

Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	National Union of Rail, Maritime and Transport Workers				
Year ended:	31 December 2022				
List no:	715T				
Head or Main Office address:	Unity House				
	39, Charlton Street				
	London				
Postcode	NW1 1JD				
Website address (if available)	https://www.rmt.org.uk				
Has the address changed during the year to which the return relates?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>	('X' in appropriate box)
General Secretary:	Mick Lynch				
Telephone Number:	020 7387 4771				
Contact name for queries regarding the completion of this return	Deepti Arora				
Telephone Number:	020 7529 8843				
E-mail:	D.Arora@rmt.org.uk				

Please follow the guidance notes in the completion of this return

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

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

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

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

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Return of Members

(see notes 10 and 11)

	Number of members at the end of the year				
	Great Britain	Northern Ireland	Irish Republic	Elsewhere Abroad (including Channel Islands)	Totals
Male	67,159	64	166	179	67,568
Female	13,888	7	16	17	13,928
Other	47				47
Total	81,094	71	182	196	A 81,543

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

81,314

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

1,669

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
President	Michelle Rodgers	Alex Gordon	01 January 2022
Assistant GS	Eddie Dempsey	John Leach	10 June 2022
Senior Assistant GS	Steve Hedley	Eddie Dempsey	13 April 2022

State whether the union is:

a. A branch of another trade union?

Yes

No

If yes, state the name of that other union:

b. A federation of trade unions?

Yes

No

If yes, state the number of affiliated unions:

and names:

Officers in post

(see note 12)

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

Name of Officer	Position held
Alex Gordon	President (1 May 2022)
Mick Lynch	General Secretary (4 May 2021)
Darren Proctor	National Secretary (1 June 2018)
Eddie Dempsey	Senior Assistant General Secretary (14 April 2022)
John Leach	Assistant General Secretary (10 June 2022)
Mick Hogg	Regional Organiser (30 November 2019)
Gordon Martin	Regional Organiser (20 January 2019)
Micky Thompson	Regional Organiser (26 January 2017)
Gary Jackson	Regional Organiser (25 February 2021)
Daren Ireland	Regional Organiser (5 November 2018)
John Tilley	Regional Organiser (1 January 2020)
Glen Hart	Regional Organiser (11 April 2022)
Barry West	Regional Organiser (24 June 2017)
Brendan Kelly	Regional Organiser (1 January 2021)
Steve Skelly	Regional Organiser (30 May 2018)
Paul Cox	Regional Organiser (1 January 2018)
Kathy Mazur	Regional Organiser (6 December 2021)
John Watson	Regional Organiser (13 January 2022)
Jake Molloy	Regional Organiser (23 April 2018)
Geoff Kite	Regional Organiser (27 January 2020)
Jared Wood	Regional Organiser (16 August 2022)
Craig Johnston	Regional Organiser (27 June 2021)

General Fund

(see notes 13 to 18)

	£000	£000
Income		
From Members: Contributions and Subscriptions		18,301
From Members: Other income from members (specify)		
Total other income from members		
Total of all income from members		18,301
Investment income (as at page 12)		-2,566
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	2,198	
Total of other income (as at page 4)		2,198
		17,933
	Total income	
	Interfund Transfers IN	
Expenditure		
Benefits to members (as at page 5)		3,545
Administrative expenses (as at page 10)		17,244
Federation and other bodies (specify)		
TUC and other affiliation fees		517
Grants		70
Total expenditure Federation and other bodies		587
Taxation		
		21,376
	Total expenditure	
	Interfund Transfers OUT	
		-3,443
		61,074
		57,631
		-3,443
		61,074
		57,631

Analysis of income from federation and other bodies and other income

(see notes 19 and 20)

Description	£000
Federation and other bodies	
Total federation and other bodies	
Any Other Sources	
Sundry Income	517
Rental Income	943
Net Pension Scheme Interest	-14
Remeasurement of defined benefit pension liability	-1,071
Loss on revaluation of properties	-189
Adjustment to pension surplus	2,012
Total other sources	2,198
Total of all other income	2,198

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

	£000		£000
Representation –		brought forward	2,983
Employment Related Issues		Advisory Services	
Legal Costs	853		
Negotiation Costs	328		
Representation –		Other Cash Payments	
Non Employment Related Issues		Death Grants	56
		Retirement Grants	74
		Permanent Downgrading	
		Fines Pool	1
		Education and Training services	
		Representatives' Courses	24
		Branch Secretaries' Courses	
		Regional Council Schools	16
		Education Centre Costs	178
Communications		Other Courses	89
RMT News	702	Union Learning Fund	26
Publicity and Website Costs	436		
Member Communications			
Recruitment of Members	38		
Diaries	74		
		Negotiated Discount Services	
Dispute Benefits			
Dispute Fund Payments	552	Other Benefits and Grants (specify)	
		Accident Benefit	98
carried forward	2,983	Total (should agree with figure in General Fund)	3,545

(See notes 21 and 23)

Fund 2		Fund Account	
Name:	Orphan Fund	£000	£000
Income	From members		337
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		337
	Interfund Transfers IN		
Expenditure	Benefits to members		146
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		146
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		191
	Amount of fund at beginning of year		1,882
	Amount of fund at the end of year (as Balance Sheet)		2,073
	Number of members contributing at end of year		81,314

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

(See notes 21 and 23)

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

Fund 5		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
	Interfund Transfers IN		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
		Total Expenditure	
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		
	Amount of fund at the end of year (as Balance Sheet)		
	Number of members contributing at end of year		

(See notes 21 and 23)

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

Fund 7		Fund Account		
Name:		£	£	
Income	From members			
	Investment income (as at page 12)			
	Other income (specify)			
	Total other income as specified			
	Total Income			
	Interfund Transfers IN			
Expenditure	Benefits to members			
	Administrative expenses and other expenditure (as at page 10)			
		Total Expenditure		
		Interfund Transfers OUT		
		Surplus (Deficit) for the year		
	Amount of fund at beginning of year			
	Amount of fund at the end of year (as Balance Sheet)			
	Number of members contributing at end of year			

(See notes 21 and 23)

Fund 8		Fund Account		
Name:		£	£	
Income	From members			
	Investment income (as at page 12)			
	Other income (specify)			
		Total other income as specified		
		Total Income		
		Interfund Transfers IN		
Expenditure	Benefits to members			
	Administrative expenses and other expenditure (as at page 10)			
			Total Expenditure	
			Interfund Transfers OUT	
		Surplus (Deficit) for the year		
		Amount of fund at beginning of year		
		Amount of fund at the end of year (as Balance Sheet)		
		Number of members contributing at end of year		

Fund 9		Fund Account		
Name:		£	£	
Income	From members			
	Investment income (as at page 12)			
	Other income (specify)			
		Total other income as specified		
		Total Income		
		Interfund Transfers IN		
Expenditure	Benefits to members			
	Administrative expenses and other expenditure (as at page 10)			
			Total Expenditure	
			Interfund Transfers OUT	
		Surplus (Deficit) for the year		
		Amount of fund at beginning of year		
		Amount of fund at the end of year (as Balance Sheet)		
		Number of members contributing at end of year		

Political fund account

(see notes 24 to 33)

£000

Political fund account 1		To be completed by trade unions which maintain their own political fund	
	Income	Members contributions and levies	229
		Investment income (as at page 12)	
	Other income (specify)		
		Total other income as specified	
		Total income	229
Expenditure under section (82) of the Trade Union and Labour Relations (Consolidation) Act 1992 on purposes set out in section (72) (1) where consolidation of expenditures from the political funds exceeds £2,000 during the period			
		Expenditure A (as at page i)	
		Expenditure B (as at page ii)	
		Expenditure C (as at page iii)	
		Expenditure D (as at page iv)	
		Expenditure E (as at page v)	
		Expenditure F (as at page vi)	
		Non-political expenditure (as at page vii)	143
		Total expenditure	143
		Surplus (deficit) for year	86
		Amount of political fund at beginning of year	434
		Amount of political fund at the end of year (as <u>Balance Sheet</u>)	520
		Number of members at end of year contributing to the political fund	73,044
		Number of members at end of the year not contributing to the political fund	8,499
		Number of members at end of year who have completed an exemption notice and do not contribute to the political fund	8,270
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)		
		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 £
Total	

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
	£
Total	

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))	£
Total			

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	£
Total	

Political fund account expenditure (e)

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

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

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

Name of political party	£
Total	

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	£
Total	

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

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

(a) the nature of each cause or campaign for which money was expended, and the total amount expended in relation to each one	£000
Other affiliation fees and grants	8
Officers' Salaries	21
Office staff salaries	71
Administration costs	43

Total expenditure 143

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

Total expenditure

(c) the total amount of all other money expended £000

Total expenditure

Total of all expenditures 143

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

(see notes 34 and 35)

		£000
Administrative Expenses		
Remuneration and expenses of staff		10,641
Salaries and Wages included in above	6,478	
Auditors' fees		80
Legal and Professional fees		1,002
Occupancy costs		1,910
Stationery, printing, postage, telephone, etc.		577
Expenses of Executive Committee (Head Office)		
Expenses of conferences		517
Other administrative expenses (specify)		
Branches and Regional Councils		1,717
Motor expenses		176
Computer and equipment maintenance		506
Other Outgoings		
Depreciation		227
Interest payable		63
Disposal of computer equipment		-1
Bad Debt Provision		25
Refund of VAT		-196
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
tretert		
Total		17,244
Charged to:	General Fund (Page 3)	17,244
	Orphan Fund	
Total		17,244

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	89,961	12,206	27,900		130,066	
Senior Assistant General Secretary	61,756	8,746	7,071	Car Benefit	1,602	
Senior Assistant General Secretary	78,282	10,504	24,258	Car Benefit	1,157	
Assistant General Secretary	42,499	5,756	18,023	Car Benefit	7,068	
Assistant General Secretary				Travel - Season Tickets	3,367	

Analysis of investment income

(see notes 47 and 48)

	Political Fund £		Other Fund(s) £000
Rent from land and buildings			
Dividends (gross) from:			548
Equities (e.g. shares)			
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			
Other investment income (specify)			
Loss on sale of investments			-903
Change in fair value of investments			-2,211
			-2,566
		Total investment income	-2,566
		Credited to:	
		General Fund (Page 3)	-2,566
		Orphan Fund	
		Political Fund	
		Total Investment Funds	-2,566

Balance sheet as at

31 December 2022

(see notes 49 to 52)

Previous Year		£	£000
35,165	Fixed Assets (at page 14)		33,796
	Investments (as per analysis on page 15)		
21,323	Quoted (Market value £ (19,163)		19,163
6,486	Unquoted		7,087
	Total Investments		26,250
	Other Assets		
	Loans to other trade unions		
681	Sundry debtors		1,051
4,315	Cash at bank and in hand		3,966
	Income tax to be recovered		
	Stocks of goods		
	Others (specify)		
	Total of other assets		5,017
	Total assets		65,063
61,074	General fund (page 3)		57,631
1,882	Orphan Fund		2,073
434	Political Fund Account		520
	Liabilities		
	Amount held on behalf of central trade union political fund		
£233	Bank loans		204
£1,137	Creditors and accruals		1,880
£1,524	Bank loans due after more than one year		1,329
£1,330	Provisions		1,188
£356	Unfunded supplementation liability		238
£4,580	Total liabilities		4,839
£67,970	Total assets		65,063

Fixed assets account

(see notes 53 to 57)

	Land and Buildings		Furniture and Equipment £000	Motor Vehicles £000	Not used for union business £000	Total £000
	Freehold £000	Leasehold £				
Cost or Valuation						
At start of year		13,979	1,381		22,100	37,460
Additions		18	57		100	175
Disposals		-28	-991			-1,019
Revaluation/Transfers		-400			-1,100	-1,500
At end of year		13,569	447		21,100	35,116
Accumulated Depreciation						
At start of year		1,084	1,211			2,295
Charges for year		173	54			227
Disposals			-991			-991
Revaluation/Transfers		-211				-211
At end of year		1,046	274			1,320
Net book value at end of year						
Net book value at end of year		12,523	173		21,100	33,796
Net book value at end of previous year						
Net book value at end of previous year		12,895	170		22,100	35,165

Analysis of investments

(see notes 58 and 59)

Quoted	All Funds Except Political Funds £000	Political Fund £000
Equities (e.g. Shares)		
Industrial	19,163	
Government Securities (Gilts)		
Other quoted securities (to be specified)		
Total quoted (as Balance Sheet)	19,163	
Market Value of Quoted Investment	19,163	
Unquoted		
Equities		
Other shares	6,244	
Government Securities (Gilts)		
Mortgages		
Bank and Building Societies		
Cash deposits	843	
Other unquoted investments (to be specified)		
Total unquoted (as Balance Sheet)	7,087	
Market Value of Unquoted Investments	7,087	

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

If YES name the relevant companies:

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

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

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

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

Company name	Names of shareholders

Summary sheet

(see notes 62 to 73)

	All funds except Political Funds £000	Political Funds £000	Total Funds £000
Income			
From Members	18,638	229	18,867
From Investments	-2,566		-2,566
Other Income (including increases by revaluation of assets)	2,198		2,198
Total Income	18,270	229	18,499
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	21,522	143	21,665
Funds at beginning of year (including reserves)	62,956	434	63,390
Funds at end of year (including reserves)	59,704	520	60,224
Assets			
Fixed Assets			33,796
Investment Assets			26,250
Other Assets			5,017
		Total Assets	65,063
Liabilities		Total Liabilities	4,839
Net Assets (Total Assets less Total Liabilities)			60,224

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 style="width: 50px;" type="text"/>	
If Yes How many ballots were held: <input style="width: 50px;" type="text"/>	
For each ballot held please complete the information below:	
Ballot 1	
Number of individual who were entitled to vote in the ballot	<input style="width: 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"/>
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"/>
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"/> 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"/>
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"/>
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"/>
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

Ballot 4

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

1-3 should total "Number of votes cast"

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

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

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

Ballot 5

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

1-3 should total "Number of votes cast"

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

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

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

Ballot 6

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

1-3 should total "Number of votes cast"

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

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

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

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

(see note 81)

***Categories of Nature of Trade Dispute**

- A: terms and conditions of employment, or the physical conditions in which any workers require to work;
- B: engagement or non-engagement, or termination or suspension of employment or the duties of employment, of one or more workers;
- C: allocation of work or the duties of employment between workers or groups of workers;
- D: matters of discipline;
- E: a worker's membership or non-membership of a trade union;
- F: facilities for officials of trade unions;

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

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

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

Industrial Action 1

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 2

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 3

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

use a continuation page if necessary

Industrial Action 4

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 5

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 6

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 7

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 8

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

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

Information on Industrial Action Ballots

Name of Organisation:	RMT	Reporting Period	2022
	Did the union hold any ballots in respect of industrial action during the return period?	<u>Yes</u>	For each ballot held please complete the information below
	If yes, how many ballots were held?	<u>164</u>	

Attention:

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	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	11	9	9	0	0	Yes	No	n/a
2	415	243	227	14	2	Yes	No	N/a
3	415	243	232	7	4	Yes	No	N/a
4	163	47	46	1	0	No	No	n/a
5	207	131	115	15	1	Yes	No	n/a
6	207	131	119	11	1	Yes	No	n/a
7	99	65	58	7	0	Yes	Yes	Yes
8	99	65	61	4	0	Yes	Yes	Yes
9	99	56	47	9	0	Yes	Yes	Yes
10	99	56	51	5	0	Yes	Yes	Yes
11	32	22	22	0	0	Yes	Yes	Yes
12	32	22	22	0	0	Yes	Yes	Yes
13	16	15	15	0	0	Yes	Yes	Yes
14	16	15	15	0	0	Yes	Yes	Yes
15	24	10	9	1	0	No	No	n/a
16	24	10	10	0	0	No	No	n/a
17	71	62	57	5	0	Yes	No	n/a
18	71	62	60	2	0	Yes	No	n/a
19	135	104	102	2	0	Yes	No	n/a
20	135	104	104	0	0	Yes	No	n/a
21	60	35	25	9	1	Yes	No	n/a
22	60	35	31	4	0	Yes	No	n/a
23	124	70	55	15	0	Yes	Yes	Yes
24	124	70	59	11	0	Yes	Yes	Yes
25	138	48	23	25	0	No	Yes	No
26	138	48	26	22	0	No	Yes	No
27	100	47	45	2	0	No	No	n/a
28	100	47	47	0	0	No	No	n/a
29	11	11	10	1	0	Yes	No	n/a

30	11	11	11	0	0	Yes	No	Yes
31	1127	569	521	47	1	Yes	Yes	Yes
32	1114	715	628	86	1	Yes	Yes	Yes
33	10084	5219	4900	307	12	yes	yes	yes
34	10084	5219	5031	159	29	yes	yes	yes
35	10056	5344	4912	424	8	yes	yes	yes
36	10056	5344	5095	229	20	Yes	Yes	Yes
37	324	68	57	10	1	No	Yes	No
38	324	68	64	4	0	No	Yes	No
39	85	52	42	10	0	Yes	Yes	Yes
40	85	52	49	3	0	yes	Yes	Yes
41	373	162	129	31	2	No	Yes	No
42	373	162	145	16	1	No	Yes	No
43	68	40	40	0	0	Yes	Yes	Yes
44	93	54	54	0	0	Yes	No	n/a
45	22	10	10	0	0	No	No	n/a
46	9843	5126	4847	269	8	Yes	Yes	Yes
47	9843	5126	4925	162	39	Yes	Yes	Yes
48	130	112	106	5	1	Yes	Yes	Yes
49	130	112	106	6	0	Yes	Yes	Yes
50	340	207	206	1	0	Yes	Yes	Yes
51	340	207	198	0	0	Yes	Yes	Yes
52	168	100	97	3	0	Yes	Yes	Yes
53	168	100	96	3	0	Yes	Yes	Yes
54	175	103	102	1	0	Yes	Yes	Yes
55	175	103	103	0	0	Yes	Yes	Yes
56	60	20	20	0	0	No	Yes	No
57	60	20	20	0	0	No	Yes	No
58	4	4	4	0	0	Yes	Yes	Yes
59	4	4	3	0	1	Yes	Yes	Yes
60	17	8	8	0	0	No	Yes	yes
61	17	8	8	0	0	No	Yes	Yes
62	76	63	63	0	0	Yes	Yes	Yes
63	76	63	62	0	1	Yes	Yes	Yes
64	57	30	27	3	0	Yes	Yes	Yes
65	57	30	27	3	0	Yes	Yes	Yes
66	190	113	109	3	0	Yes	Yes	Yes
67	190	113	111	1	1	Yes	Yes	Yes
68	61	42	42	0	0	Yes	Yes	Yes
69	61	42	42	0	0	Yes	Yes	Yes
70	230	120	114	6	0	Yes	Yes	Yes
71	230	120	115	4	1	Yes	Yes	Yes
72	195	92	91	1	0	No	Yes	Yes
73	195	92	89	1	2	No	Yes	Yes
74	66	39	35	4	0	Yes	Yes	Yes
75	66	39	36	3	0	Yes	Yes	Yes
76	75	53	53	0	0	Yes	Yes	Yes
77	75	53	52	0	1	Yes	Yes	Yes
78	346	204	201	3	0	Yes	Yes	Yes
79	346	204	189	14	1	Yes	Yes	Yes

80	39	23	19	4	0	Yes	Yes	Yes
81	39	23	18	4	1	Yes	Yes	Yes
82	133	82	78	4	0	Yes	Yes	Yes
83	133	82	77	5	0	Yes	Yes	Yes
84	75	53	53	0	0	Yes	Yes	Yes
85	75	53	52	0	1	Yes	Yes	Yes
86	42	37	35	2	0	Yes	Yes	Yes
87	42	37	35	2	0	Yes	Yes	Yes
88	206	127	127	0	0	Yes	Yes	Yes
89	206	127	125	0	2	Yes	Yes	Yes
90	366	262	252	10	0	Yes	Yes	Yes
91	365	282	239	43	0	Yes	Yes	Yes
92	365	282	264	18	0	Yes	Yes	Yes
93	29	23	19	4	0	Yes	Yes	Yes
94	368	248	215	33	0	Yes	Yes	Yes
95	368	248	238	9	1	Yes	Yes	Yes
96	373	300	296	3	1	Yes	Yes	Yes
97	373	300	298	1	1	Yes	Yes	Yes
98	35	29	29	0	0	Yes	Yes	Yes
99	35	29	29	0	0	Yes	Yes	Yes
100	33	24	20	4	0	Yes	Yes	Yes
101	33	24	23	1	0	Yes	Yes	Yes
102	1931	1422	1330	89	3	Yes	Yes	Yes
103	79	45	43	1	1	Yes	Yes	Yes
104	239	164	140	24	0	Yes	Yes	Yes
105	895	683	612	71	0	Yes	Yes	Yes
106	773	496	405	89	2	Yes	Yes	Yes
107	2327	1198	926	267	5	No	Yes	No
108	2818	1955	1570	380	5	Yes	Yes	Yes
109	1140	789	713	75	1	Yes	Yes	Yes
110	1788	1322	1197	122	3	Yes	Yes	Yes
111	21070	15382	14146	1211	25	Yes	Yes	Yes
112	3199	2409	2145	259	5	Yes	Yes	Yes
113	1776	1156	925	229	2	Yes	Yes	Yes
114	2185	1396	1121	270	5	Yes	Yes	Yes
115	31	18	10	7	1	Yes	Yes	No
116	551	407	341	65	1	Yes	Yes	Yes
117	1355	971	840	126	5	Yes	Yes	Yes
118	1931	1422	1375	38	9	Yes	Yes	Yes
119	79	45	41	3	1	Yes	Yes	Yes
120	239	164	153	10	1	Yes	Yes	Yes
121	895	683	667	15	1	Yes	Yes	Yes
122	773	496	464	32	0	Yes	Yes	Yes
123	2327	1198	1056	136	6	Yes	Yes	Yes
124	2818	1955	1822	124	9	Yes	Yes	Yes
125	1140	789	746	39	4	Yes	Yes	Yes
126	1788	1322	1258	60	4	Yes	Yes	Yes
127	21070	15382	14808	530	44	Yes	Yes	Yes
128	3199	2409	2274	125	10	Yes	Yes	Yes
129	1776	1156	1065	88	3	Yes	Yes	Yes

130	2185	1396	1281	106	9	Yes	Yes	Yes
131	31	18	11	7	0	Yes	Yes	No
132	551	407	379	28	0	Yes	Yes	Yes
133	1355	971	911	58	2	Yes	Yes	Yes
134	2039	1583	1537	45	1	Yes	Yes	Yes
135	100	63	60	3	0	Yes	Yes	Yes
136	279	191	182	9	0	Yes	Yes	Yes
137	895	719	686	33	0	Yes	Yes	Yes
138	785	570	516	54	0	Yes	Yes	Yes
139	2416	1398	1171	218	9	Yes	Yes	Yes
140	2838	2058	1860	195	3	Yes	Yes	Yes
141	1164	758	698	59	1	Yes	Yes	Yes
142	1858	1336	1253	82	1	Yes	Yes	Yes
143	3422	2601	2440	158	3	Yes	Yes	Yes
144	1688	1159	1034	122	3	Yes	Yes	Yes
145	2198	1351	1189	156	6	Yes	Yes	Yes
146	537	399	375	24	0	Yes	Yes	Yes
147	1417	1047	983	62	2	Yes	Yes	Yes
148	2039	1583	1502	70	11	Yes	Yes	Yes
149	100	63	58	5	0	Yes	Yes	Yes
150	279	191	176	15	0	Yes	Yes	Yes
151	895	719	678	37	4	Yes	Yes	Yes
152	785	570	541	27	2	Yes	Yes	Yes
153	2416	1398	1283	96	19	Yes	Yes	Yes
154	2838	2058	1859	177	22	Yes	Yes	Yes
155	1164	758	711	42	5	Yes	Yes	Yes
156	1858	1336	1223	108	5	Yes	Yes	Yes
157	3422	2601	2377	202	22	Yes	Yes	Yes
158	1688	1159	1084	64	11	Yes	Yes	Yes
159	2198	1351	1242	97	12	Yes	Yes	Yes
160	537	399	385	13	1	Yes	Yes	Yes
161	1417	1047	988	55	4	Yes	Yes	Yes
162	2391	1375	1099	265	11	Yes	Yes	Yes
163	21053	14767	13511	1240	16	Yes	Yes	Yes
164	21053	14767	13837	856	74	Yes	Yes	Yes

Information on Industrial Action

Name of Organisation:	RMT	2022
Did Union members take industrial action during the return period in response to any inducement on the part of the union?		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	10/10/2022 and 21/10/2022 and 04/11/2022 and 18/11/2022 and 21/11/2022	5	Strike Action	<p>A: Terms and conditions of employment, or the physical conditions in which any workers are required to work</p> <p>B: Engagement or non-engagement, or termination or suspension of employment or the duties of employment, of one or more workers</p> <p>C: Allocation of work or the duties of employment between workers or groups of workers</p> <p>D: Matters of discipline</p> <p>E: A worker's membership or non-membership of a trade union</p> <p>F: Facilities for officials of trade unions</p> <p>G: Machinery for negotiation or consultation, and other procedures, relating to any of the above matters, including the recognition by employers or employers' associations of the right of a trade union to represent its members</p>
2	A	19/11/2022-20/11/2022	2	Action Short	
3	A	23/09/2022-24/09/2022	2	Strike action	
4	A	01/07/2022-02/07/2022 and 31/07/2022-02/08/2022	7	Strike Action	<p>A: Terms and conditions of employment, or the physical conditions in which any workers are required to work</p> <p>B: Engagement or non-engagement, or termination or suspension of employment or the duties of employment, of one or more workers</p> <p>C: Allocation of work or the duties of employment between workers or groups of workers</p> <p>D: Matters of discipline</p> <p>E: A worker's membership or non-membership of a trade union</p> <p>F: Facilities for officials of trade unions</p> <p>G: Machinery for negotiation or consultation, and other procedures, relating to any of the above matters, including the recognition by employers or employers' associations of the right of a trade union to represent its members</p>

5	A	10/06/2022-13/06/2022 and 27/06/2022-03/07/2022	11	Strike Action	<p>A: Terms and conditions of employment, or the physical conditions in which any workers are required to work</p> <p>B: Engagement or non-engagement, or termination or suspension of employment or the duties of employment, of one or more workers</p> <p>C: Allocation of work or the duties of employment between workers or groups of workers</p> <p>D: Matters of discipline</p> <p>E: A worker's membership or non-membership of a trade union</p> <p>F: Facilities for officials of trade unions</p> <p>G: Machinery for negotiation or consultation, and other procedures, relating to any of the above matters, including the recognition by employers or employers' associations of the right of a trade</p>
6	B	19/11/2022 and 21/11/2022	2	Strike Action	<p>A: Terms and conditions of employment, or the physical conditions in which any workers are required to work</p> <p>B: Engagement or non-engagement, or termination or suspension of employment or the duties of employment, of one or more workers</p> <p>C: Allocation of work or the duties of employment between workers or groups of workers</p> <p>D: Matters of discipline</p> <p>E: A worker's membership or non-membership of a trade union</p> <p>F: Facilities for officials of trade unions</p> <p>G: Machinery for negotiation or consultation, and other procedures, relating to any of the above matters, including the recognition by employers or employers' associations of the right of a trade</p>
		07/01/2022-09/01/2022 and 14/01/2022-16/01/2022 and 21/01/2022-23/01/2022 and 28/01/2022-30/01/2022 and 04/02/2022-06/02/2022 and 11/02/2022-13/02/2022 and 18/02/2022-20/02/2022 and 25/02/2022-27/02/2022 and 04/03/2022-06/03/2022 and 11/03/2022-13/03/2022 and 18/03/2022-20/03/2022 and 25/03/2022-27/03/2022 and			

7	A	01/03/2022-03/04/2022 and 08/04/2022-10/04/2022 and 15/04/2022-17/04/2022 and 22/04/2022-24/04/2022 and 29/04/2022-01/05/2022 and 06/05/2022-08/05/2022 and 13/05/2022-15/05/2022 and 20/05/2022-22/05/2022 and 27/05/2022-29/05/2022 and 03/06/2022-05/06/2022 and 10/06/2022-12/06/2022 and 17/06/2022-19/06/2022	72	Strike Action
8	A	24/06/2022-26/06/2022 and 01/07/2022-03/07/2022 and 08/07/2022-10/07/2022 and 15/07/2022-17/07/2022	12	Strike Action
9	A	01/03/2022 and 03/03/2022 and 06/06/2022 and 21/06/2022	4	Strike Action
10	A	03/06/2022-05/06/2022 and 07/06/2022-20/06/2022	17	Action Short
11	A	19/08/2022 and 10/11/2022 and 25/11/2022	3	Strike Action
12	A	20/11/2022-26/11/2022	7	Action Short
13	A	20/12/2022	1	Strike Action
14	A	30/12/2022-31/12/2022	2	Strike Action
15	A	31/12/2022	1	Strike Action
16	A	31/12/2022	1	Strike Action
17	A	31/12/2022	1	Strike Action
18	A	31/12/2022	1	Strike Action
19	A	31/12/2022	1	Strike Action
20	A	31/12/2022	1	Strike Action
21	A	31/12/2022	1	Strike Action
22	A	31/12/2022	1	Strike Action
23	A	31/12/2022	1	Strike Action
24	A	31/12/2022	1	Strike Action
25	A	20/01/2022-22/01/2022 and 24/02/2022-26/02/2022 and 10/02/2022-12/02/2022 and 09/04/2022-10/02/2022 and 14/05/2022-15/05/2022 and 04/06/2022-05/06/2022 and	15	Strike Action
26	A	23/09/2022	1	Strike Action
27	A	23/02/2022 and 12/03/2022-13/02/2022 and 27/04/2022-03/05/2022 and 02/06/2022-06/06/2022 and 16/06/2022-20/06/2022 and 14/07/2022-16/07/2022	24	Strike Action

28	A	23/02/2022 and 12/03/2022- 13/02/2022 and 27/04/2022- 03/05/2022 and 02/06/2022- 06/06/2022 and 16/06/2022- 20/06/2022 and 14/07/2022- 16/07/2022	24	Strike Action
29	A	23/02/2022 and 12/03/2022- 13/02/2022 and 27/04/2022- 03/05/2022 and 02/06/2022- 06/06/2022 and 16/06/2022- 20/06/2022 and 14/07/2022- 16/07/2022	24	Strike Action
30	A	23/02/2022 and 12/03/2022- 13/02/2022 and 27/04/2022- 03/05/2022 and 02/06/2022- 06/06/2022 and 16/06/2022- 20/06/2022 and 14/07/2022- 16/07/2022	24	Strike Action
31	A	22/10/2022 and 20/11/2022	2	Strike Action
32	A	01/12/2022- 31/12/2022	31	Action Short
33	A	07/12/2022- 31/12/2022	25	Action Short
34	A	10.11.22	1	Strike Action
35	A	17/07/2022 and 24/07/2022 and 07/08/2022 and 14/08/2022 and 21/08/2022 and 28/08/2022 and 01/10/2022 and 08/10/2022	8	Strike Action
36	A	21/06/2022 and 23/06/2022 and 25/06/2022 and 27/07/2022 and 18/08/2022 and 01/10/2022	6	Strike Action
37	A	21/06/2022 and 23/06/2022 and 25/06/2022 and 27/07/2022 and 18/08/2022 and 01/10/2022	6	Strike Action
38	A	21/06/2022 and 23/06/2022 and 25/06/2022 and 27/07/2022 and 18/08/2022 and 01/10/2022	6	Strike Action
39	A	21/06/2022 and 23/06/2022 and 25/06/2022 and 27/07/2022 and 18/08/2022 and 01/10/2022	6	Strike Action
40	A	21/06/2022 and 23/06/2022 and 25/06/2022 and 27/07/2022 and 18/08/2022 and 01/10/2022	6	Strike Action
41	A	21/06/2022 and 23/06/2022 and 25/06/2022 and 27/07/2022 and 18/08/2022 and 01/10/2022	6	Strike Action

42	A	21/06/2022 and 23/06/2022 and 25/06/2022 and 27/07/2022 and 18/08/2022 and 01/10/2022	6	Strike Action
43	A	21/06/2022 and 23/06/2022 and 25/06/2022 and 27/07/2022 and 18/08/2022 and 01/10/2022	6	Strike Action
44	A	21/06/2022 and 23/06/2022 and 25/06/2022 and 27/07/2022 and 18/08/2022 and 01/10/2022	6	Strike Action
45	A	21/06/2022 and 23/06/2022 and 25/06/2022 and 27/07/2022 and 18/08/2022 and 01/10/2022	6	Strike Action
46	A	21/06/2022 and 23/06/2022 and 25/06/2022 and 27/07/2022 and 18/08/2022 and 01/10/2022	6	Strike Action
47	A	21/06/2022 and 23/06/2022 and 25/06/2022 and 27/07/2022 and 18/08/2022 and 01/10/2022	6	Strike Action
48	A	21/06/2022 and 23/06/2022 and 25/06/2022 and 27/07/2022 and 18/08/2022 and 01/10/2022	6	Strike Action
49	A	13/12/2022- 14/12/2022 and 16/12/2022- 17/12/2022	4	Strike Action
50	A	13/12/2022- 14/12/2022 and 16/12/2022- 17/12/2022	4	Strike Action
51	A	13/12/2022- 14/12/2022 and 16/12/2022- 17/12/2022	4	Strike Action
52	A	13/12/2022- 14/12/2022 and 16/12/2022- 17/12/2022	4	Strike Action
53	A	13/12/2022- 14/12/2022 and 16/12/2022- 17/12/2022	4	Strike Action
54	A	13/12/2022- 14/12/2022 and 16/12/2022- 17/12/2022	4	Strike Action
55	A	13/12/2022- 14/12/2022 and 16/12/2022- 17/12/2022	4	Strike Action
56	A	13/12/2022- 14/12/2022 and 16/12/2022- 17/12/2022	4	Strike Action
57	A	13/12/2022- 14/12/2022 and 16/12/2022- 17/12/2022	4	Strike Action
58	A	13/12/2022- 14/12/2022 and 16/12/2022- 17/12/2022	4	Strike Action
59	A	13/12/2022- 14/12/2022 and 16/12/2022- 17/12/2022	4	Strike Action

Notes to the accounts

(see notes 82 and 83)

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

Please see attached Appendix.

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2022

1 INFORMATION IN RESPECT OF THE UNION

The National Union of Rail, Maritime and Transport Workers is a trade union registered in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992 with its head office at Unity House, 39 Chalton Street, London NW1 1JD.

2 ACCOUNTING FRAMEWORK

The financial statements have been prepared in accordance with FRS102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (“FRS102”). The financial statements 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 financial statements of Trade Unions are required to give a true and fair view. Therefore, the financial statements 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 financial statements give a true and fair view to the members of the Trade Union.

3 PRESENTATION CURRENCY

The accounts are presented in sterling and rounded to the nearest thousand Pounds.

4 GOING CONCERN

The activities of the Union, together with the factors likely to affect its future development and performance are set out in the General Secretary’s report. The financial position of the Union, its cashflow and liquidity are presented in the Financial Statements and accompanying Notes.

The National Executive Committee has considered the effect of tough current economic climate and future of railways, and they have a reasonable expectation that the Union can meet its short-term liabilities as they fall due and has sufficient cash reserves and funds for operational purposes for a period of at least twelve months from the date of approval of these financial statements. For this reason, we continue to adopt the going concern basis in the preparation of the Financial Statements.

5 SIGNIFICANT ACCOUNTING POLICIES

The accounts have been prepared under the historical cost convention, as modified to include the revaluation of certain fixed assets, and in accordance with the specific accounting policies set out below.

(a) Contribution income

Contributions are accounted for on an accruals basis.

(b) Expenditure

Expenditure in the accounts is presented inclusive of VAT where applicable.

(c) Investment income

Income from the Union's investments in equity and debt instruments and rental property is accounted for on an accruals basis.

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2022

5 SIGNIFICANT ACCOUNTING POLICIES (continued)

(d) Taxation

Current tax is payable on the excess of interest income, rental income and chargeable gains arising on the disposal of properties and investments over expenditure on the provident benefits and reinvested chargeable gains for the year. Current tax is calculated using tax rates that have been enacted or substantively enacted by the reporting end date.

Deferred tax liabilities are generally recognised for all timing differences and deferred tax assets are recognised to the extent that it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable income. Deferred tax is calculated at the tax rates that are expected to apply in the period where the liability is settled or the asset is realised. Deferred tax is charged or credited in the income and expenditure accounts.

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 reinvested no current tax liability is considered likely to arise due to expenditure on provident benefits exceeding any chargeable gains that might arise.

(e) Tangible fixed assets

Tangible fixed assets are initially measured at cost. Office equipment and the land and buildings comprising the Union's Education Centre are subsequently measured at cost and the Union's office buildings (including Head Office) are subsequently measured at valuation, in all cases net of depreciation and any impairment losses. At each reporting date, the Union reviews the carrying amounts of its tangible fixed assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any). Impairment losses are recognised in the income and expenditure account.

Depreciation is provided on all tangible fixed assets, except freehold land, to write off the cost or valuation, less estimated residual value, on a straight line basis over the estimated useful lives of the assets. The rates applied are as follows:

Freehold buildings	-	2% per annum
Office equipment	-	20% per annum

The gain or loss arising on the disposal of a tangible fixed asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the income and expenditure account.

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2022

5 SIGNIFICANT ACCOUNTING POLICIES (continued)

(f) Investment properties

Investment properties are initially measured at cost and subsequently measured at fair value. Changes in the fair value of investment properties are recognised in the income and expenditure account.

(g) Financial assets and liabilities

Financial assets and liabilities are grouped as either "Basic financial assets or liabilities" or "Other financial assets or liabilities" based on their particular characteristics and are accounted for accordingly.

Basic financial assets

Basic financial assets include cash and bank balances and trade and other debtors. Basic financial assets are initially measured at transaction price and subsequently measured at cost less any impairment losses.

Other financial assets

Other financial assets include the Union's investments in listed and unlisted equity and debt instruments.

Listed investments are initially measured at fair value, which is normally the transaction price, and subsequently measured at fair value (market value). Changes in the fair value of listed investments are recognised in the income and expenditure account.

Impairment of financial assets

At each reporting date, the Union reviews the carrying amounts of all financial assets carried at cost to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any). Impairment losses are recognised in the income and expenditure account.

Basic financial liabilities

Basic financial liabilities include trade and other creditors and bank loans. Basic financial liabilities are initially measured at transaction price and subsequently measured at cost. Debt instruments repayable in more than one year, including bank loans, are subsequently measured at amortised cost using the effective interest method, in order to systematically allocate the interest expense over the expected repayment period of the debt.

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2022

5 SIGNIFICANT ACCOUNTING POLICIES (continued)

(h) Post-employment benefits

The Union recognises the present value of its defined benefit pension obligations, net of the fair value of plan assets, as its “net defined benefit pension liability” on the balance sheet and the net change in that liability during the period in the income and expenditure account or as other comprehensive income as appropriate depending on the nature of the change.

The Union measures the cost of its pension obligations using the projected unit credit method which incorporates a number of actuarial assumptions and is discounted to present value using an appropriate discount rate derived from the rate of return on a high quality corporate bond of the same currency and a term similar to the estimated period of the future payments. It is the Union's policy to engage an independent actuary to perform the detailed actuarial calculations necessary to value its defined benefit pension obligations.

The change in the net defined benefit pension liability arising from employee service rendered during the reporting period is recognised in the income and expenditure account within the operating result; the net interest on the net defined benefit pension liability during the reporting period is recognised in the income and expenditure account within income from investment operations; and the remeasurement of the net defined benefit liability, including actuarial gains and losses, is recognised in other comprehensive income.

The value of a net pension benefit asset is limited to the amount that may be recovered either through reduced contributions or agreed refunds from the scheme.

(i) Orphan Fund

A provision is included within the accounts for future payments to orphans where agreement has been made to fund the orphans at the balance sheet date. This is calculated based on assumptions including discount rates and date of termination of orphan benefits

6 JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

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

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

It is the Union's judgement that reliable estimates of the fair value of its unlisted investments, as included in note 13 to the accounts, are not available. As a result, unlisted investments are measured on the basis of the latest purchase offer.

The fair values of the Union's investment properties and other land and buildings, as included in note 11 and note 12 to the accounts, cannot be directly observed. In order to manage the resulting estimation uncertainty the Union engages independent valuers to provide all material valuations. As at 31 December 2022 an independent valuation of the Union's property was undertaken.

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2022

6 JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY (continued)

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

The cost of defined benefit pension plans is determined using actuarial valuations. 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 for the respective country. Further details are given in note 18.

The difference between the market value of the assets of the Pension Fund and the present value of accrued pension liabilities is shown as an asset or liability on the balance sheet, except that an asset is only recognised where the union has the sole right to determine the use of surplus of assets over liabilities.

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2022

7 CONTRIBUTIONS	2022	2021
	£'000	£'000
General Fund	18,301	18,098
Orphan Fund	337	339
Political Fund	229	235
	<hr/>	<hr/>
	18,867	18,672
	<hr/> <hr/>	<hr/> <hr/>

Contributions to the General Fund were made up as follows:-

National Dispute Fund	585	85
Legal Fund	769	246
Other	16,947	17,767
	<hr/>	<hr/>
	18,301	18,098
	<hr/> <hr/>	<hr/> <hr/>

The Union's expenditure in respect of Dispute Fund payments and member legal costs is set out in Note 8.

8 OPERATING EXPENDITURE

(a) Benefits and services to members	2022	2021
	£'000	£'000
Legal costs		
Defence of members and other legal costs	853	882
Cash benefits		
Accident benefit	98	76
Death grants	56	59
Retirement grants	74	52
Permanent downgrading	-	1
Fines Pool	1	1
Dispute Fund payments	552	28
	<hr/>	<hr/>
	781	217
	<hr/>	<hr/>
Education Costs		
Representatives' courses	24	26
Branch Secretaries' courses	-	3
Regional Council schools	16	-
Education Centre costs	178	131
Other courses	89	58
Union Learning Fund	26	179
	<hr/>	<hr/>
	333	397
	<hr/>	<hr/>
Negotiation expenses		
Committees, conferences and negotiating expenses	328	101
	<hr/>	<hr/>
Publicity and Propaganda		
Publicity and website costs	436	280
RMT News	702	756
Member communications	-	1
Recruitment of members	38	47
Diaries	74	96
	<hr/>	<hr/>
	1,250	1,180
	<hr/>	<hr/>
General Fund	3,545	2,777
	<hr/> <hr/>	<hr/> <hr/>

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2022

8 OPERATING EXPENDITURE (continued)

(b) Representation of members	2022	2021
	£'000	£'000
<i>Branch and Regional Council costs</i>		
Branch Secretaries' salaries	822	814
Branch and Regional Council expenditure	895	715
	<u>1,717</u>	<u>1,529</u>
<i>Affiliation fees and grants</i>		
Affiliation fees	517	536
Grants	70	67
	<u>587</u>	<u>603</u>
Schedules of affiliation fees and grants are set out on pages 40 to 42.		
<i>Committees and conferences</i>		
Annual General Meeting	317	232
Delegates to TUC and various bodies	115	32
Foreign delegations	11	1
Other costs	74	27
	<u>517</u>	<u>292</u>
General Fund	2,821	2,424
Political Fund	8	44
	<u>2,829</u>	<u>2,468</u>
(c) Employment costs	2022	2021
	£'000	£'000
Officers' salaries and expenses	1,756	1,549
Office staff salaries	4,023	4,131
Other staff costs	290	226
National Executive Committee	1,003	933
National Insurance costs	791	734
Net pension scheme charges	2,870	3,161
	<u>10,733</u>	<u>10,734</u>
General Fund	10,641	10,644
Political Fund	92	90
	<u>10,733</u>	<u>10,734</u>

A schedule of Officers' salaries and expenses is set out on page 38. A schedule of the cost of the National Executive Committee is set out on page 39.

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2022

8	OPERATING EXPENDITURE (continued)		
(d)	Property and equipment costs	2022	2021
		£'000	£'000
	Rent and rates	459	447
	Insurance	105	96
	Heating and lighting	116	114
	Cleaning and materials	117	108
	Maintenance and renewals	1,113	410
		<u>1,910</u>	<u>1,175</u>
	Motor car expenses	176	173
	Computer and equipment maintenance	506	514
	Depreciation	227	291
		<u>909</u>	<u>978</u>
	General Fund	<u>2,819</u>	<u>2,153</u>
(e)	Professional services and administration	2022	2021
		£'000	£'000
	<i>Administration costs</i>		
	Printing and stationery	64	26
	Membership services	125	169
	Literature and periodicals	37	37
	Postage and carriage	189	96
	Telephone	145	74
	Credit Union costs	4	-
	Other costs	13	-
		<u>577</u>	<u>402</u>
	<i>Professional services</i>		
	Audit fees	80	68
	Bank charges	76	67
	Investment management fees	80	80
	Property costs	38	33
	Legal fees	483	147
	Professional fees	133	118
	Ballots and elections costs	103	313
	General financial services	89	96
		<u>1,082</u>	<u>922</u>
	General Fund	<u>1,659</u>	<u>1,324</u>
	Political Fund	<u>43</u>	<u>40</u>
		<u>1,702</u>	<u>1,364</u>

Amounts paid to auditors during the year totalled £80,000 (2021: £68,000). Amounts paid to auditors for non audit services totalled £79,000. (2021: £134,000)

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2022

8	OPERATING EXPENDITURE (continued)		
(f)	Other operating expenditure	2022	2021
		£'000	£'000
	Refund of VAT relating to expenditure in the current year	(196)	(151)
	Bad debt provision	25	-
	Disposal of computer equipment	(1)	-
	Interest payable	63	51
		<hr/>	<hr/>
	General Fund	(109)	(100)
	Orphan Fund	146	111
		<hr/>	<hr/>
		37	11
		<hr/>	<hr/>
	Total Combined Expenditure	<u>21,665</u>	<u>19,507</u>
9	OTHER INCOME/(EXPENDITURE)		
(a)	Other income	2022	2021
		£'000	£'000
	Rental income	943	704
	Sundry income	517	429
		<hr/>	<hr/>
		1,460	1,133
		<hr/>	<hr/>
	General Fund	1,460	1,131
	Orphan Fund	-	2
		<hr/>	<hr/>
		1,460	1,133
		<hr/>	<hr/>
(b)	Investment operations	2022	2021
		£'000	£'000
	Dividend income	548	633
	(Loss)/Gain on sale of investments	(903)	185
		<hr/>	<hr/>
		(355)	818
		<hr/>	<hr/>
	General Fund	(355)	818
	Orphan Fund	-	-
	Political Fund	-	-
		<hr/>	<hr/>
		(355)	818
		<hr/>	<hr/>

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2022

9 OTHER INCOME/(EXPENDITURE) (continued)

(c) Change in fair value of investments	2022 £'000	2021 £'000
Change in fair value of listed investments	(1,111)	4,975
Change in fair value of investment properties	(1,100)	314
	<hr/>	<hr/>
General Fund	(2,211)	5,289
	<hr/> <hr/>	<hr/> <hr/>
(d) Net pension scheme interest	2022 £'000	2021 £'000
Interest on funded pension scheme assets	1,443	1,035
Interest on funded pension scheme liabilities	(1,451)	(1,202)
Interest on unfunded supplementation liability	(6)	(6)
	<hr/>	<hr/>
General Fund	(14)	(173)
	<hr/> <hr/>	<hr/> <hr/>

10 TAXATION

Current tax

No Corporation Tax liability arises as the cost of provident benefits provided by the Union in the year is in excess of taxable income.

Deferred tax

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

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2022

11 TANGIBLE FIXED ASSETS

	Land and buildings - Education Centre £'000	Land and buildings - Other £'000	Office equipment £'000	Total £'000
Cost or Valuation				
At 1 January 2022	3,770	10,209	1,381	15,360
Additions	-	18	57	75
Disposals	-	(28)	(991)	(1,019)
Revaluations	-	(400)	-	(400)
At 31 December 2022	3,770	9,799	447	14,016
Depreciation				
At 1 January 2022	775	309	1,211	2,295
Charge for the year	123	50	54	227
Disposals	-	-	(991)	(991)
Revaluations	-	(211)	-	(211)
At 31 December 2022	898	148	274	1,320
Net book value				
At 31 December 2022	2,872	9,651	173	12,696
<i>At 31 December 2021</i>	<i>2,995</i>	<i>9,900</i>	<i>170</i>	<i>13,065</i>
Comparable historical cost for the land and buildings included at valuation:				£'000
Cost				
At 1 January 2022				10,571
Additions				18
Disposals				(28)
At 31 December 2022				10,561
Depreciation based on cost				
At 1 January 2022				3,740
Charge for the year				211
At 31 December 2022				3,951
Net book value				
At 31 December 2022				6,610
<i>At 31 December 2021</i>				<i>6,831</i>

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2022

All land and buildings are freehold.

Cost or valuation in respect of other land and buildings reflects the following:

The National Education Centre, Doncaster, is carried at its historic cost of £3,753,000 plus additions less accumulated depreciation.

All other properties were valued as at 31 December 2022 by professional valuers. Valuers used were Centrik Commercial, CBRE, BTF, Keppie Massie and Ryden. In all instances the valuations were undertaken by Chartered Surveyors and Registered Valuers. The basis of valuations adhered to the practice statement of RICS Valuation - Global Standards.

Unity House, Chalton Street, London was valued at £8,100,000 as at 31 December 2022 by CBRE and is carried at that value. No other changes to the existing valuations were required as a result of the valuations.

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2022

12 INVESTMENT PROPERTY

	2022	2021
	£'000	£'000
Fair Value		
At 1 January 2022	22,100	21,700
Additions	100	86
Revaluations	(1,100)	314
	<u>21,100</u>	<u>22,100</u>
At 31 December 2022	21,100	22,100

The investment property relates to Maritime House, Clapham, London. The property was valued at £21,100,000 as at 31 December 2022 by CBRE (RICS Registered Valuer) and is carried at that value. The valuations were conducted on the basis of fair value in use. The historical cost of investment properties held at 31 December 2022 was £7,175k (2021: £7,075k).

13 INVESTMENTS

(a) Movement in the year

	Quoted securities £'000	Unquoted securities £'000	Loans and deposits £'000	Total £'000
Fair Value				
At 1 January 2022	21,323	6,244	242	27,809
Additions	11,678	-	601	12,279
Disposals	(12,727)	-	-	(12,727)
Change in fair value	(1,111)	-	-	(1,111)
	<u>19,163</u>	<u>6,244</u>	<u>843</u>	<u>26,250</u>
At 31 December 2022	19,163	6,244	843	26,250
<i>At 31 December 2021</i>	<i>21,323</i>	<i>6,244</i>	<i>242</i>	<i>27,809</i>

(b) Summary position

	2022		2021	
	Cost or realisable value £'000	Market value £'000	Cost or realisable value £'000	Market value £'000
Quoted				
Industrial	19,249	19,163	15,954	21,323
Unquoted				
Other shares	1,692	6,244	1,692	6,244
Loans and deposits				
Cash deposits	843	843	524	242
	<u>21,784</u>	<u>26,250</u>	<u>18,170</u>	<u>27,809</u>

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2022

13 INVESTMENTS (continued)

(c) Detailed schedule of investments

Quoted			Fair value £'000
2,400	Abbott Laboratories	NPV Common Stock	219
1,000	Accenture Plc	New A Class Shares	222
10,000	Admiral Group Plc	0.1p Ordinary Shares	214
270	Align Technology Inc	US\$0.0001 Common Stock	47
4,100	Alphabet Inc	US\$0.001 Cls A Common Stock	301
220,000	Artemis Fund Mgrs	Corporate Bond F Inc	195
5,500	AstraZeneca Plc	US\$0.25 Ordinary Shares	617
690	Autodesk Inc	NPV Common Stock	107
9,100	Bank of America Corp	NPV Common Stock	251
50,000	Barclays Plc	25p Ordinary Shares	79
480	Becton Dickinson & Co	NPV Common Stock	101
420	Berkshire Hathaway Inc	US\$0.0033 Cls B Common Stock	108
26,000	BHP Group Ltd	NPV Ordinary Shares	668
250,000	Blackrock Asset Mgrs (UK)	Eurp Absolute Alpha D Acc	421
43,000	Blackrock Asset Mgrs (UK)	UK Smlr Cos D Inc	359
4,300	BlueBay Funds Mgmt	Gbl Inv Gr Corp Bd S Inc (GBP)	377
60,000	BP Plc	US\$0.25 Shares	285
8,400	Bunzl Plc	32 1/7p Ordinary Shares	232
3,500	Capri Holdings Ltd	NPV Common Stock	167
6,600	Citigroup Inc	US\$0.01 Common Stock	248
10,000	Compass Group Plc	11.05p Ordinary Shares	192
9,400	Diageo Plc	28 101/108p Ordinary Shares	343
110,000	Ecclesiastical Ins Office	8.625% Non Cum Irrd Pref	140
10,000	Experian PLC	US\$0.10 Ordinary Shares	281
280,000	Fidelity Investment Services	Strategic Bond Net W Inc	297
2,400	Fidelity National Information	US\$0.01 Common Stock	135
20,000	First Sentier Investors (UK)	Stewart Asia Pac Ldrs Sust B	196
2,900	Go Daddy Inc	US\$0.001 Cls A Common Stock	180
125,807	Gore Street Energy Storage Plc	1p Ordinary Shares	140
7,040	GSK Plc	31 1/4p Ordinary Shares	101
8,800	Haleon Plc	1p Ordinary Shares	29
14,000	Halma PLC	10p Ordinary Shares	276
170,000	HICL Infrastructure Co Ltd	0.01p Ordinary Shares	280
180,000	Home Riet Plc	1p Ordinary Shares	69
14,000	iShares Plc	Physical Gold ETC (GBP)	412
1,000	Johnson & Johnson	US\$1 Common Stock	147
140,000	JP Morgan Asset Mgrs (UK)	Japan C Net Inc	419
110,000	JP Morgan Asset Mgrs (UK)	Emerging Markets C Net Inc	180
1,000	JP Morgan Chase & Co	US\$1 Common Stock	112
160,000	Jupiter Unit Trust Mgrs	Japan Income ZH Dist (GBP)	182

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2022

13 INVESTMENTS (continued)

(c) Detailed schedule of investments (continued)

			Fair value £'000
300,000	Jupiter Unit Trust Mgrs	Strategic Bond Z Acc	300
460	Linde Plc	Eur0.001 Common shares	125
330,000	Link Fund Solutions	Trojan X Inc	409
109,478	Link Fund Solutions	Ruffer Total Ret J Inc	419
620,000	Lloyds Banking Group Plc	10p Ordinary Shares	282
130	LVMH Moet Hennessy SA	Eur0.30 shares	78
170,000	Maitland Instl Services Ltd	Chelverton UK Equity Inc B Inc	179
63,000	Man Fund Mgmt (UK)	GLG Japan CoreAlpha Prof D Inc	160
720	Mastercard Inc	US\$0.0001 Class A Common Stock	208
126,000	Melrose Industries Plc	7.6190476 Ordinary Shares	169
930	Microsoft Corp	US\$0.00000625 Common Stock	185
31,000	National Express Group PLC	5p Ordinary Shares	40
29,000	National Grid Plc	12.431289p Ordinary shares	289
12,420	NatWest Group Plc	£1.0769 Ordinary Shares	33
2,100	Nestle SA	CHF1 Shares (Regd)	202
140,000	Octopus Renew Infra Trust Plc	1p Ordinary Shares	140
1,300	Pepsico Inc	US\$0.016666 Cap	195
430,000	Picton Property Income Ltd	NPV Ordinary Shares	344
1,400	Proctor & Gamble Co	NPV Common Stock	176
27,000	Prudential Plc	5p Ordinary Shares	304
13,500	Relx Plc	14.44p Ordinary Shares	309
780	Roche Holdings AG	Genusscheine NPV Shares	204
12,000	Sandvik AB	NPV Shares	180
130,000	Schroder Investment Mgmt	Asian Income L Inc	98
52,000	S4 Capital PLC	25p Ordinary Shares	98
28,000	Shell Plc	Eur0.07 Ord Shs (UK Quote)	651
16,000	Smith & Nephew Plc	US\$0.20 Ordinary Shares	178
2,800	SPDR Series Trust	S&P 500 ETF (GBP)	889
20,000	Standard Chartered Plc	US\$0.50 Ordinary Shares	125
16,000	SwedBank AB	NPV Ser A Shares	226
2,300	Total SE	Eur2.5 shares (Euronext Quote)	120
440,000	Treasury 4 1/4% Stock	4 1/4% Stock 07/12/2027	453
380,000	Treasury 5% Stock	5% Stock 7/03/2025	397
780,000	Treasury 7/8% Stock	7/8% Green Gilt 31/07/2033	585
2,400	Twenty Four Global Funds	Corporate Bond I Dist (GBP)	196
9,500	Unilever Plc	3 1/9p Ordinary Shares	397
8,000	Vanguard Investments	FTSE 250 UCITS EFT Inc	233
4,698	Woodside Energy Group Ltd	NPV Ordinary Shares	94
3,600	Yum China Holdings Inc	US\$0.01 Common Stock	94
			19,163
Unquoted			Fair value £'000
Other shares			
1,622,052	Unity Trust Bank plc	£1 Ordinary shares	6,244
			6,244

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2022

Loans and deposits		Cost £'000
		843
		<u>843</u>
14	DEBTORS AND PREPAYMENTS	
		<i>2021</i>
	2022	<i>£'000</i>
	£'000	
	Trade debtors	96
	Other debtors	523
	Prepayments and accrued income	432
		<u>1,051</u>
		<u>681</u>

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2022

15 CREDITORS, ACCRUALS AND PROVISIONS	2022	2021
	£'000	£'000
Trade creditors	253	103
Taxes and social security costs	231	253
Other creditors	29	72
Accruals and deferred income	1,367	709
	<u>1,880</u>	<u>1,137</u>

A provision is included in the balance sheet in respect of financial obligations in connection with the Orphan Fund of £1,188k (2021: £1,330k). The movement during the year of £142k was the result of changes in discount rates.

16 BANK LOANS

Bank loan maturity analysis

	2022	2021
	£'000	£'000
Due within one year	204	233
	<u>204</u>	<u>233</u>
Bank loan due after more than one year		
Due between one to two years	212	205
Due between two to five years	677	656
Due in five years or more	440	663
	<u>1,329</u>	<u>1,524</u>

The bank loans are secured against a freehold property, and interest is charged at 2.5% above the bank's base rate. At the balance sheet date the base rate was 3.5% p.a.

17 FINANCIAL ASSETS AND LIABILITIES BY CATEGORY	2022	2021
	£'000	£'000
Financial assets:		
Measured at fair value through income and expenditure	19,163	21,323
Equity instruments measured on the basis of the latest purchase offer	6,244	6,244
Basic debt instruments measured at cost less impairment	1,051	681
Total financial assets	<u>26,458</u>	<u>28,248</u>
Financial liabilities:		
Short-term debt instruments measured at cost	1,649	884
Financial liabilities measured at amortised cost	1,533	1,757
Total financial liabilities	<u>3,182</u>	<u>2,641</u>

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2022

18 POST-EMPLOYMENT BENEFITS

The Union operates a defined benefit pension scheme for its employees and officials. The assets of the scheme are held in trustee administered funds separate from the Union's finances.

In addition to the funded scheme, the Union has granted unfunded supplementation benefits to certain historic pensioners of the National Union of Railwaymen.

The details of both of these schemes are given in the following notes.

1. The National Union of Rail, Maritime & Transport Workers Pension Scheme

From 1 January 1991, the Fund incorporates the assets and liabilities of the National Union of Railwaymen's Employee's Superannuation Fund. From 31 January 2008 the Fund incorporates The National Union of Seamen - Officials' and Employees' Superannuation Fund.

The Fund is a funded defined benefit scheme providing benefits based on final pensionable salary. The basis of determining the final pension and the rates at which the member and the Union provides contributions differ depending on when the member entered the Fund. Contribution rates are determined by the Fund's actuary. A salary sacrifice arrangement is now in place resulting in the Union making contributions on behalf of members and members having a corresponding reduction in pay.

The Union pays additional employer contributions of £490,000 per annum until 31 December 2026.

The most recent actuarial valuation was carried out as at 31 December 2020. This valuation showed that the fair value of the assets of the Fund was £75.7 million. The estimated actuarial value of the liabilities is assessed as being £76.6 million, which represents a deficit of £1 million and a funding level of 99%, compared to the projected liabilities. The next triennial actuarial valuation will be performed as at 31 December 2023.

Independent actuaries have been appointed by the Union in order to measure the defined benefit pension obligation for the purpose of these accounts as at 31 December 2022. The result of this is reported below.

The difference between the market value of the assets of the Pension Fund and the present value of accrued pension liabilities is shown as an asset or liability on the balance sheet, except that an asset is only recognised where the union has the sole right to determine the use of surplus of assets over liabilities. The FRS102 valuation method gave a surplus of £1.4m, however, the scheme rules and trust deed does not unconditionally give the employer the right to the asset by way of a refund or in the form of reduced contributions. Therefore the asset has not been recognised in the accounts and this asset ceiling adjustment is shown within Other Comprehensive Income.

Net defined benefit pension liability at the balance sheet date

	2022	2021
	£'000	£'000
Fair value of scheme assets	55,061	83,947
Present value of defined benefit pension obligations	(53,693)	(80,567)
Asset ceiling adjustment	(1,368)	(3,380)
	<hr/>	<hr/>
Net defined benefit pension liability	-	-
	<hr/> <hr/>	<hr/> <hr/>

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2022

18 POST-EMPLOYMENT BENEFITS (continued)

Reconciliation of opening and closing balances of the present value of defined benefit pension obligations

	2022	2021
	£'000	£'000
Scheme liabilities at start of year	80,567	85,970
Current service cost	2,072	2,621
Benefits paid	(2,515)	(2,845)
Interest expense	1,451	1,202
Actual contributions - members	525	28
Actuarial (gain)/loss	(28,407)	(6,409)
	53,693	80,567
	53,693	80,567

The current service cost is the cost to the Union of pension rights earned by members of the scheme in the year.

Reconciliation of opening and closing balances of the fair value of scheme assets

	2022	2021
	£'000	£'000
Fair value of scheme assets at start of year	83,947	74,594
Actual benefit payments by the scheme	(2,515)	(2,845)
Actual contributions - employer	1,608	1,947
Actual contributions - members	525	28
Administrative expenses paid by scheme	(392)	(443)
Interest income	1,443	1,035
Return on assets less amount recognised in interest income	(29,555)	9,631
	55,061	83,947
	55,061	83,947

Total cost of the scheme for the year analysed between the amounts recognised in the income and expenditure account and other comprehensive income:

Income and expenditure account

	2022	2021
	£'000	£'000
<i>Employment costs</i>		
Current service cost	2,072	2,621
Admin expenses	392	443
Net interest	(8)	167
	2,456	3,231
<i>Investment income</i>		
Interest income on scheme assets	(1,443)	(1,035)
Interest expense on scheme liabilities	1,451	1,202
	8	167
	8	167

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2022

18 POST-EMPLOYMENT BENEFITS (continued)

Remeasurement of the net defined benefit pension liability recognised in other comprehensive income

	2022	2021
	£'000	£'000
Return on scheme assets less interest on scheme assets recognised in the income and expenditure account	29,555	(9,631)
Actuarial loss/(gain)	(28,407)	(6,409)
Total amount recognised in other comprehensive income	1,148	(16,040)
Asset ceiling adjustment	(2,012)	3,380
Adjusted total amount recognised in other comprehensive income	(864)	(12,660)

Analysis of scheme assets

	Fair values	
	2022	2021
	£'000	£'000
Equity securities	19,282	21,452
Debt securities	30,726	56,785
Other (includes investments in diversified growth funds, alternatives and cash)	5,053	5,710
Total fair value of scheme assets	55,061	83,947

The return on scheme assets for the year was a loss of £28,112,000 (2021: gain of £10,666,000).

The principal actuarial assumptions used at the balance sheet date were:

	2022	2021
	%	%
Rate of increase in pensionable salaries	4.10	4.40
Rate of increase in pensions in payment	3.10	3.40
Rate of increase of deferred benefits	2.70	2.90
Discount rate for scheme liabilities	4.80	1.80
Rate of inflation (RPI/CPI)	3.10/2.70	3.40/2.90

2. Unfunded supplementation to historic pensioners of the National Union of Railwaymen

Benefit supplementation was awarded to certain historic members of the National Union of Railwaymen's Employees' Superannuation Fund to provide cost of living increases. The benefits are unfunded and are payable directly by the Union. No new members accrue further supplementation.

Independent actuaries appointed by the Union have valued the Union's obligations arising from these supplementation rights as at 31 December 2022. The result of this valuation is reported below.

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2022

18 POST-EMPLOYMENT BENEFITS (continued)

Defined benefit pension liability at the balance sheet date

	2022	2021
	£'000	£'000
Present value of defined benefit pension obligations	238	356

Reconciliation of opening and closing balances of the present value of defined benefit pension obligations

	2022	2021
	£'000	£'000
Scheme liabilities at start of year	356	450
Interest expense	6	6
Actual benefit payments by the Union	(47)	(54)
Actuarial loss/(gain)	(77)	(46)
Scheme liabilities at end of year	238	356

Total cost of the scheme for the year analysed between the amounts recognised in the income and expenditure account and other comprehensive income:

	2022	2021
	£'000	£'000
<u>Income and expenditure account</u>		
<i>Investment income</i>		
Interest expense on scheme liabilities	6	6
Total amount recognised in the income and expenditure account	6	6
<u>Remeasurement of defined benefit pension liability recognised in other comprehensive income</u>		
Actuarial loss/ (gain)	(77)	(46)
Total amount recognised in other comprehensive income	(77)	(46)

The principal actuarial assumptions used at the balance sheet date were:

	2022	2021
	%	%
Rate of increase in pensions in payment	3.10	3.40
Discount rate for scheme liabilities	4.80	1.80
Rate of inflation (RPI)	3.40	3.40

19 CONTINGENT LIABILITY - Deferred Tax

As explained in note 10, no tax liabilities are expected to arise on the realisation of unrealised valuation increases on investments and investment properties. If the unrealised valuation increases at 31 December 2022 were all to give rise to chargeable gains (less indexation) the maximum liability to tax would be £4,445k (2021: £6,083k).

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2022

20 ANALYSIS OF CHANGES IN NET DEBT

	At 1 Jan 2021	Cash flows	Other non cash changes	At 31 Dec 2022
	£'000	£'000	£'000	£'000
Cash and cash equivalents				
Cash	4,315	(349)	-	3,966
	4,315	(349)	-	3,966
Borrowings				
Debt due within on year	(233)	224	(195)	(204)
Debt due after one year	(1,524)	-	195	(1,329)
	(1,757)	224	-	(1,533)
Total	2,558	(125)	-	2,433

Accounting policies

(see notes 84 and 85)



Signatures to the annual return

(see notes 86 & 87)

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

Secretary's Signature:	<i>M. Lynch</i>	Chairman's Signature:	<i>Alex Gordon</i>
			(or other official whose position should be stated)
Name:	Mick Lynch	Name:	Alex Gordon, President
Date:	21 Aug 2023	Date:	21 Aug 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	X	No	
Has the list of officers in post been completed? (see Page 2 and Note 12)	Yes	X	No	
Has the return been signed? (see Pages 23 and 25 and Notes 86 and 95)	Yes	X	No	
Has the auditor's report been completed? (see Pages 20 and 21 and Notes 2 and 77)	Yes	X	No	
Is a rule book enclosed? (see Notes 8 and 88)	Yes	X	No	
A member statement is: (see Note 80)	Enclosed		To follow	X
Has the summary sheet been completed? (see Page 17 and Notes 7 and 62)	Yes	X	To follow	
Has the membership audit certificate been completed? (see Page i to iii and Notes 97 and 103)	Yes	X	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 see attached Appendix.

Signature(s) of auditor or auditors:

Please see attached signed audit report.

Name(s):

HW Fisher LLP

Profession(s) or Calling(s):

Chartered Accountants, Statutory Auditor

Address(es):

Acre House

11-15 William Road

London

Postcode

NW1 3ER

Date

2 August 2023

Contact name for inquiries and telephone number:

Carol Rudge 020 7388 7000

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

REPORT OF THE INDEPENDENT AUDITOR TO THE MEMBERS OF THE NATIONAL UNION OF RAIL, MARITIME & TRANSPORT WORKERS

Opinion

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

In our opinion the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

REPORT OF THE INDEPENDENT AUDITOR TO THE MEMBERS OF THE NATIONAL UNION OF RAIL, MARITIME & TRANSPORT WORKERS

Matters on which we are required to report by exception

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

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

Responsibilities of the National Executive Committee

As explained more fully in the Statement of the National Executive Committee's Responsibilities, the National Executive Committee 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 Committee determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the National Executive Committee *are* responsible for assessing the Union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the National Executive Committee either intend to liquidate the Union or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

As part of our planning process:

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

**REPORT OF THE INDEPENDENT AUDITOR
TO THE MEMBERS OF THE
NATIONAL UNION OF RAIL, MARITIME & TRANSPORT WORKERS**

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

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

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

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

Use of our report

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

HW Fisher LLP

HW Fisher LLP

Chartered Accountants

Statutory Auditor

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

02 Aug 2023

Date:

Membership audit certificate

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

(See notes 97 to 103)

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

Yes

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

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

Membership audit certificate

Section one

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

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

No

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

Yes

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

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

Membership audit certificate (continued)

As part of our testing, we identified that 3 cases out of a sample of 25, where members who had stopped paying their subscription under the Paybill method, had not yet been removed from the membership system. Following discussions with the Union, a detailed review of lapsed members will be undertaken to ensure that they are removed from the system at the correct time.

Signature of assurer	HW Fisher LLP
Name	HW Fisher LLP
Address	Acre House, 11 - 15 William Road, London, NW1 3ER
Date	21/08/2023
Contact name and telephone number	Carol Rudge, 020 7388 7000

Membership audit certificate

Section two

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

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

Yes / No

If "No" Please explain below:

--	--

Signature	
Name	
Office held	
Date	