

Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	Communication Workers Union (CWU)			
Year ended:	31 December 2022			
List no:	743T			
Head or Main Office address:	150 The Broadway			
	Wimbledon			
	London			
Postcode	SW19 1RX			
Website address (if available)	www.cwu.org			
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:	Dave Ward			
Telephone Number:	0208 971 7200			
Contact name for queries regarding the completion of this return	Tony Kearns, Senior Deputy General Secretary			
Telephone Number:	0208 971 7237			
E-mail:	sdgs@cwu.org			

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: ywm@tcyoung.co.uk

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
	180,734	5,187	0	384	186,305
Total	180,734	5,187	0	384	A 186,305

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

186,305

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

1,371

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
National Executive Vice President	K Rose	J Loftus	April 22
National Executive President	J Loftus	K Rose	April 22
National Executive Member	A Singh	n/a	August 22

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 and date elected
Refer to Attachment 1	

Officers in Post at 31 December 2022

Name of Officer	Position Held	Date Elected
D Ward	General Secretary	01/06/2020
A Kearns	Senior Deputy General Secretary	01/07/2017
A Kerr	Deputy General Secretary	06/08/2018
T Pullinger	Deputy General Secretary	01/06/2020
T Bouch	Trustee	01/09/2021
M Kavanagh	Trustee	01/09/2021
K Rose	Trustee	01/09/2021
D Tee	Trustee	01/09/2021
M Ali	National Executive	31/08/2021
M Bailey	National Executive	31/08/2021
S Banbury	National Executive	31/08/2021
M Bastiani	National Executive	31/08/2021
J Bellshaw	National Executive	31/08/2021
T Bouch	National Executive	31/08/2021
E Brett	National Executive	31/08/2021
N Candy	National Executive	31/08/2021
J Carson	National Executive	31/08/2021
N Darbyshire	National Executive	31/08/2021
S Edwards	National Executive	31/08/2021
L Elgar	National Executive	31/08/2021
D Glebocki	National Executive	31/08/2021
S Halliwell	National Executive	31/08/2021
S Jones	National Executive	31/08/2021
M Kavanagh	National Executive	31/08/2021
J Loftus	National Executive Vice President	31/08/2021
A Mercer	National Executive	31/08/2021
S Miah	National Executive	31/08/2021
A Moosa	National Executive	31/08/2021
S Pitt	National Executive	31/08/2021
J Reynolds	National Executive	31/08/2021
K Rose	National Executive President	31/08/2021
J Samuels	National Executive	31/08/2021
J Sharrocks	National Executive	31/08/2021
I Taylor	National Executive	31/08/2021
D Tee	National Executive	31/08/2021
K Walsh	National Executive	31/08/2021
M Walsh	National Executive	31/08/2021
A Whitter	National Executive	31/08/2021
K Woolley	National Executive	31/08/2021
R Wotherspoon	National Executive	31/08/2021

General Fund

(see notes 13 to 18)

	£	£
Income		
From Members: Contributions and Subscriptions		27,837,436
From Members: Other income from members (specify)		
Total other income from members		0
Total of all income from members		27,837,436
Investment income (as at page 12)		98,389
Other Income		
Income from Federations and other bodies (as at page 4)	0	
Income from any other sources (as at page 4)	964,996	
Total of other income (as at page 4)		964,996
		Total income
		28,900,821
		Interfund Transfers IN
		0
Expenditure		
Benefits to members (as at page 5)		3,276,938
Administrative expenses (as at page 10)		25,304,028
Federation and other bodies (specify)		
Trades Union Congress Affiliation	563,369	
Scottish Trades Union Congress Affiliation	31,106	
Irish Congress of Trade Unions Affiliation	19,906	
UNI Global Union Affiliation	285,175	
Other Affiliations	92,520	
Total Affiliations		992,076
Crackerjacks Children's Trust	9,605	
CWU Humanitarian Aid	69,478	
Durham Miners Association	29,307	
Food Bank Donations	11,604	
Independent Workers Union Great Britain Strike Fund	5,000	
Ukraine Appeal	24,744	
Women Against State Pension Inequality	5,000	
Sundry Donations	163,065	
Total Donations		317,803
Total expenditure Federation and other bodies		1,309,879
Taxation		0
		Total expenditure
		29,890,845
		Interfund Transfers OUT
		2,253,267
		Surplus (deficit) for year
		-990,024
		Amount of general fund at beginning of year
		23,954,043
		Amount of general fund at end of year
		20,710,752

Analysis of income from federation and other bodies and other income

(see notes 19 and 20)

Description	£
Federation and other bodies	
N/A	0
Total federation and other bodies	0
Any Other Sources	
Political fund management recharge	45,000
VAT recoverable	170,057
CWU merchandise	3,863
Union services	112,524
Donations	23,835
Other sources	4,835
Revaluation of unquoted investments	604,882
Total other sources	964,996
Total of all other income	964,996

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

			£
Representation –		brought forward	1,323,899
Employment Related Issues		Advisory Services -	
Employment tribunal costs	187,649	Harassment helpline	150
Representation –		Other Cash Payments -	
Non Employment Related Issues		Death benefit	446,835
Legal and medical services	174,011	Members welfare	108,569
		Education and Training services -	
		Education	147,146
		Salary Costs -	
Communications -		Legal services department	683,570
Voice magazine	455,496	Education and Equality department	546,975
CWU TV	1,064		
Publicity and merchandise	489,112		
		Negotiated Discount Services -	
		Membership benefits package	10,870
Dispute Benefits -		Other Benefits and Grants -	
Pay and Condition Ballots	16,567	Awards	8,924
carried forward	1,323,899	Total (should agree with figure in General Fund)	3,276,938

(See notes 21 and 23)

Fund 2		Fund Account	
Name:	Defence Fund	£	£
Income			
	From members		0
	Investment income (as at page 12)		0
	Other income (specify)		
	N/A		0
		Total other income as specified	0
		Total Income	0
		Interfund Transfers IN	80,542
Expenditure			
	Benefits to members		0
	Administrative expenses and other expenditure (as at page 10)		546,420
		Total Expenditure	546,420
		Interfund Transfers OUT	0
		Surplus (Deficit) for the year	-546,420
		Amount of fund at beginning of year	662,569
		Amount of fund at the end of year (as Balance Sheet)	196,691
		Number of members contributing at end of year	N/A

Fund 3		Fund Account	
Name:	National Welfare Fund	£	£
Income			
	From members		0
	Investment income (as at page 12)		0
	Other income (specify)		
	Affiliate commission		1,706
	Donations		90,987
		Total other income as specified	92,693
		Total Income	92,693
		Interfund Transfers IN	144,264
Expenditure			
	Benefits to members		23,800
	Administrative expenses and other expenditure (as at page 10)		0
		Total Expenditure	23,800
		Interfund Transfers OUT	11,252
		Surplus (Deficit) for the year	68,893
		Amount of fund at beginning of year	35,052
		Amount of fund at the end of year (as Balance Sheet)	236,957
		Number of members contributing at end of year	N/A

(See notes 21 and 23)

Fund 4		Fund Account	
Name:	Scholarship Fund	£	£
Income			
	From members		0
	Investment income (as at page 12)		0
	Other income (specify)		
	Affiliate commission		12,203
		Total other income as specified	12,203
		Total Income	12,203
		Interfund Transfers IN	0
Expenditure			
	Benefits to members		0
	Administrative expenses and other expenditure (as at page 10)		0
		Total Expenditure	0
		Interfund Transfers OUT	12,203
		Surplus (Deficit) for the year	12,203
		Amount of fund at beginning of year	50,000
		Amount of fund at the end of year (as Balance Sheet)	50,000
		Number of members contributing at end of year	N/A

Fund 5		Fund Account	
Name:	Property Reserve	£	£
Income			
	From members		0
	Investment income (as at page 12)		0
	Other income (specify)		
	N/A		0
		Total other income as specified	0
		Total Income	0
		Interfund Transfers IN	35,859
Expenditure			
	Benefits to members		0
	Administrative expenses and other expenditure (as at page 10)		0
		Total Expenditure	0
		Interfund Transfers OUT	0
		Surplus (Deficit) for the year	0
		Amount of fund at beginning of year	22,406,957
		Amount of fund at the end of year (as Balance Sheet)	22,442,816
		Number of members contributing at end of year	N/A

(See notes 21 and 23)

Fund 6		Fund Account	
Name:	Pension Reserve	£	£
Income			
	From members		0
	Investment income (as at page 12)		0
	Other income (specify)		
	Actuarial gain on defined benefit pension schemes		2,522,000
	Change in non-recoverable assets		3,331,000
		Total other income as specified	5,853,000
		Total Income	5,853,000
		Interfund Transfers IN	2,016,057
Expenditure			
	Benefits to members		0
	Administrative expenses and other expenditure (as at page 10)		1,330,057
		Total Expenditure	1,330,057
		Interfund Transfers OUT	0
		Surplus (Deficit) for the year	4,522,943
		Amount of fund at beginning of year	-20,010,000
		Amount of fund at the end of year (as Balance Sheet)	-13,471,000
		Number of members contributing at end of year	N/A

Fund 7		Fund Account	
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
		Total other income as specified	0
		Total Income	0
		Interfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		0
		Total Expenditure	0
		Interfund Transfers OUT	
		Surplus (Deficit) for the year	0
		Amount of fund at beginning of year	
		Amount of fund at the end of year (as Balance Sheet)	0
		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	1,421,905
		Investment income (as at page 12)	0
	Other income (specify)		
	Donations	364	
	Post service	1,020	
		Total other income as specified	1,384
		Total income	1,423,289
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)		503,431
	Expenditure B (as at page ii)		0
	Expenditure C (as at page iii)		101,620
	Expenditure D (as at page iv)		18,857
	Expenditure E (as at page v)		255,457
	Expenditure F (as at page vi)		4,040
	Non-political expenditure (as at page vii)		336,787
		Total expenditure	1,220,192
		Surplus (deficit) for year	203,097
		Amount of political fund at beginning of year	2,383,645
		Amount of political fund at the end of year (as <u>Balance Sheet</u>)	2,586,742
		Number of members at end of year contributing to the political fund	136,228
		Number of members at end of the year not contributing to the political fund	50,077
		Number of members at end of year who have completed an exemption notice and do not contribute to the political fund	41,881
Political fund account 2		To be completed by trade unions which act as components of a central trade union	
Income	Contributions and levies collected from members on behalf of central political fund		
	Funds received back from central political fund		
	Other income (specify)		
		Total other income as specified	
		Total income	
Expenditure	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)		
	Administration expenses in connection with political objects(specify)		
	Non-political expenditure		
		Total expenditure	
		Surplus (deficit) for year	
		Amount held on behalf of trade union political fund at beginning of year	
		Amount remitted to central political	
		Amount held on behalf of central political fund at end of year	
		Number of members at end of year contributing to the political fund	
		Number of members at end of the year not contributing to the political fund	
		Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund	

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

Political fund account expenditure (a)

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

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

Contribution to the funds of, or on the payment of expenses incurred directly or indirectly by a political party

Name of political party in relation to which money was expended	Total amount spent during the period £
UK Labour Party	503,431
Total	503,431

Political fund account expenditure (b)

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

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

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

Name of political party to which payment was made	Total amount paid during the period
	£
N/A	0
Total	0

Political fund account expenditure (c)

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

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

Expenditure in connection with the registration of electors, the candidature of any person, the selection of any candidate or the holding of any ballot by the union in connection with any election to a political office

Title and Date of election	Name of political party/organisation	Name of candidate, organisation or political party (see 33(iii))	£
Local elections, 5 May 2022	Labour	A Smith	150
Local elections, 5 May 2022	Labour	A Western	5,100
Local elections, 5 May 2022	Labour	D Arthur	1,600
Local elections, 5 May 2022	Labour	E Caparros	800
Local elections, 5 May 2022	Labour	F Hornby	150
Reselection, 20 November 2022	Labour	I Byrne	1,500
Local elections, 5 May 2022	Labour	J Carson	1,200
Local elections, 5 May 2022	Labour	J Clarke	600
Local elections, 5 May 2022	Labour	J Driscoll	15,000
Local elections, 5 May 2022	Labour	J Gibbons	800
Local elections, 5 May 2022	Labour	L Savage	500
Local elections, 5 May 2022	Labour	P Dennett	16,700
Local elections, 5 May 2022	Labour	P Hetherton	600
Local elections, 5 May 2022	Labour	P Sheers	1,188
Local elections, 5 May 2022	Labour	R O'Gorman	1,550
Local elections, 5 May 2022	Labour	S Newsham	500
Local elections, 5 May 2022	Labour	S Tarry	3,150
Local elections, 5 May 2022	Labour	W Kendall	800
Reselection, 11 October 2022	Labour	Z Sultana	1,200
Local elections, 5 May 2022	Labour	East Midlands LP	5,000
Local elections, 5 May 2022	Labour	Edinburgh Central	500
Local elections, 5 May 2022	Labour	Irish LP	1,500
Local elections, 5 May 2022	Labour	North Ayresshire Labour	15,000
Local elections, 5 May 2022	Labour	Preston Labour Group	15,000
Local elections, 5 May 2022	Labour	Wirral Labour Party	5,000
All Other Expenses			6,532
			101,620

Political fund account expenditure (d)

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

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

Expenditure on the maintenance of any holder of political office	
Name of office holder	£
A McGovern, Wirral South CLP	2,000
A Rayner, Ashton-under-Lyne MP	57
B Gardiner, Brent North MP	1,000
E Hart, Gower CLP	333
E Thornberry, Islington South & Finsbury CLP	834
G Marsden, Blackpool South MP	333
J Cruddas, Dagenham CLP	2,000
J Marra, North East Scotland MSP	2,000
J Stevens, Cardiff Central CLP	2,000
J Trickett, Hemsworth CLP	2,000
L Nandy, Wigan CLP	2,000
P Dowd, Bootle CLP	2,000
M Amesbury, Weaver Vale CLP	300
S Hodgeson, Washington and Sunderland CLP	2,000
Total	18,857

Political fund account expenditure (e)

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

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

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

Name of political party	£
UK Labour Party	255,457
Total	255,457

Political fund account expenditure (f)

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

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

On the production, publication or distribution of any literature, document, film, sound recording or advertisement the main purpose of which is to persuade people to vote for a political party or candidate or to persuade them not to vote for a political party or candidate

Name of organisation or political party	£
UK Labour Party	4,040
Total	4,040

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	£
Anti Far Right	1000
Anti Nazi League	250
Cardiff Transformed	300
Common Knowledge	2,280
Crackerjacks Children's Trust	200
EIE London Rally	2,049
Enough is Enough	65,056
Good Law Project	250
Hillsborough Law Now	4,000
Power to the People	500
Stand up to Racism	450
Ukraine Appeal	500
Working Class Movement	250
All other cause or campaign payments	584
Total expenditure	77,669

(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	£
DeHavilland	10,680
Durham Miners Association	820
Labour Research Department	704
National Pensioners Convention	220
Survation Ltd	3,600
The Institute of Employment Rights	2,500
The People's Assembly	650
The World Transformed	9,920
Trade Councils	743
Tribune	40,000
TUC Affiliations	1,775
Unity Consulting	7,200
All other organisation payments	971
Total expenditure	79,783

	£
Political Fund management recharge	45,000
Depreciation	220
Bank fees	491
All other expenses	133,624
Total expenditure	179,335

Total of all expenditures **336,787**

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		12,036,836
Salaries and Wages included in above	8,180,640	
Auditors' fees		115,865
Legal and Professional fees		649,081
Occupancy costs		1,361,463
Stationery, printing, postage, telephone, etc.		1,638,769
Expenses of executive committee		479,659
Expenses of conferences		1,578,397
Other administrative expenses (specify)		
Membership representation		3,700,743
Membership engagement		1,113,520
Industrial action ballots		546,420
Computer costs		585,534
Research library		29,124
Other Outgoings		
Subscription collection charges		5,516
Bank fees		42,802
Depreciation		527,395
Loss on disposal of fixed assets		484
Bad debts		15,829
Outgoings on land and buildings (specify)		
Repairs to premises and equipment		1,049,025
Other outgoings (specify)		
Net pension costs relating to the defined benefit pension schemes		1,330,057
Revaluation of quoted investments		373,986
Total		27,180,505
Charged to:	General Fund (Page 3)	25,304,028
	Defence Fund	546,420
	National Welfare Fund	
	Scholarship Fund	
	Property Reserve	
	Pension Reserve	1,330,057
	0	
	0	
	0	
Total		27,180,505

Analysis of officials' salaries and benefits

(see notes 36 to 46 below)

Office held	Gross Salary	Employers N.I. contributions	Benefits			Total
			Pension Contributions	Other Benefits		
	£	£	£	Description	Value £	£
General Secretary - D Ward	107,186	12,921	25,667			145,774
National Executive Member - M Kavanagh	2,820	76	0			2,896
National Executive Member - K Quirke	1,137	57	0			1,194
National Executive Member - A Hopping	9,287	673	0			9,960
National Executive Member - T Buckley	36,986	4,253	0			41,239
National Executive Member - D Glebocki	4,711	196	0			4,907
National Executive Member - F Curtis	23,046	2,939	0			25,985

Analysis of investment income

(see notes 47 and 48)

	Political Fund £		Other Fund(s) £
Rent from land and buildings			39,659
Dividends (gross) from:			
Equities (e.g. shares)			44,254
Interest (gross) from:			
Government securities (Gilts)			0
Mortgages and long term loans			13,694
Local Authority Bonds			0
Bank and Building Societies			782
Other investment income (specify)			0
	0		98,389
Total investment income			98,389
Credited to:			
		General Fund (Page 3)	98,389
		Defence Fund	0
		National Welfare Fund	0
		Scholarship Fund	0
		Property Reserve	0
		Pension Reserve	0
		Political Fund	0
Total Investment Funds			98,389

Balance sheet as at

31 December 2022

(see notes 49 to 52)

Previous Year		£	£
20,555,512	Fixed Assets (at page 14)		20,236,978
	Investments (as per analysis on page 15)		
5,102,898	Quoted (Market value £ (4,732,309)		4,732,309
4,183,223	Unquoted		4,777,422
9,286,121	Total Investments		9,509,731
	Other Assets		
0	Loans to other trade unions		0
3,764,559	Sundry debtors		4,055,269
17,583,736	Cash at bank and in hand		14,717,522
0	Income tax to be recovered		0
0	Stocks of goods		0
0	Others (specify)		0
21,348,295	Total of other assets		18,772,791
51,189,928	Total assets		48,519,500
23,954,043	General fund (page 3)		20,710,752
662,569	Defence Fund		196,691
35,052	National Welfare Fund		236,957
50,000	Scholarship Fund		50,000
22,406,957	Property Reserve		22,442,816
-20,010,000	Pension Reserve		-13,471,000
2,383,645	Political Fund Account		2,586,742
	Liabilities		
0	Amount held on behalf of central trade union political fund		0
1,203,679	Sundry creditors		1,790,045
493,983	Accruals and deferred income		505,497
20,010,000	Deficit of defined benefit pension schemes		13,471,000
21,707,662	Total liabilities		15,766,542
51,189,928	Total assets		48,519,500

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	22,406,958		2,844,784	19,907		25,271,649
Additions	35,860		196,989	0		232,849
Disposals	0		-26,734	-12,203		-38,937
Revaluation/Transfers	0		0	0		0
At end of year	22,442,818	0	3,015,039	7,704	0	25,465,561
Accumulated Depreciation						
At start of year	2,375,113		2,323,204	17,820		4,716,137
Charges for year	255,113		292,301	1,927		549,341
Disposals	0		-24,692	-12,203		-36,895
Revaluation/Transfers	0		0	0		0
At end of year	2,630,226	0	2,590,813	7,544	0	5,228,583
Net book value at end of year	19,812,592	0	424,226	160	0	20,236,978
Net book value at end of previous year	20,031,845	0	521,580	2,087	0	20,555,512

Analysis of investments

(see notes 58 and 59)

Quoted	All Funds Except Political Funds £	Political Fund £
Equities (e.g. Shares) N/A	0	
Government Securities (Gilts) N/A	0	
Other quoted securities (to be specified) Aberdeen Standard Investments	4,732,309	
Total quoted (as Balance Sheet) Market Value of Quoted Investment	4,732,309	0
Unquoted		
Equities Unity Trust Bank (ordinary shares)	4,690,487	
Government Securities (Gilts) N/A	0	
Mortgages Union mortgages	66,935	
Bank and Building Societies N/A	0	
Other unquoted investments (to be specified) People Press Printing Society Ltd	20,000	
Total unquoted (as Balance Sheet) Market Value of Unquoted Investments	4,777,422	0

Analysis of investment income (controlling interests)

(see notes 60 and 61)

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

Yes

No

If YES name the relevant companies:

Company name	Company registration number (if not registered in England & Wales, state where registered)
Elstead Hotel (Bournemouth) Limited	1674002

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

Yes

No

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

Company name	Names of shareholders
Elstead Hotel (Bournemouth) Limited	Communication Workers Union (CWU)

Summary sheet

(see notes 62 to 73)

	All funds except Political Funds	Political Funds £	Total Funds £
Income			
From Members	27,837,436	1,421,905	29,259,341
From Investments	98,389	0	98,389
Other Income (including increases by revaluation of assets)	6,922,892	1,384	6,924,276
Total Income	34,858,717	1,423,289	36,282,006
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	31,791,122	1,220,192	33,011,314
Funds at beginning of year (including reserves)	27,098,621	2,383,645	29,482,266
Funds at end of year (including reserves)	30,166,216	2,586,742	32,752,958
Assets			
Fixed Assets			20,236,978
Investment Assets			9,509,731
Other Assets			18,772,791
		Total Assets	48,519,500
Liabilities		Total Liabilities	15,766,542
Net Assets (Total Assets less Total Liabilities)			32,752,958

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 style="width: 50px;" type="text" value="10"/>	Refer to Attachment 2 for ballot details
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: 80px;" type="text"/>
Number of votes cast in the ballot	<input style="width: 80px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px;" type="text"/> ¹
Number of individuals answering "No" to the question	<input style="width: 80px;" type="text"/> ²
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px;" type="text" value="0"/> 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: 60px;" type="text" value="0"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 60px;" type="text" value="No"/>
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text" value="No"/>
Ballot 2	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
Number of votes cast in the ballot	<input style="width: 80px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px;" type="text"/> ¹
Number of individuals answering "No" to the question	<input style="width: 80px;" type="text"/> ²
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px;" type="text" value="0"/> 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: 60px;" type="text" value="0"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 60px;" type="text" value="No"/>
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text" value="No"/>
Ballot 3	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
Number of votes cast in the ballot	<input style="width: 80px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px;" type="text"/> ¹
Number of individuals answering "No" to the question	<input style="width: 80px;" type="text"/> ²
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px;" 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: 60px;" type="text" value="0"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 60px;" type="text"/>
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>

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

Information on Industrial Action Ballots

Name of Organisation:		Communication Workers Union			Reporting Period	Jan - December 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>10</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	1354	950	923	26	1	Yes	No	
2	79	53	49	4	0	Yes	No	
3	28425	21272	20358	902	12	Yes	No	
4	10353	6022	5503	513	6	Yes	No	
5	2261	1123	1071	51	1	No	No	
6	113330	87315	85184	2087	44	Yes	No	
7	115004	83057	81901	1113	43	Yes	No	
8	1385	925	865	60	0	Yes	No	
9	1354	883	810	67	6	Yes	No	
10	1354	883	802	77	4	Yes	No	

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 0

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 0

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 0

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 0

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 0

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 0

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

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

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

(see note 81)

***Categories of Nature of Trade Dispute**

A: terms and conditions of employment, or the physical conditions in which any workers require to work;

B: engagement or non-engagement, or termination or suspension of employment or the duties of employment, of one or more workers;

C: allocation of work or the duties of employment between workers or groups of workers;

D: matters of discipline;

E: a worker's membership or non-membership of a trade union;

F: facilities for officials of trade unions;

G: machinery for negotiation or consultation, and other procedures, relating to any of the above matters, including the recognition by employers or employers' associations of the right of a trade union to represent workers in such negotiation or consultation or in the carrying out of such procedures

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

Yes Refer to Attachment 3

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

Information on Industrial Action

Name of Organisation:		Communication Workers Union		Reporting Period	Jan - Dec 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	03/05/2022	1	Strike Action	<p>A: Terms and conditions of employment, or the physical conditions in which any workers are required to work</p> <p>B: Engagement or non-engagement, or termination or suspension of employment or the duties of employment, of one or more workers</p> <p>C: Allocation of work or the duties of employment between workers or groups of workers</p> <p>D: Matters of discipline</p> <p>E: A worker's membership or non-membership of a trade union</p> <p>F: Facilities for officials of trade unions</p> <p>G: Machinery for negotiation or consultation, and other procedures, relating to any of the above matters, including the recognition by employers or employers' associations of the right of a</p>
2	A	04/06/2022	1	Strike Action	
3	A	06/06/2022	1	Strike Action	
4	A	11/07/2022	1	Strike Action	
5	A	14/07/2022	1	Strike Action	
6	A	26/08/2022-27/08/2022	2	Strike Action	
7	A	26/08/2022	1	Strike Action	
8	A	30/08/2022	1	Strike Action	
9	A	28/09/2022	1	Strike Action	
10	A	12/12/2022-13/12/2022	2	Strike Action	
11	A	12/12/2022-24/12/2022	13	Action Short of a Strike	

12	A	14/12/2022-24/12/2022	11	Action Short of a Strike
13	A	14/12/2022	1	Strike Action
14	A	24/12/2022	1	Strike Action
15	A	26/12/2022-15/01/2023	19	Action Short of a Strike
16	A	28/12/2022	1	Strike Action
17	A	29/12/2022-14/01/2023	17	Action Short of a Strike
18	A	20/10/2022-21/10/2022	1	Strike Action
19	A	25/10/2022-26/10/2022	1	Strike Action
20	A	15/12/2022-16/12/2022	1	Strike Action
21	A	26/08/2022-27/08/2022	1	Strike Action
22	A	31/08/2022-01/09/2022	1	Strike Action
23	A	08/09/2022-10/09/2022	1	Strike Action
24	A	13/10/2022-14/10/2022	1	Strike Action
25	A	12/11/2022-13/11/2022	1	Strike Action
26	A	30/09/2022-02/10/2022	2	Strike Action
27	A	20/10/2022-21/10/2022	1	Strike Action
28	A	25/10/2022-26/10/2022	1	Strike Action

trade union to represent workers in such negotiation or consultation or in the carrying out of such procedures

29	A	14/11/2022-15/11/2022	1 Strike Action
30	A	24/11/2022-26/11/2022	2 Strike Action
31	A	30/11/2022-02/12/2022	2 Strike Action
32	A	09/12/2022-10/12/2022	1 Strike Action
33	A	11/12/2022	1 Strike Action
34	A	15/12/2022-16/12/2022	1 Strike Action
35	A	23/12/2022	1 Strike Action
36	A	29/07/2022	1 Strike Action
37	A	01/08/2022	1 Strike Action
38	A	30/08/2022	1 Strike Action
39	A	31/08/2022	1 Strike Action
40	A	06/10/2022	1 Strike Action
41	A	10/10/2022	1 Strike Action
42	A	20/10/2022	1 Strike Action
43	A	24/10/2022	1 Strike Action

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 refer to Attachment 4 - Notes to the Financial Statements.

This is an extract from the CWU published accounts for the year ended 31 December 2022 (page 12-25).

Notes to the Financial Statements

1 Accounting Policies

Basis of Accounts

These accounts have been prepared under the historical cost convention and in accordance with Financial Reporting Standard 102 ("FRS 102"). The accounts have been prepared under historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to the financial statements.

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

The Union is a public benefit entity.

The financial statements have been prepared in sterling, which is the functional currency of the Union. The monetary amounts of these financial statements are rounded to the nearest pound. Income and expenditure is dealt with in the various fund accounts of the Union.

Going Concern

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

The Union has considered budgets, forecasts and has stress tested many scenarios and projected cash flows for the period to 31 December 2024. The National Executive is completely satisfied that the Union has access to the resources necessary to continue in operation for the foreseeable future and is putting in place plans to further free up finances to underpin this position.

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

The financial statements do not include any adjustments that would be necessary if the forecasts are not achieved.

Contribution Income

Contribution income received includes amounts remitted by pay centres who operate a payroll deduction scheme on behalf of the CWU and Members who have a direct debit facility with their bank. Amounts deducted by pay centres at 31 December 2022 due to be remitted but not received by CWU have been brought into the income and expenditure account and included in current assets within debtors.

Government Funding

Government funding received to support union education is recognised through the statement of financial position. The funding is received in arrears and netted off against expenses.

Members' Legal Expenses

Members' legal expenses are charged in these accounts net of reimbursements obtained in respect of certain cases, on an invoiced basis. Conditional fee agreements are recognised in the accounts where the amount to be received is known with certainty.

Value Added Tax (VAT)

Income and expenditure is shown in these accounts including VAT were applicable. The Union can only partially recover VAT on its expenditure and therefore expenditure includes irrecoverable VAT.

Corporation Tax

As an unincorporated association, the Union is liable to Corporation Tax on its investment income and realised gains on investments sold. As a trade union, relief is available in respect of provident benefits expenditure, as statutorily defined. No provision is made for any potential corporation tax liabilities arising as a result of revaluations of the Unions properties or investments.

Notes to the Financial Statements (continued)

Corporation Tax (continued)

Deferred tax is recognised in respect of all timing differences which are differences between the taxable profits and total comprehensive income that arises from the inclusion of income and expenses in tax assessments in periods different from those in which they are recognised in the financial statements. The Union has adopted a reinvestment policy whereby all realised proceeds on the disposal of investments are reinvested into other chargeable assets, thereby eliminating any current tax liability and thereby the need for the recognition of a deferred tax liability. Where the proceeds are not fully invested no current tax liability is considered likely to arise due to expenditure on provident benefits exceeding any chargeable gains that might arise.

Depreciation

Depreciation is calculated to write off the cost of an asset over its estimated useful working life. The following are depreciated on a straight line basis at:

Buildings	2%	Furniture and Equipment	25%
Freehold Land	0%	Motor Vehicles	25%
		Computers	33⅓%

Assets are reviewed for impairment whenever events or changes in circumstances such as planned disposals of properties, indicates that the carrying amount may not be recoverable.

Property

The Union has elected to adopt a deemed cost value for freehold property, less depreciation and impairment as detailed above. The deemed cost used reflects what is considered to be the fair value of the property, being the open market value at 1 January 2014 on transition to FR102. Where no information was available as to the allocation of the original cost or valuation of property between land and buildings, best estimates of that allocation are used. The Union does not apply the revaluation policy to any tangible fixed assets.

Investments

Quoted investments are disclosed at mid market values in the Statement of Financial Position. Unquoted investments are disclosed at their original cost or, where available, at their estimated current value as estimated by an independent third party.

Dividends and distributions are recognised in the accounts on a receipt basis.

The investment held by the union in the Elstead Hotel (Bournemouth) Limited has been written down to nil as the company is in a net liability position.

Operating Leases

Operating lease rentals are charged to the income and expenditure account evenly over the term of the lease.

Pension Costs

The difference between the fair value of the assets held in the defined benefit pension scheme and the scheme's liabilities measured on an actuarial basis using the projected unit method are recognised in the Statement of Financial Position as a pension asset or liability as appropriate.

Movements on the Pension Scheme, asset or liability, are reflected through the Statement of Comprehensive Income to the extent that they relate to employer's current service costs. Or movements arising from changes in actuarial assumptions, including differences between the actual returns on scheme assets and the expected returns and experience gains / (losses) arising on the scheme's liabilities are reflected through the Other Comprehensive Income / Expense.

2 Judgements in Applying Accounting Policies and Key Sources of Estimation Uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates.

Critical Judgements

Under HMRC rules affecting the taxation of trade unions, a corporation tax liability does not arise on chargeable gains arising from the disposal of properties and investments where such gains are reinvested into other chargeable assets in the same accounting period. Where the proceeds are not fully reinvested, no corporation tax liability is considered likely to arise due to the availability of sufficient excess expenditure on provident benefits. Accordingly, in the opinion of the management, the revaluation of investments does not give rise to a timing difference and to deferred tax liabilities.

Notes to the Financial Statements (continued)

Key Sources of Estimation Uncertainty

Pension and post-employment benefits

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

Unionline

The Union recharged Trade Union Legal LLP (trading as Unionline) during 2014 to 2018 for its share of the costs that it incurs on its legal activities. The recharge is an estimate of the current year charges based on the actual costs incurred in the prior year. As Unionline has yet to produce a cumulative surplus, there is a degree of uncertainty with regards to the recoverability of the full balance the Union is owed at the end of the year. As a result, the Union has included a provision against all of the recharge amounts owed.

3 Purpose of the Funds and Reserves

General Fund

Established to receive the contribution income and all other receipts which are intended to use for general purposes and meet all normal expenses and outgoings of the Union.

Property Reserve

Established to account for any capital costs and surpluses or losses incurred in the future purchases or disposal of property. The balance of the reserve is equated to the total costs or valuation of Land and Buildings less any bank loans secured.

Political Fund

Established by CWU Union Rule 12 to provide funds for campaigns which could include the furtherance of the political objectives to which section 72 of the Trade Union and Labour Relations (Consolidation) Act 1992 applies. Subscribing members who have not opted out, contribute 20p per week of the full subscription fee to the Political Fund.

Branch Fund

Established by CWU Union Rule 11.6 to provide funds for branches based on 29% of their Branch membership income and 27% of Retired membership, received by head office.

Defence Fund

Established to provide funds for special campaigns including disputes. The fund receives 1% of the gross Branch rebate each month.

National Welfare Fund

Established to support members in times of financial hardship. The opening fund balance is set to the prior year total income received.

Scholarship Fund

Established to support members in gaining higher education qualifications. The fund balance remains at an agreed level of £50,000.

Pension Reserve

Established to account for any FRS 102 revaluations on pension assets and liabilities.

Notes to the Financial Statements (continued)

4 General Fund	Note	Head Office £	Branch £	2022 £	2021 £
Membership Income					
Members' Subscriptions		29,259,341	-	29,259,341	29,460,857
Allocated to Branch Fund		(7,357,451)	7,357,451	-	-
Allocated to Other Designated Funds	6	-	(224,806)	(224,806)	(114,515)
Allocated to Political Fund	7	(1,376,905)	-	(1,376,905)	(1,429,995)
Available Operating Income		<u>20,524,985</u>	<u>7,132,645</u>	<u>27,657,630</u>	<u>27,916,347</u>
Non-Membership Income	8	343,805	69,698	413,503	279,657
Total Income		<u>20,868,790</u>	<u>7,202,343</u>	<u>28,071,133</u>	<u>28,196,004</u>
Expenses					
Benefits to Members	9	(1,343,525)	(196,125)	(1,539,650)	(1,391,362)
Membership Representation	10	(808,768)	(2,891,975)	(3,700,743)	(1,986,995)
Membership Engagement	11	(1,066,077)	(554,186)	(1,620,263)	(791,383)
Conferences and Executive	12	(1,055,145)	(1,002,911)	(2,058,056)	(527,692)
Affiliations and Donations	13	(999,987)	(309,892)	(1,309,879)	(1,304,290)
Central Administration	14	(1,379,984)	(1,702,536)	(3,082,520)	(3,592,151)
Property Costs	15	(2,089,425)	(848,458)	(2,937,883)	(2,154,921)
Employment Costs	16	(12,262,398)	(1,004,983)	(13,267,381)	(12,555,000)
Operating Expenses		<u>(21,005,309)</u>	<u>(8,511,066)</u>	<u>(29,516,375)</u>	<u>(24,303,794)</u>
Net (Deficit) / Surplus from Operations		<u>(136,519)</u>	<u>(1,308,723)</u>	<u>(1,445,242)</u>	<u>3,892,210</u>
Other Income / (Expenses)					
Revaluation of Quoted Investments		(373,986)	-	(373,986)	495,090
Surplus on Disposal of Quoted Investments		-	-	-	6,595
Revaluation of Unquoted Investments		604,882	-	604,882	1,598,009
Deficit on Disposal of Fixed Assets		(484)	-	(484)	(650)
Closure of Union Learning Funds		-	-	-	182,829
Total (Deficit) / Surplus on Ordinary Activities for		<u>93,893</u>	<u>(1,308,723)</u>	<u>(1,214,830)</u>	<u>6,174,083</u>
5 Pension Reserve					
				2022	2021
				£	£
Expenses					
Net Impact of Service Cost and Extra Contributions	24			558,057	432,436
Other Expenses					
Other Pension Costs	24			772,000	873,000
Net Pension Costs relating to the Defined Benefit Pension Schemes				<u>1,330,057</u>	<u>1,305,436</u>

Notes to the Financial Statements (continued)

6 Other Designated Funds	Defence £	Scholarship £	Welfare £	2022 £	2021 £
Income					
Allocated from General Fund (Branch)	80,542	-	144,264	224,806	114,515
Non-Membership Income					
Commissions	-	12,203	1,706	13,909	28,725
Donations	-	-	90,987	90,987	-
	<u>-</u>	<u>12,203</u>	<u>92,693</u>	<u>104,896</u>	<u>28,725</u>
Total Income	<u>80,542</u>	<u>12,203</u>	<u>236,957</u>	<u>329,702</u>	<u>143,240</u>
Expenses					
Industrial Action Ballots	(546,420)	-	-	(546,420)	-
Grants to Members	-	-	(23,800)	(23,800)	(19,920)
Operating Expenses	<u>(546,420)</u>	<u>-</u>	<u>(23,800)</u>	<u>(570,220)</u>	<u>(19,920)</u>
Total (Deficit) / Surplus on Ordinary Activities for the Year	<u>(465,878)</u>	<u>12,203</u>	<u>213,157</u>	<u>(240,518)</u>	<u>123,320</u>
7 Political Fund				2022 £	2021 £
Income					
Members' Subscriptions				1,421,905	1,474,995
Administration Recharge				(45,000)	(45,000)
Allocated from General Fund				1,376,905	1,429,995
Non-Membership Income					
Other Sources				1,384	-
Total Income				<u>1,378,289</u>	<u>1,429,995</u>
Expenses					
Labour party Affiliation Fees				(452,700)	(452,010)
Regional Affiliation Fees				(8,000)	(12,013)
Campaigns				(109,235)	(33,486)
General Election				(1,500)	-
Delegations to National Conferences				(241,758)	(236,092)
Delegations to Regional Conferences				(4,999)	(984)
Net Expenditure at Branches				(152,187)	(131,891)
Parliamentary Panel				(17,500)	(27,667)
Printing and Postage				(548)	(197)
Travel and Meeting Expenses				(2,610)	(582)
Donations				(152,850)	(180,700)
General Expenses				(30,594)	(1,184)
Depreciation on Furniture, Equipment and Computers				(220)	(1,317)
Bank Charges				(491)	(491)
				<u>(1,175,192)</u>	<u>(1,078,614)</u>
Total Surplus on Ordinary Activities for the Year				<u>203,097</u>	<u>351,381</u>
Charged to:					
Political Fund - Head Office				160,989	282,925
Political Fund - Branch				42,108	68,456
				<u>203,097</u>	<u>351,381</u>

Notes to the Financial Statements (continued)

8 Non-Membership Income

	General	Political	Other Designated Funds	2022	2021
	£	£	£	£	£
Long-term Loan and Bank Interest	14,476	-	-	14,476	12,859
Dividends and Non-cash Distributions	44,254	-	-	44,254	35,019
Rent	39,659	-	-	39,659	41,078
Commissions	-	-	13,909	13,909	28,725
Union Services	116,387	-	-	116,387	78,908
VAT Recoverable	170,057	-	-	170,057	111,793
Donations	23,835	364	90,987	115,186	-
Other Sources	4,835	1,020	-	5,855	-
	<u>413,503</u>	<u>1,384</u>	<u>104,896</u>	<u>519,783</u>	<u>308,382</u>

9 Benefits to Members

	Head Office	Branch	2022	2021
	£	£	£	£
Death Grants	446,835	-	446,835	482,314
Legal and Medical Services	159,166	14,845	174,011	177,759
Employment Tribunals	187,649	-	187,649	216,980
Education	82,421	64,725	147,146	43,997
Benefits Package	10,870	-	10,870	10,336
Helplines	150	-	150	28,836
Awards	938	7,986	8,924	1,361
Voice Magazine	455,496	-	455,496	377,699
Members Welfare	-	108,569	108,569	52,080
	<u>1,343,525</u>	<u>196,125</u>	<u>1,539,650</u>	<u>1,391,362</u>

10 Membership Representation

	Head Office	Branch	2022	2021
	£	£	£	£
Travel , Mileage, Hotels, Subsistence:				
Committees	64,059	-	64,059	41,757
Representatives	523,994	-	523,994	256,924
Branch Organisation & Recruitment	-	2,891,975	2,891,975	1,578,388
All Other Commitments	187,456	-	187,456	79,719
Other Expenses	33,259	-	33,259	30,207
	<u>808,768</u>	<u>2,891,975</u>	<u>3,700,743</u>	<u>1,986,995</u>

11 Membership Engagement

	Head Office	Branch	2022	2021
	£	£	£	£
Ballots	16,567	85,264	101,831	275,411
Campaigning	857,366	166,414	1,023,780	90,671
Other National Activity Costs	4,476	-	4,476	2,941
Publicity and Merchandise	187,668	302,508	490,176	422,360
	<u>1,066,077</u>	<u>554,186</u>	<u>1,620,263</u>	<u>791,383</u>

12 Conferences and Executive

	Head Office	Branch	2022	2021
	£	£	£	£
CWU Conferences	442,020	1,002,911	1,444,931	63,528
Other Conference Delegates Fees	133,466	-	133,466	7,525
Executive Council	422,594	-	422,594	186,669
Election Costs	57,065	-	57,065	269,970
	<u>1,055,145</u>	<u>1,002,911</u>	<u>2,058,056</u>	<u>527,692</u>

Notes to the Financial Statements (continued)

13 Affiliations and Donations	Head Office	Branch	2022	2021
	£	£	£	£
Trade Union Congress	563,369	-	563,369	571,540
Scottish Trades Union Congress	31,106	-	31,106	31,682
Irish Congress of Trade Unions	19,906	-	19,906	21,180
Unit Global Union	285,175	-	285,175	259,726
Other Affiliations	39,870	52,650	92,520	88,006
Donations	60,561	257,242	317,803	332,156
	<u>999,987</u>	<u>309,892</u>	<u>1,309,879</u>	<u>1,304,290</u>

14 Central Administration	Head Office	Branch	2022	2021
	£	£	£	£
Computer Costs	329,497	256,037	585,534	628,269
Printing, Stationery and Postage	86,934	821,566	908,500	1,534,177
Telephones	108,924	621,345	730,269	741,858
Research Library	29,124	-	29,124	24,375
Bad Debts	15,829	-	15,829	(16,683)
Legal, Professional and Audit Fees	809,676	3,588	813,264	680,155
	<u>1,379,984</u>	<u>1,702,536</u>	<u>3,082,520</u>	<u>3,592,151</u>

15 Property Costs	Head Office	Branch	2022	2021
	£	£	£	£
Rent, Rates and Insurances	613,922	348,490	962,412	919,492
Light and Heating	146,680	86,920	233,600	187,737
Maintenance and Hire Costs	844,558	204,467	1,049,025	392,039
Cleaning and Security	159,566	5,885	165,451	183,103
Depreciation	324,699	202,696	527,395	472,550
	<u>2,089,425</u>	<u>848,458</u>	<u>2,937,883</u>	<u>2,154,921</u>

16 Employment Costs	Head Office	Branch	2022	2021
	£	£	£	£
Salaries	7,181,552	-	7,181,552	7,597,418
National Insurance and Government Levies	779,511	-	779,511	14,854
Employers Pension - service cost	1,450,122	-	1,450,122	1,482,997
Employers Pension - administration	974,104	-	974,104	880,060
Trade Union Leave	1,446,225	-	1,446,225	1,422,030
Branch Support	-	1,004,983	1,004,983	1,056,356
Agency Staff	403,636	-	403,636	85,955
Personnel Costs	27,248	-	27,248	15,330
	<u>12,262,398</u>	<u>1,004,983</u>	<u>13,267,381</u>	<u>12,555,000</u>

Notes to the Financial Statements (continued)

17 Tangible Fixed Assets

Freehold Property:	Freehold Property Head Office £	Freehold Property Branch £	Total £
Cost			
Brought forward 1 January	19,012,213	3,394,745	22,406,958
Additions and Improvements	-	35,860	35,860
Disposals	-	-	-
Carried forward at 31 December	<u>19,012,213</u>	<u>3,430,605</u>	<u>22,442,818</u>
Depreciation			
Brought forward at 1 January	1,772,788	602,325	2,375,113
Depreciation for year	158,853	96,260	255,113
Revaluation	-	-	-
Disposals	-	-	-
Carried forward at 31 December	<u>1,931,641</u>	<u>698,585</u>	<u>2,630,226</u>
Net Book Value			
At 31 December 2022	<u>17,080,572</u>	<u>2,732,020</u>	<u>19,812,592</u>
At 31 December 2021	<u>17,239,425</u>	<u>2,792,420</u>	<u>20,031,845</u>

Freehold property including branch funds comprises of 19 properties.

An £11 million insolvency charge is held over freehold property 150 The Broadway until 31 March 2027 (UCW Pensions 2001 scheme £7.5 million; NCU SS scheme £1 million; CWU 2000 Pensions scheme £2.5 million).

An £100k option agreement is held over branch freehold property 302a Barlow Moor Road until 23 December 2023.

Other Fixed Assets:	Office Equipment £	Computer Equipment £	Motor Vehicles £	Total £
Cost				
Brought forward 1 January	981,417	1,863,367	19,907	2,864,691
Additions	23,095	152,168	-	175,263
Funded Assets	21,726	-	-	21,726
Disposals	-	(26,734)	(12,203)	(38,937)
Carried forward at 31 December	<u>1,026,238</u>	<u>1,988,801</u>	<u>7,704</u>	<u>3,022,743</u>
Depreciation				
Brought forward at 1 January	786,988	1,536,216	17,820	2,341,024
Depreciation for year	58,353	212,222	1,927	272,502
Funded Assets	21,726	-	-	21,726
Disposals	-	(24,692)	(12,203)	(36,895)
Carried forward at 31 December	<u>867,067</u>	<u>1,723,746</u>	<u>7,544</u>	<u>2,598,357</u>
Net Book Value				
At 31 December 2022	<u>159,171</u>	<u>265,055</u>	<u>160</u>	<u>424,386</u>
At 31 December 2021	<u>194,429</u>	<u>327,151</u>	<u>2,087</u>	<u>523,667</u>

Funded assets represent assets that are purchased with government grants and supplier contract hardware funds.

Notes to the Financial Statements (continued)

18 Investments and Long Term Loans	2022	2021
	£	£
Long Term Loans - Secured (18a)	66,935	77,618
Quoted Investments at Market Value (18b)	4,732,309	5,102,898
Unquoted Shares at Market Value or Cost (18c)	4,710,487	4,105,605
	<u>9,509,731</u>	<u>9,286,121</u>

18a Long Term Loans - Secured	2022	2021
	£	£
Union Officers:		
A Furey	41,879	51,267
D Bowman	25,056	26,351
	<u>66,935</u>	<u>77,618</u>

Long Term Loans - Secured:	2022	2021
Movement during the year:	£	£
Brought Forward at 1 January	77,618	88,431
Long term loans repaid	(10,683)	(10,813)
Carried Forward at 31 December	<u>66,935</u>	<u>77,618</u>

18b Quoted Investments at Market Value	2022	2021
Movement during the year:	£	£
Brought Forward Value at 1 January	5,102,898	4,601,213
Disposal of Investments	-	(608,000)
Surplus on Disposal of Investments	-	6,595
Additional Shares Purchased in Year	-	608,000
Non-Cash Distributions in Year	3,397	-
Revaluation (Deficit) / Surplus in Year	(373,986)	495,090
Carried Forward at 31 December	<u>4,732,309</u>	<u>5,102,898</u>

The total original cost of quoted investments was £2,769,582 (2021: £2,769,582). This is based on the number of shares held at year end by the weighted average price of shares purchased. Any surplus or deficit arising on sale or revaluation to market value during the year has been debited or credited to the fund holding the investments.

18c Unquoted Investments at Market Value or Cost	2022	2021
Movement during the year:	£	£
Brought Forward Value at 1 January	4,105,605	2,507,596
Revaluation Surplus in Year	604,882	1,598,009
Carried Forward at 31 December	<u>4,710,487</u>	<u>4,105,605</u>

The total unquoted shares held by the Union at the 31 December 2022:

- 1,061,196 shares in Unity Trust Bank at £4.42 per share.
- 20,000 shares in Peoples Press Printing Society Ltd at cost of £1 per share.
- 10,000 shares in Elstead Hotel (Bournemouth) Ltd at £1 per share (note 19).
- 10 shares in Union Network International at £20,000 per share.

The total original cost of unquoted investments was £1,484,200 (2021: £1,484,200). Any surplus or deficit arising on sale or revaluation to market value during the year has been debited or credited to the fund holding the investments.

Union Network International

A full provision of £201,606 (2021: £201,606) has been made against the cost of the unquoted shares in the headquarters building of Union Network International as recovery of the amount invested is not envisaged.

Notes to the Financial Statements (continued)

Unionline

At 31 December 2022 the Union was a 50% equity partner in GMB/CWU Legal LLP, which is the sole beneficial corporate partner of Trade Union Legal LLP, trading as Unionline. Further details of Unionline transactions have been given in note 29.

19 Elstead Hotel (Bournemouth) Limited

The Union holds 100% share capital in the Elstead Hotel (Bournemouth) Limited, a hotel and conference centre in Bournemouth. This has been fully provided for in these accounts. The company is a subsidiary undertaking of the Union but consolidated accounts have not been prepared as the inclusion of Elstead Hotel (Bournemouth) Limited would have not a material impact on the accounts of the Union.

The draft accounts of Elstead Hotel (Bournemouth) Limited as at 31 December 2022 show a loss of £175,178 and shareholders' funds at that date of a negative equity of £1,157,523.

The Union's interest is represented by a debenture of £480,000 secured by a floating charge over the assets of the company and £10,000 ordinary shares of £1 each fully paid. As the company is in a net liability position, the Union's investments (debenture and shares) has been provided for to a £nil amount.

Further details of Elstead Hotel (Bournemouth) Limited related party transactions have been given in note 29.

20 Debtors

	2022	2021
	£	£
Subscriptions from Members	2,059,507	2,099,584
Salary Debtors	24,656	29,851
Other Debtors	1,460,722	1,137,339
Prepayments	510,384	497,785
	<u>4,055,269</u>	<u>3,764,559</u>

21 Cash at Bank and In Hand

	2022	2021
	£	£
General Fund - Head Office	6,020,857	7,807,029
General Fund - Branches	6,092,442	7,391,862
Political Fund	2,604,223	2,384,845
	<u>14,717,522</u>	<u>17,583,736</u>

22 Creditors

	2022	2021
	£	£
Trade Creditors	1,106,626	570,143
Salary Creditors	185,693	187,300
Accruals and Deferred Income	505,497	493,983
Other Creditors	497,726	446,236
	<u>2,295,542</u>	<u>1,697,662</u>

23 Operating Leases

At 31 December 2022 the Union had future minimum lease payments under non-cancellable operating leases as set out below.

	2022	2021
	£	£
Within One Year	1,015,331	1,006,730
Within Two to Five Years	719,193	1,267,788
	<u>1,734,524</u>	<u>2,274,518</u>

During the year, amounts payable under operating leases of £1,049,334 (2021: £498,298) were charged to the Statement of Comprehensive Income.

Notes to the Financial Statements (continued)

24 Employers' Pension Costs

The Union operates three defined pension schemes in the United Kingdom.

- 1 CWU 2000 Pension Scheme
- 2 UCW 2001 Pension Scheme
- 3 NCU Staff Superannuation Scheme

The schemes are administered by trustees. Contributions are paid to the schemes in accordance with the Schedule of Contributions agreed between the trustees and the Union. Of the three schemes only the CWU 2000 Pension scheme, CARE section remains open to new entrants and future accrual.

The actuarial valuations have been updated to 31 December 2022, by an independent qualified actuary in accordance with FRS 102. As required by FRS 102, the value of the defined benefits has been measured using the projected unit method. The combined valuations of the schemes are as follows:

Amounts payable to the schemes by the Union in accordance with actuarial advice were:

	2022	2021
	£'000	£'000
Staff Superannuation Schemes		
Normal Contributions	1,655	1,768
Pension Deficit Reduction Payments	2,016	1,613
	<u>3,671</u>	<u>3,381</u>

The Major Assumptions used by the Actuaries for the Schemes' were:

	31 December	31 December
	2022	2021
	%	%
Discount Rate	4.7 - 4.9	2.0
Inflation Rate	2.7 - 3.2	2.7 - 3.2
Rate of Salary Increases	2.7 - 2.8	2.7 - 2.8
Allowance for Future Deferred Revaluation	2.7 - 3.2	2.7 - 3.2
Allowance for Future Pension Increases	2.7 - 3.3	2.7 - 3.3

The Current Allocation of the Schemes' Assets are as follows:

	31 December	31 December
	2022	2021
	£'000	£'000
Multi Asset Funds	26,232	44,246
Diversified Alternatives	7,459	9,420
Liability-driven Investments (LDI)	24,127	27,037
Insurance Policy	19,336	26,211
Equities	-	9,070
Property	2,696	-
Cash	2,174	1,621
Fair Value of Schemes' Assets	<u>82,024</u>	<u>117,605</u>
Irrecoverable Surplus	(2,637)	(5,863)
Net Fair Value of Schemes' Assets	<u>79,387</u>	<u>111,742</u>

Notes to the Financial Statements (continued)

Changes in Fair Value of Schemes' Assets:	31 December 2022 £'000	31 December 2021 £'000
Opening Fair Value	117,605	113,895
Expected Return (Interest Income) on Schemes' Assets	2,101	1,429
Administration Expenses Paid	(426)	(483)
Remeasurement (Loss) / Gain - Return on Schemes' Assets	(36,557)	3,619
Contributions paid by the Union	3,666	3,381
Contributions paid by Scheme Members	503	480
Benefits Paid	(4,868)	(4,716)
Closing Fair Value of the Schemes' Assets	82,024	117,605
Irrecoverable Surplus	(2,637)	(5,863)
Net Fair Value of the Schemes' Assets	79,387	111,742

Changes in Present Value of Schemes' Obligations:	31 December 2022 £'000	31 December 2021 £'000
Opening Obligation	131,752	143,205
Union's Part of Current Service Cost	2,208	2,200
Interest Cost on Obligation	2,342	1,779
Contributions paid by Scheme Members	503	480
Actuarial Gain	(39,079)	(11,196)
Benefits Paid	(4,868)	(4,716)
Closing Obligation	92,858	131,752

The following amounts have been included within Operating Expenditure under FRS 102:	31 December 2022 £'000	31 December 2021 £'000
Union's Part of Current Service Cost	2,208	2,200
Service Cost and Extra Contributions	(1,650)	(1,768)
Total Operating Charge	558	432

The following amounts have been included within Other Expenditure under FRS 102:	31 December 2022 £'000	31 December 2021 £'000
Expected Return (Interest Income) on Schemes' Assets	2,101	1,429
Interest Cost on Obligation	(2,342)	(1,779)
Restricted Interest Income	(105)	(40)
Administration Expenses Paid	(426)	(483)
Other Pension Costs	(772)	(873)

The following amounts have been recognised outside of the profit and loss under FRS 102:	31 December 2022 £'000	31 December 2021 £'000
Actuarial Gain on Post-employment Benefits	2,522	14,815
Change in Assets not Recoverable in the Future	3,331	(2,803)
Actuarial Gain Recognised in Other Comprehensive Income	5,853	12,012

Notes to the Financial Statements (continued)

The following amounts have been recognised in the Statement of Financial Position under FRS 102:	31 December 2022 £'000	31 December 2021 £'000
Present Value of Schemes' Obligation	(92,858)	(131,752)
Fair value of Schemes' Assets	79,387	111,742
Pension Deficit	<u>(13,471)</u>	<u>(20,010)</u>

25 Provision for Employers' Pension Costs

The current triennial valuations for all three schemes are prepared to 31 December 2020. They reported a combined total pension deficit of £34.26 million.

In accordance with each schemes Schedule of Contributions the Union has the following future commitments:

CWU 2000 Pension Scheme

The Union is expected to pay future accrual benefits of 24.5% per annum of pensionable pay less the contributions paid by active members under the salary sacrifice arrangement. In addition, under the recovery plan the Union is required to pay £850,000 per annum, payable from the 1 May 2022 to 31 December 2027.

UCW 2001 Pension Scheme

The Union is expected to pay nil future accrual benefits. Under the recovery plan, the Union is required to pay £1.2 million per annum, payable from the 1 January 2020 to 31 December 2031, increasing inline with CPI inflation, with the first increase due on 1 January 2022.

NCU Staff Superannuation Scheme

Covering the period 1 April 2019 to 31 March 2024 the union is expected to pay nil future accrual benefits and under the recovery plan the Union is required to pay a single lump sum of £65,000 on 1 July 2022.

26 Cash Commitment for Employers' Pension Costs

The accounts as presented show the financial position of the pension schemes' as prescribed under current accounting regulations FRS 102. The assumptions used in calculating the FRS 102 pension scheme valuations, as disclosed in note 24, are agreed between the employer and the scheme's actuaries each year. The pension deficit that is agreed between the actuary and schemes' trustees triennially (every 3 years) is considered by the union as more relevant to the organisation. As this is the deficit which the employer then agrees the repayment of the pension deficit with the pension regulator and is a real cash flow commitment.

The difference in these two valuations are demonstrated by:	£'000
FRS 102 deficit as included in the annual accounts	(13,471)
Triennial valuation deficit (committed funding obligation)	(34,260)
Additional value of the triennial debt that is not depicted in the annual accounts	(20,789)

This difference is not to say that the annual accounts are wrong, as they comply with current accounting regulations. But the Union was of the opinion that the annual accounts as currently presented does not help its members understand the size of financial liabilities as measured on a triennial basis. As a result an amended Balance Sheet which includes an adjustment (shown in a separate column) for the difference in the two methods of calculating the pension liability has been shown over the page.

It is important to note that the triennial valuation deficit is based on calculations by the scheme actuaries the last time it was valued at 31 December 2020 and not 31 December 2022. It is this debt that the Union needs to finance and agree with the pensions regulator and in the amended balance sheet, the Union is £20.79m worse off than the audited accounts show.

It is the ongoing funding of this deficit that really concerns the Union and the Balance Sheet as presented in accordance with accounting regulations, does not help its members and users of these accounts understand the challenging financial position that the Union faces.

Notes to the Financial Statements (continued)

Amended Statement of Financial Position for the Year Ended 31 December 2022:

	As per page 9 2022 £	Adjustment £	As Amended 2022 £
Tangible Fixed Assets			
Freehold Property	19,812,592	-	19,812,592
Other Fixed Assets	424,386	-	424,386
Investments and Long Term Loans	9,509,731	-	9,509,731
	<u>29,746,709</u>	<u>-</u>	<u>29,746,709</u>
Current Assets			
Debtors	4,164,511	-	4,164,511
Cash at Bank and in Hand	14,717,522	-	14,717,522
	<u>18,882,033</u>	<u>-</u>	<u>18,882,033</u>
Current Liabilities			
Amounts falling due within one year			
Creditors	(2,436,641)	-	(2,436,641)
	<u>16,445,392</u>	<u>-</u>	<u>16,445,392</u>
Net Current Assets	<u>16,445,392</u>	<u>-</u>	<u>16,445,392</u>
Total Assets less Current Liabilities	<u>46,192,101</u>	<u>-</u>	<u>46,192,101</u>
Deficit of Defined Benefit Pension Schemes	(13,471,000)	(20,789,000)	(34,260,000)
Represented by Union Funds and Reserves:			
General Fund	20,678,895	-	20,678,895
Pension Reserve	(13,471,000)	(20,789,000)	(34,260,000)
Other Designated Funds	483,648	-	483,648
Property Reserve	22,442,816	-	22,442,816
Political Fund	2,586,742	-	2,586,742
Total Union Funds and Reserves	<u>32,721,101</u>	<u>(20,789,000)</u>	<u>11,932,101</u>

27 Contingent Liabilities

The Union had £nil amount at 31 December 2022.

28 Key Management Personnel

Key management personnel is defined as the roles of General Secretary and Senior Deputy General Secretary. The total employment cost for these roles paid in the year was £269,142 (2021: £267,322) and includes gross pay, employers pension contributions and employers national insurance.

29 Related Party Transactions

Unionline

Intercompany transactions at the reporting date:

£222,769 (2021: £210,159) Other Debtors, note 20 relating to an unsecured loan at a commercial rate of interest.

Elstead Hotel (Bournemouth) Limited

Intercompany transactions at the reporting date:

£1,035,270 (2021: £932,537) Other Debtors note 20, relating to rent, management fees and a loan.

Accounting policies

(see notes 84 and 85)

Please refer to Attachment 4 - Notes to the Financial Statements.

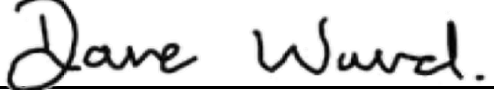

This is an extract from the CWU published accounts for the year ended 31 December 2022 (page 12-25).

The Union's accounting policies are detailed within Note 1.

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:	Dave Ward General Secretary	Name:	Tony Kearns Senior Deputy General Secretary
Date:	3 July 2023	Date:	3 July 2023

Checklist

(see notes 88 to 89)

(please tick as appropriate)

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

Checklist for auditor's report

(see notes 90 and 96)

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

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

Please explain in your report overleaf or attached.

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

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

Please explain in your report overleaf or attached

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

In our opinion the financial statements:

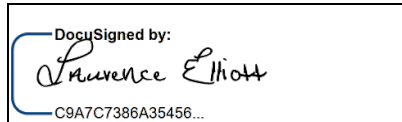
- give a true and fair view of the matters to which they relate to.
- have been prepared in accordance with the requirements of the sections 28, 32 and 36 of the Trade Union and Labour Relations (consolidation) Act 1992.

Auditor's report (continued)

Please refer to Attachment 5 - Independent Auditor's Report.

This is an extract from the CWU published accounts for the year ended 31 December 2022 (page 5-7).

Signature(s) of auditor or auditors:



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Name(s):

BDO LLP

--

Profession(s) or Calling(s):

Statutory Auditor

--

Address(es):

55 Baker Street

--

London

--

--

--

--

--

Postcode

W1U 7EU

--

Date

03 July 2023

--

Contact name for inquiries and telephone number:

Laurence Elliott 020 7486 5888

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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 Communication Workers Union

Opinion

In our opinion, the financial statements:

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

We have audited the financial statements of the Communication Workers Union (the 'Union') for the year ended 31 December 2022, which comprise the Statement of Comprehensive Income, the Statement of Financial Position, the Statement of Changes in Funds and Reserves, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

Basis for Opinion

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

Independence

We are independent of the Union in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

Conclusions relating to Going Concern

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

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

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

Other Information

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

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

We have nothing to report in this regard.

Independent Auditor's Report to the Communication Workers Union (continued)

Matters on which we are required to report by exception

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

- proper accounting records have not been kept in accordance with the requirements; or
- the Union has not maintained a satisfactory system of controls over its transactions in accordance with the requirements; or
- the union has not maintained a satisfactory system of controls over its transactions in accordance with the requirements; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of the National Executive Council

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

In preparing the financial statements, the National Executive Council is responsible for assessing the Union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the National Executive Council either intend to liquidate the Union or to cease operations, or have no realistic alternative but to do

Auditor's Responsibilities for the Audit of the Financial Statements

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

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

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

As part of designing our audit, we determined materiality and assessed the risks of material misstatement in the financial statements, including how fraud may occur by enquiring of management of its own consideration of fraud. We gained an understanding of the legal and regulatory framework applicable to the Union and the industry in which it operates, drawing on our broad sector experience, and considered the risk of acts by the Union that were contrary to these laws and regulations, including fraud. We focused on laws and regulations that could give rise to a material misstatement in the financial statements, including, but not limited to, the Trade Union & Labour Relations Act 1992 and UK tax legislation.

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

Independent Auditor's Report to the Communication Workers Union (continued)

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

We made enquiries of management with regards to compliance with the above laws and regulations and corroborated any necessary evidence to relevant information, for example, minutes of National Executive Council meetings. Our tests included agreeing the financial statements disclosures to underlying supporting documentation and enquiries with management.

We also completed the following procedures:

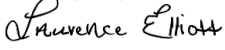
- performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- in addressing the risk of fraud through management override of controls, we tested journal entries and other adjustments for inappropriate or unusual journals outside of our expectations, as well as for any significant transactions outside the normal course of business, taking into consideration the scope for management to manipulate financial results through the timing of the recognition of income or the calculation of the cost recharge to its subsidiary company;
- assessed the appropriateness of key estimates and judgements made by management and challenged the assumptions used in accounting estimates. We considered the key estimates to be the valuation of the defined benefit pension scheme liability and the carrying value of debtor balances.

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

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Councils 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 the Communication Workers Union, as a body, in accordance with the provisions of the Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the Union those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Union as a body, for our audit work, for this report, or for the opinions

DocuSigned by:

C9A7C7386A35456...

Laurence Elliott (Senior Statutory Auditor)
BDO LLP, Statutory Auditor
London, UK

Date: 03 July 2023

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

Membership audit certificate

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

(See notes 97 to 103)

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

YES

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

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

Membership audit certificate

Section one

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

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

YES


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

YES

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

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

Membership audit certificate (continued)

Signature of assurer	
Name	Simon Hearn
Address	Civica Election Services, 33 Clarendon Road, London N8 0NW
Date	21/04/2023
Contact name and telephone number	Simon Hearn, Managing Director 020 8365 8909