

Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	University & College Union		
Year ended:	31st August 2023		
List no:	792T		
Head or Main Office address:	Carlow Street		
	London		
Postcode	NW1 7LH		
Website address (if available)	www.ucu.org		
Has the address changed during the year to which the return relates?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	('X' in appropriate box)
General Secretary:	Dr Jo Grady		
Telephone Number:	020 7756 2500		
Contact name for queries regarding the completion of this return	David Hales		
Telephone Number:	020 7756 2500		
E-mail:	Dhales@ucu.org.uk		

Please follow the guidance notes in the completion of this return

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

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

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

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

Contents

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

Return of Members

(see notes 10 and 11)

	Number of members at the end of the year				
	Great Britain	Northern Ireland	Irish Republic	Elsewhere Abroad (including Channel Islands)	Totals
Male	56,801	1,487	5	63	58,356
Female	64,726	1,868	10	56	66,660
Other					
Total	121,527	3,355	15	119	A 125,016

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

105,557

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

1,505

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	Ms Janet Farrar	Dr Justine Mercer	29.5.23
President-Elect	Dr Justine Mercer	Ms Maxine Looby	29.5.23
Vice President	Ms Maxine Looby	Dr Maria Chondrogianni	29.5.23
Immediate Past Presid.	Ms Vicky Blake	Ms Janet Farrar	29.5.23
Honorary Treasurer	Dr Steve Sangwine	Dr David Harvie	29.5.23

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
Please see attached pages P2A.1 - P2A.3	

OFFICERS OF THE UNIVERSITY AND COLLEGE UNION - 2022/2023

Officers of the Union at 31st August 2022:

President	Ms Janet Farrar
President Elect	Dr Justine Mercer
Vice-president	Ms Maxine Looby
Honorary Treasurer	Dr Steve Sangwine
Immediate Past President	Ms Vicky Blake

Officers of the Union at 31st August 2023

Dr Justine Mercer
Ms Maxine Looby
Dr Maria Chondrogianni
Dr David Harvie
Ms Janet Farrar

Members of the National Executive Committee from 1st September 2022 and at 29 May 2023 (until the end of Congress):

Mr Mark Abel
Dr Emma Battell Lowman
Ms Vicky Blake (immediate past president)
Ms Cecily Blyther
Ms Philippa Browning
Ms Peta Bulmer
Mr Grant Buttars
Ms Laura Chuhan Campbell
Dr Maria Chondrogianni
Mr Dharminder Singh Chuhan
Ms Jacqueline D'Arcy
Dr Joanna de Groot
Ms Martina Donald
Ms Nina Doran
Ms Delmena Doyley
Dr Joanne Edge
Mr Peter Evans
Ms Janet Farrar (president)
Mr Andrew Feeney
Mr John Fones
Dr Deepa Govindarajan Driver
Prof Ann Gow
Ms Vida Greaux
Mr Chris Grocott
Mr Brian Hamilton
Ms Julie Hearn
Marion Hersh
Ms Bee Hughes
Mr John James
Ms Kyran Joughin
Dr Aris Katzourakis
Ms Helen Kelsall
Ms Emma Kennedy
Ms Naina Kent
Dr Rhian Elinor Keyse
Ms Rhiannon Lockley
Ms Maxine Looby (vice-president)
Dr Marian Mayer
Mr Richard McEwan
Dr Lesley McGorrigan
Dr Justine Mercer (president elect)
Ms Linda Moore

Ms Esther Murray
Dr Christopher O'Donnell
Ms Juliana Ojinnaka
Dr Robyn Orfitelli
Mr Bijan Parsia
Ms Sally Pellow
Mr Matt Perry
Ms Regine Pilling
Mr Ben Pope
Mr Saleem Rashid
Ms Emma Rees
Dr Khizer Saeed
Mr Steve Sangwine (honorary treasurer)
Dr Victoria Showunmi
Mr John Paul Sullivan
Dr Ann Swinney
Mr Sean Wallis
Dr Lena Wånggren
Ms Saira Weiner
Ms Elaine White

General Secretary

Dr Jo Grady

Trustees

Ms Angela McConnell

Prof Neil Macfarlane

Mr Martin Ralph

Dr Angela Roger

Dr Anna Marie Roos

Members of the National Executive Committee from 29 May 2023 (after end of Congress 2023) and at 31st August 2023:

Mr Mark Abel
Ms Vicky Blake
Ms Philippa Browning
Ms Peta Bulmer
Dr Lucy Burke
Mr Grant Buttars
Ms Laura Chuhan Campbell
Dr Maria Chondrogianni (vice-president)
Mr Dharminder Singh Chuhan
Ms Jackie D'Arcy
Dr Joanna de Groot
Ms Martina Donald
Ms Nina Doran
Ms Delmena Doyley
Dr Joanne Edge
Mr Peter Evans
Ms Janet Farrar (immediate past president)
Mr Andrew Feeney

Ms Jeanette Findlay
Ms Matilda Fitzmaurice
Ms Agnes Flues
Mr John Fones
Dr Deepa Govindarajan Driver
Prof Ann Gow
Ms Vida Greaux
Dr Adam Hansen
Ms Rebecca Harrison
Dr David Harvie (honorary treasurer)
Ms Julie Hearn
Dr Marion Hersh
Mr John James
Mr Dyfrig Jones
Ms Kyran Joughin
Dr Aris Katzourakis
Ms Helen Kelsall
Ms Emma Kennedy
Ms Naina Kent
Dr Rhian Elinor Keyse
Ms Rhiannon Lockley
Ms Maxine Looby (president elect)
Ms Laura Loyola-Hernández
Mr Richard McEwan
Dr Justine Mercer (president)
Ms Linda Moore
Dr Carlo Morelli
Ms Esther Murray
Ms Sharon Norey
Ms Juliana Ojinnaka
Mr Bijan Parsia
Dr Jak Peake
Mr Mark Pendleton
Mr Matt Perry
Ms Regine Pilling
Ms Caroline Proctor
Ms Emma Rees
Ms Patricia Roche
Mr Vivek Thuppil
Mr Sean Vernell
Mr Sean Wallis
Mr Andrew Ward
Mr Doug Webley
Ms Elaine White

General Secretary

Dr Jo Grady

Trustees

Ms Angela McConnell

Prof Neil Macfarlane

Mr Martin Ralph

Dr Angela Roger

Dr Anna Marie Roos

General Fund

(see notes 13 to 18)

	£	£
Income		
From Members: Contributions and Subscriptions		21,684,102
From Members: Other income from members (specify)		
Donations		1,011,634
Total other income from members		1,011,634
Total of all income from members		22,695,736
Investment income (as at page 12)		482,766
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	265,050	
Total of other income (as at page 4)		265,050
	Total income	23,443,552
	Interfund Transfers IN	
Expenditure		
Benefits to members (as at page 5)		2,012,033
Administrative expenses (as at page 10)		19,295,209
Federation and other bodies (specify)		
Subscriptions to TUC		260,047
Subscriptions to Education International		135,421
European Trade Union Committee for Education		33,841
Irish Congress of Trade Unions		12,702
Education International Europe Region		9,606
Other subscriptions		36,031
Total expenditure Federation and other bodies		487,648
Taxation		101,913
	Total expenditure	21,896,803
	Interfund Transfers OUT	1,600,000
	Surplus (deficit) for year	1,546,749
	Amount of general fund at beginning of year	35,082,137
	Amount of general fund at end of year	35,028,886

Analysis of income from federation and other bodies and other income

(see notes 19 and 20)

Description	£
Federation and other bodies	
Total federation and other bodies	
Any Other Sources	
Insurance commission	2,253
Donations from non-members	75,442
University facility fees	112,057
University subventions	8,080
Miscellaneous	9,218
Pension scheme	58,000
Total other sources	265,050
Total of all other income	265,050

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

			£
Representation – Employment Related Issues		brought forward	532,723
	532,723	Advisory Services	
Representation – Non Employment Related Issues		Other Cash Payments	
		Education and Training services	134,834
Communications		Negotiated Discount Services	
Dispute Benefits		Other Benefits and Grants (specify)	
		Equality, health & safety & pensions events	119,103
		Hardship payments	1,225,373
carried forward	532,723	Total (should agree with figure in General Fund)	2,012,033

(See notes 21 and 23)

Fund 2		Fund Account	
Name:	Fighting Fund	£	£
Income			
	From members		3,727,280
	Investment income (as at page 12)		
	Other income (specify)		
		Total other income as specified	
		Total Income	3,727,280
		Interfund Transfers IN	
Expenditure			
	Benefits to members		4,023,508
	Administrative expenses and other expenditure (as at page 10)		431,466
		Total Expenditure	4,454,974
		Interfund Transfers OUT	
		Surplus (Deficit) for the year	-727,694
		Amount of fund at beginning of year	2,189,225
		Amount of fund at the end of year (as Balance Sheet)	1,461,531
		Number of members contributing at end of year	105,557

Fund 3		Fund Account	
Name:	Pension Fund	£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
		Total other income as specified	
		Total Income	
		Interfund Transfers IN	1,600,000
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		433,000
		Total Expenditure	433,000
		Interfund Transfers OUT	
		Surplus (Deficit) for the year	-433,000
		Amount of fund at beginning of year	1,263,000
		Amount of fund at the end of year (as Balance Sheet)	2,430,000
		Number of members contributing at end of year	N/A

(See notes 21 and 23)

Fund 4		Fund Account	
Name:	Investment Reserve	£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Revaluation of quoted investents		64,650
	less deferred tax on unrealised gain		-72,695
	Total other income as specified		-8,045
	Total Income		-8,045
	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		-8,045
	Amount of fund at beginning of year		1,045,468
	Amount of fund at the end of year (as Balance Sheet)		1,037,423
	Number of members contributing at end of year		N/A

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)

£

£

Political fund account 1		To be completed by trade unions which maintain their own political fund	
	Income	Members contributions and levies	141,708
		Investment income (as at page 12)	
Other income (specify)			
		Total other income as specified	
		Total income	141,708
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)	136,603
		Total expenditure	136,603
		Surplus (deficit) for year	5,105
		Amount of political fund at beginning of year	15,975
		Amount of political fund at the end of year (as <u>Balance Sheet</u>)	21,080
		Number of members at end of year contributing to the political fund	66,061
		Number of members at end of the year not contributing to the political fund	58,955
		Number of members at end of year who have completed an exemption notice and do not contribute to the political fund	56,325
Political fund account 2		To be completed by trade unions which act as components of a central trade union	
Income	Contributions and levies collected from members on behalf of central political fund		
	Funds received back from central political fund		
	Other income (specify)		
		Total other income as specified	
		Total income	
Expenditure	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)		
	Administration expenses in connection with political objects(specify)		
	Non-political expenditure		
		Total expenditure	
		Surplus (deficit) for year	
	Amount held on behalf of trade union political fund at beginning of year		
	Amount remitted to central political		
	Amount held on behalf of central political fund at end of year		
	Number of members at end of year contributing to the political fund		
	Number of members at end of the year not contributing to the political fund		
	Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund		

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

Political fund account expenditure (a)

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

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

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

Name of political party in relation to which money was expended	Total amount spent during the period £
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 maintainance 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	£

Total expenditure

--

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

£

Trades Union Congress - proportion of affiliation	81,000
TU Coordinating Group affiliation	3,405
Wales TUC affiliation £1,637 - West Surrey Trades Council affiliation £10	1,647
Results UK £550 - North West TUC voluntary levy 2022/23 £500	1,050
Public Service Pensioners' Council £417	417
Campaign Trade Union Freedom affiliation	650
Cuba Solidarity Campaign £200 - Marx Memorial Library affiliation £500	700
National Pensions Convention affiliation	2,250
Amnesty International affiliation £240 - Abortion Rights affiliation £350	590
Campaign Against Climate Change affiliation £300 -	300

Total expenditure

92,009

£

(c) the total amount of all other money expended

Conferences	8,845
DeHavilland - political monitoring service	15,778
Durham Miners Redhill Appeal donation	6,000
Justice for Colombia donation	4,000
Esh Winning Colliery, Durham Gala donation	200
The Peoples Assembly donation	2,000
FPU Solidarity Appeal donation re Ukraine dam breach	2,000
Palestine Solidarity Campaign donation	500
Yorkshire & Humberside Pensioners Convention donation	100
Attending Welsh Assembly £171 - RMT Hardship Fund donation £5,000	5,171

Total expenditure

44,594

Total of all expenditures

136,603

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

(see notes 34 and 35)

		£
Administrative Expenses		
Remuneration and expenses of staff		11,980,610
Salaries and Wages included in above	10,077,327	
Auditors' fees		43,403
Legal and Professional fees		686,154
Occupancy costs		1,573,733
Stationery, printing, postage, telephone, etc.		372,152
Expenses of Executive Committee (Head Office)		184,154
Expenses of conferences		611,880
Other administrative expenses (specify)		
Equipment & systems maintenance		1,159,651
Campaigns & policy		844,572
Bargaining & negotiations		96,174
Higher & further education		177,703
Ballot		641,822
Miscellaneous		155,464
Other Outgoings		
Interest on:		
Bank loans (including overdrafts)		393,102
USS Discount unwind		558,883
Depreciation		
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
Payments to charities		3,231
Other donations		243,987
Actuarial loss on pension scheme net assets		433,000
Total		20,159,675
Charged to:	General Fund (Page 3)	19,295,209
	Fighting Fund	431,466
	Pension Fund	433,000
	Investment Reserve	
Total		20,159,675

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	127,690	16,600	26,868		171,158	

Analysis of investment income

(see notes 47 and 48)

	Political Fund £		Other Fund(s) £
Rent from land and buildings			
Dividends (gross) from:			
Equities (e.g. shares)			11,000
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			471,766
Other investment income (specify)			
			482,766
		Total investment income	482,766
		Credited to:	
		General Fund (Page 3)	482,766
		Fighting Fund	
		Pension Fund	
		Investment Reserve	
		Political Fund	
		Total Investment Funds	482,766

Fixed assets account

(see notes 53 to 57)

	Land and Buildings		Furniture and Equipment £	Motor Vehicles £	Not used for union business £	Total £
	Freehold £	Leasehold £				
Cost or Valuation						
At start of year	17,261,991	89,690	3,502,988			20,854,669
Additions			314,533			314,533
Disposals			-1,094			-1,094
Revaluation/Transfers						
At end of year	17,261,991	89,690	3,816,427			21,168,108
Accumulated Depreciation						
At start of year	4,947,883	43,947	2,960,462			7,952,292
Charges for year	345,240	1,794	211,847			558,881
Disposals			-1,094			-1,094
Revaluation/Transfers						
At end of year	5,293,123	45,741	3,171,215			8,510,079
Net book value at end of year	11,968,868	43,949	645,212			12,658,029
Net book value at end of previous year	12,314,108	45,743	542,526			12,902,377

Analysis of investments

(see notes 58 and 59)

		All Funds Except Political Funds £	Political Fund £
Quoted	Equities (e.g. Shares)	1,351,350	
	Government Securities (Gilts)		
	Other quoted securities (to be specified)		
	Total quoted (as Balance Sheet)	1,351,350	
	Market Value of Quoted Investment	1,351,350	
Unquoted	Equities	180,000	
	Government Securities (Gilts)		
	Mortgages		
	Bank and Building Societies		
	Other unquoted investments (to be specified)		
	Total unquoted (as Balance Sheet)	180,000	
	Market Value of Unquoted Investments		

Summary sheet

(see notes 62 to 73)

	All funds except Political Funds	Political Funds £	Total Funds £
Income			
From Members	26,423,016	141,708	26,564,724
From Investments	482,766		482,766
Other Income (including increases by revaluation of assets)	257,005		257,005
Total Income	27,162,787	141,708	27,304,495
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	26,784,777	136,603	26,921,380
Funds at beginning of year (including reserves)	39,579,830	15,975	39,595,805
Funds at end of year (including reserves)	39,957,840	21,080	39,978,920
Assets			
Fixed Assets			12,658,029
Investment Assets			1,531,350
Other Assets			37,108,829
		Total Assets	51,298,208
Liabilities		Total Liabilities	11,319,288
Net Assets (Total Assets less Total Liabilities)			39,978,920

Summary sheet

(see notes 62 to 73)

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

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

(see notes 74 to 80)

Did the union hold any ballots in respect of industrial action during the return period?	<input type="text" value="Yes"/>
If Yes How many ballots were held: <input style="width: 50px;" type="text" value="69"/>	
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

Information on Industrial Action Ballots

Name of Organisation:		UNIVERSITY & COLLEGE UNION			Reporting Period	31/08/2023		
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>69</u>				
Ballot	Number of individuals who were entitled to vote in the ballot	Number of votes cast in the ballot	Number of Individuals answering "Yes" to the question	Number of Individuals answering "No" to the question	Number of invalid or otherwise spoiled voting papers returned	Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot?	Does 226(2B) of the 1992 Act apply to this ballot?	If yes, were the number of individuals answering "Yes" to the question(or each question) at least 40% of the number of individuals who were entitled to vote in the ballot?
1	65996	38088	30769	7153	166	Yes	No	
2	65996	38088	33648	4266	174	Yes	No	
3	47567	28649	24239	4319	91	Yes	No	
4	47567	28649	25753	2817	79	Yes	No	
5	775	775	609	162	4	Yes	No	
6	775	775	694	78	3	Yes	No	
7	729	729	585	134	10	Yes	No	
8	729	729	653	68	8	Yes	No	
9	70957	40028	34199	5729	100	Yes	No	
10	70957	40028	35875	4021	132	Yes	No	
11	51238	29924	26561	3265	98	Yes	No	
12	51238	29924	27320	2501	103	Yes	No	
13	568	355	285	68	2	Yes	No	
14	568	355	330	23	2	Yes	No	
15	568	347	311	36	0	Yes	No	
16	568	347	317	28	2	Yes	No	

17	145	90	81	9	0	Yes	No	
18	732	396	305	89	2	Yes	No	
19	732	396	341	54	1	Yes	No	
20	615	311	262	49	0	Yes	No	
21	615	311	273	38	0	Yes	No	
22	54	45	38	7	0	Yes	No	
23	54	45	44	1	0	Yes	No	
24	223	61	43	17	1	No	No	
25	223	61	47	14	0	No	No	
26	194	107	75	31	1	Yes	No	
27	194	107	96	11	0	Yes	No	
28	781	451	380	70	1	Yes	No	
29	781	451	377	73	1	Yes	No	
30	1632	1020	890	129	1	Yes	No	
31	1632	1020	916	101	3	Yes	No	
32	1632	1008	850	158	0	Yes	No	
33	1632	1008	887	117	4	Yes	No	
34	241	113	92	20	1	No	Yes	No
35	241	113	101	11	1	No	Yes	Yes
36	226	133	116	17	0	Yes	Yes	Yes
37	226	133	126	7	0	Yes	Yes	Yes
38	440	235	222	13	0	Yes	No	
39	65	39	33	6	0	Yes	Yes	Yes
40	65	39	37	2	0	Yes	Yes	Yes
41	269	162	149	12	1	Yes	Yes	Yes
42	220	140	127	13	0	Yes	Yes	Yes
43	220	140	135	4	1	Yes	Yes	Yes
44	184	81	67	14	0	No	Yes	No
45	129	68	52	16	0	Yes	Yes	Yes
46	234	135	122	13	0	Yes	Yes	Yes
47	234	135	131	4	0	Yes	Yes	Yes
48	168	113	109	4	0	Yes	Yes	Yes
49	152	82	77	5	0	Yes	Yes	Yes

50	185	89	84	5	0	No	Yes	Yes
51	122	66	62	4	0	Yes	Yes	Yes
52	93	50	48	2	0	Yes	Yes	Yes
53	93	50	48	2	0	Yes	Yes	Yes
54	315	193	178	15	0	Yes	Yes	Yes
55	315	193	177	15	1	Yes	Yes	Yes
56	75	42	40	2	0	Yes	Yes	Yes
57	118	53	46	7	0	No	Yes	No
58	118	53	44	9	0	No	Yes	No
59	158	115	109	6	0	Yes	Yes	Yes
60	158	115	111	4	0	Yes	Yes	Yes
61	288	210	183	26	1	Yes	Yes	Yes
62	288	210	190	20	0	Yes	Yes	Yes
63	373	232	212	20	0	Yes	Yes	Yes
64	373	232	188	43	1	Yes	Yes	Yes
65	114	54	37	16	1	No	Yes	No
66	114	54	46	8	0	No	Yes	Yes
67	110	57	49	8	0	Yes	Yes	Yes
68	110	57	55	2	0	Yes	Yes	Yes
69	43	33	33	0	0	Yes	Yes	Yes

(see note 81)

***Categories of Nature of Trade Dispute**

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

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

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

Yes

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

Industrial Action 1

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 2

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 3

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

use a continuation page if necessary

Industrial Action 4

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 5

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 6

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 7

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 8

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

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

Information on Industrial Action

Name of Organisation:		UNIVERSITY & COLLEGE UNION		Reporting Period	31/08/2023
Did Union members take industrial action during the return period in response to any inducement on the part of the union?			<u>Yes</u>	If YES, for each industrial action taken please complete the information below	
Industrial Action	Nature of the trade dispute for which action was taken	Dates of the industrial action taken	Number of days of industrial action	Nature of industrial action	Categories of nature of Trade Dispute
1	A	24/11/2022-22/03/2023	15	Strike Action	<p>A: Terms and conditions of employment, or the physical conditions in which any workers are required to work</p> <p>B: Engagement or non-engagement, or termination or suspension of employment or the duties of employment, of one or more workers</p> <p>C: Allocation of work or the duties of employment between workers or groups of workers</p> <p>D: Matters of discipline</p> <p>E: A worker's membership or non-membership of a trade union</p> <p>F: Facilities for officials of trade unions</p> <p>G: Machinery for negotiation or consultation, and other procedures, relating to any of the above matters, including the recognition by employers or employers' associations of the right of a trade union to represent workers in such negotiation or consultation or in the carrying out of such procedures</p>
2	A	23/11/2022-31/08/2023	139	Action Short of a Strike	
3	A	24/11/2022-31/08/2023	69	Strike Action	
4	A	24/11/2022-16/06/2023	16	Strike Action	
5	A	24/11/2022-31/08/2023	23	Strike Action	
6	A	24/11/2022-01/08/2023	18	Strike Action	
7	A	24/11/2022-31/05/2023	16	Strike Action	
8	A	24/11/2022-29/06/2023	18	Strike Action	
9	A	24/11/2022-12/07/2023	16	Strike Action	
10	A	17/11/2022-22/03/2023	18	Strike Action	
11	A	09/02/2023-22/03/2023	11	Strike Action	
12	A	18/10/2022-31/08/2023	165	Action Short of a Strike	
13	A	24/11/2022-01/07/2023	21	Strike Action	
14	A	24/11/2022-15/06/2023	16	Strike Action	
15	A	24/11/2022-21/07/2023	24	Strike Action	

16	A	24/11/2022-18/08/2023	18	Strike Action
17	A	24/11/2022-29/06/2023	20	Strike Action
18	A	24/11/2022-15/03/2023	16	Strike Action
19	A	24/11/2022-22/06/2023	21	Strike Action
20	A	24/11/2022-19/08/2023	22	Strike Action
21	A	24/11/2022-20/04/2023	85	Action Short of a Strike
22	A	24/11/2022-08/06/2023	17	Strike Action
23	A	24/11/2022-22/03/2023	15	Strike Action
24	A	24/11/2022-29/06/2023	18	Strike Action
25	A	24/11/2022-07/06/2023	16	Strike Action
26	A	24/11/2022-29/06/2023	23	Strike Action
27	A	28/11/2022-03/02/2023	7	Strike Action
28	A	21/11/2022-22/02/2023	48	Action Short of a Strike
29	A	13/01/2023-09/02/2023	4	Strike Action
30	A	14/01/2023-07/06/2023	8	Action Short of a Strike
31	A	18/10/2022-11/01/2023	6	Strike Action
32	A	15/05/2023-26/05/2023	10	Strike Action
33	A	06/03/2023-10/03/2023	5	Strike Action
34	A	22/02/2023-27/04/2023	4	Strike Action
35	A	19/10/2022-07/06/2023	6	Strike Action
36	A	09/05/2023-14/06/2023	6	Strike Action
37	A	05/06/2023-12/06/2023	3	Strike Action

carrying out of such procedures

38	A	07/06/2023-14/06/2023	3	Strike Action
39	A	09/05/2023-10/05/2023	2	Strike Action
40	A	02/06/2023-30/06/2023	2	Strike Action
41	A	15/03/2023-09/05/2023	5	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 the attached notes - Pages 22-1 to 22-9

UNIVERSITY AND COLLEGE UNION

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST AUGUST 2023

STATEMENT OF RESPONSIBILITIES OF THE
UNION AND MEMBERS OF THE NATIONAL EXECUTIVE COMMITTEE

The National Executive Committee is the principal executive committee of the Union and consists of the Officers of the Union (Vice-President; President-elect; President; Immediate Past-President; Honorary Treasurer), the General Secretary and the ordinary members of the Committee elected for constituencies defined in the Union's Rules.

Trade Union law requires the Union and members of the National Executive Committee to prepare financial statements for each financial period which give a true and fair view of the state of affairs of the Union and of the surplus or deficit of the Union for that period. In preparing those financial statements the Union and members of the National Executive Committee are responsible for preparing accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). In doing so the National Executive Committee is required to:

- (a) select suitable accounting policies and then apply them consistently;
- (b) make judgements and estimates that are reasonable and prudent;
- (c) state whether applicable UK Accounting Standards, comprising FRS 102, have been followed, subject to any material departures disclosed and explained in the financial statements; and
- (d) prepare the financial statements on the going concern basis unless it is inappropriate to assume that the Union will continue in operation.

The Union and members of the National Executive Committee are responsible for keeping proper accounting records such as are necessary to give a true and fair view of the state of affairs of the Union and to explain its transactions. The Union and members of the National Executive Committee must also establish and maintain a satisfactory system of control of its accounting records, its cash holdings and all its receipts and remittances and hence are responsible for safeguarding the assets and taking reasonable steps for the prevention and detection of fraud and other irregularities.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST AUGUST 2023

1. Taxation

Analysis of charge in year

	Year ended <u>31.8.2023</u>	Year ended <u>31.8.2022</u>
	£	£
Current tax		
Provision for UK corporation tax on surplus for the year.	101,913	16,757
Adjustments in respect of previous provision.	--	(451)
Total current tax charge.	<u>101,913</u>	<u>16,306</u>
Deferred tax charge / (credit)	<u>72,695</u>	<u>(40,128)</u>
Total tax charge / (credit).	<u>£174,608</u>	<u>£(23,822)</u>

Factors affecting the tax charge for the year

	Year ended <u>31.8.2023</u>	Year ended <u>31.8.2022</u>
	£	£
Surplus / (Deficit) on accumulated funds before taxation.	<u>£926,073</u>	<u>£(4,072,486)</u>
Surplus on accumulated funds before taxation multiplied by the effective rate of UK corporation tax at 21.52% (2022 - 19%).	199,245	(773,772)
Effects of:		
Income not chargeable to taxation.	(5,789,948)	(4,748,068)
Expenses not deductible for tax purposes.	<u>5,692,616</u>	<u>5,538,597</u>
Current tax charge.	<u>£101,913</u>	<u>£16,757</u>

Deferred taxation

	Year ended <u>31.8.2023</u>	Year ended <u>31.8.2022</u>
	£	£
At 1st September.	179,018	219,146
Movement in year: deferred tax charge recognised in Investment Reserve Fund.	<u>72,695</u>	<u>(40,128)</u>
At 31st August.	<u>£251,713</u>	<u>£179,018</u>

The movement in the provision for deferred taxation from 1st September 2022 to 31st August 2023 of £72,695 represents the increase in the deferred tax provision on unrealised gains on the revaluation of quoted investments at the year end recognised in Investment Reserve Fund (2022 - credit £40,128).

UNIVERSITY AND COLLEGE UNION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST AUGUST 2023
(continued)

2. Pension Schemes

Introduction:

The University and College Union participates in the Universities Superannuation Scheme (USS) and also operates a defined benefits scheme, the NATFHE Pension and Life Assurance Scheme. Both schemes are described more fully within this note.

The surplus disclosed in these financial statements in respect of the NATFHE Pension and Life Assurance Scheme was evaluated by the scheme's actuary at 31 August 2023 as £1,668,000 (at 31 August 2022 surplus - £688,000).

The former NATFHE agreed to pay additional contributions per month for a period of 15 years from 1 June 2006. These additional monthly amounts were payable in accordance with a schedule of contributions agreed between the Trustees of the NATFHE Pension and Life Assurance Scheme and the Employer (NATFHE). The UCU agreed to continue these payments from 1 June 2006 and the payments were revised from 1 July 2009 as part of a recovery plan agreed between the Trustees of the NATFHE Pension and Life Assurance Scheme and UCU.

The recovery plan payments were subsequently amended after the completion of each of the triennial valuations carried out on 1 April 2011, 1 April 2014, 1 April 2017 and 1 April 2020.

Following completion of the latest triennial valuation of the NATFHE Pension and Life Assurance Scheme on 1 April 2020 a revised recovery plan was agreed between the Trustees of the NATFHE Pension and Life Assurance Scheme and the University and College Union on 27 July 2021. The payments due in accordance with the plan consist of a single payment of £950,000 payable by 30 July 2021, a single payment of £55,000 payable by 19 August 2021, a single payment of £50,000 payable by 19 September 2021 and monthly payments of £65,000 from 1 September 2021 to 1 August 2030 payable by the 19th of the month to which the payment relates (with the final payment payable by 19 July 2030).

The Trustees of the NATFHE Pension and Life Assurance Scheme and the University and College Union also agreed a "Side Agreement" on 27 July 2021 for contingent payments to be made to the Scheme based on the Union's net operating surplus over the next three years in accordance with the following table:

Tier of net operating surplus.	Percentage of net operating surplus tier payable to Scheme (subject to maximum).	Maximum tiered amount payable to the Scheme in respect of any year (£).	Maximum cumulative total amount payable to the scheme in respect of the agreed three year period (£).
£0 to £500,000	0%	£0	£0
£500,001 to £1,000,000	25%	£125,000	£125,000
£1,000,001 to £1,500,000	35%	£175,000	£300,000
£1,500,001 to 2,000,000	50%	£250,000	£550,000
£2,000,001 to £2,500,000	50%	£250,000	£800,000
£2,500,001 and above	0%	£0	£800,000

Any contingent payments payable to the Scheme under the "Side Agreement" for the years ended 31 August 2021 to 31 August 2023 inclusive are to be paid by way of a single lump sum payment by 28 February following the end of the year in which the relevant surplus arose.

The future accrual of benefits under the NATFHE Pension and Life Assurance Scheme ceased from 1st November 2006.

From 1st November 2006 the former employees of NATFHE commenced payment of contributions to the USS and ceased to make contributions to the NATFHE Pension and Life Assurance Scheme.

NATFHE PENSION AND LIFE ASSURANCE SCHEME
FRS102 Section 28 - POST-EMPLOYMENT BENEFITS

The University and College Union "the employer" operates the NATFHE Pension and Life Assurance Scheme which is governed by a Trust Deed dated 1 April 1974, as subsequently amended, and is administered by Trustees, nominated by the former NATFHE and by members of the scheme. The scheme is a defined benefit scheme. The scheme is closed to new members.

The NATFHE Pension and Life Assurance Scheme is subject to triennial valuations and the last triennial valuation was carried out as at 1 April 2020. The next valuation is due at 1 April 2023 but this has not been published at the time of preparation of these financial statements.

The valuation carried out as at 1 April 2020 revealed a deficit of £8.193m and that the Scheme had assets sufficient to cover 81% of its technical provisions as at that date.

The scheme's actuary was asked to provide figures relevant to the scheme as at 31 August 2022 and 31 August 2023 for the purposes of complying with FRS102.

UNIVERSITY AND COLLEGE UNION

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST AUGUST 2023
(continued).**

2. Pension Schemes (continued)

The figures provided in these financial statements are based on the following actuarial assumptions:

	At 31.8.2023	At 31.8.2022
Discount rate *	5.35% pa	4.25% pa
Inflation assumption (RPI) **	3.60% pa	3.75% pa
Rate of increase in salaries (0.25% above RPI)	3.85% pa	4.00% pa
Pension increases:		
Rate of increase in pensions in payment - 5% pa fixed pension increases	5.00% pa	5.00% pa
Rate of increase in pensions in payment - RPI pension increases	3.60% pa	3.75% pa
Rate of increase in pensions revaluation in deferment	3.60% pa	3.75% pa
Standard mortality tables were used as follows:		
Post-retirement mortality	S3PA CMI 2022 projection based on individual year of birth, 1.25% pa long term improvement, 2020 and 2021 weight parameters are 0% and 2022 weight parameter is 25%***	S3PA CMI 2019 projection based on individual year of birth, 1.25% pa long term improvement ***
Tax-free cash	No allowance	No allowance

* Under FRS102 the discount rate should be based upon the yield available on high quality corporate bonds (usually taken as AA rated in the UK) of appropriate term and currency. The discount rate used at the review date in 2022 was based upon an estimate of the cashflows arising with a similar duration to that of the scheme's liabilities using the Merrill Lynch nominal AA corporate bond spot yield curve using a duration of 14 years for the Scheme's liabilities and indicated that a discount rate of 4.25% was appropriate. A similar approach has been taken in establishing the discount rate used at the review date in 2023. The yield is based on the Merrill Lynch nominal AA corporate bond spot yield curve at the review date, using a duration of 12 years for the Scheme's liabilities. A discount rate of 5.35% is appropriate at the review date in 2023. The discount rate used for 2023 of 5.35% is higher than that used in 2022 of 4.25% reflecting the changes to the yields on bonds of appropriate term over this period.

** The Bank of England publishes implied inflation data which has been used in evaluating the single rate of inflation that would arise based on the cashflows arising with a similar duration to that of the scheme's liabilities (based on the unadjusted difference between conventional gilt yields and index-linked yields at the accounting date). For 2022 a market-implied inflation rate was derived from a breakeven RPI inflation assumption with reference to the Bank of England implied inflation curve and this gave an RPI inflation assumption of 3.75%. In September 2019, the UK Statistics Authority announced that it intended to change the RPI inflation statistic to bring RPI into line with CPIH (the CPI index with housing costs included). On 25 November 2020, the UK Government confirmed that the changes to RPI are expected to proceed as planned in 2030. In consideration of the expected impact of this change it is considered appropriate to continue to use a breakeven RPI inflation assumption with reference to the Bank of England implied inflation curve and this gave an RPI inflation assumption of 3.60% for 2023.

***CMI - Continuous Mortality Investigation into the mortality of Self-Administered Pension Schemes. The CMI model weight parameter of 25% for 2022 reflects the weight placed on data from 2022 where reference is made to the abnormal levels of mortality experienced in recent years due to the coronavirus pandemic.

No allowance was made for withdrawals from active service before normal retirement date. 90% of members were assumed to be married when they die with husbands being three years older than their wives. Members retiring between their 60th and 65th birthdays with accrued service arising before 1 April 2003 will receive an un-reduced pension in respect of that service. Members with pension service accrued after 1 April 2003 will receive a reduced pension derived from the scheme's early retirement factors. The figures provided in these financial statements assume that those members with pre 1 April 2003 service still employed by UCU (known as Special Deferred members) will retire at age 62 years. 90% of deferred members are assumed to be married at retirement. Any other deferred members with pre 1 April 2003 service are assumed to retire at age 60 years. Members who joined the scheme after 1 April 2003 are assumed to retire at age 65. These assumptions are consistent with those used last year.

Under the mortality tables and projections adopted, the assumed future life expectancy at age 65 is as follows:

	At 31.8.2023	At 31.8.2022
Male currently aged 45	22.7 years	23.4 years
Female currently aged 45	25.3 years	25.8 years
Male currently aged 65	21.4 years	22.0 years
Female currently aged 65	23.9 years	24.4 years

Major asset categories as a percentage of total assets are as follows:

	At 31.8.2023	At 31.8.2022
Equities	37%	43%
Bonds	33%	33%
Gilts	29%	23%
Cash	1%	1%
Total	100%	100%

The actual return on the Scheme's assets net of interest over the year to the Review Date was a reduction of £4,252,000 (2022 - £10,311,000 reduction).

The assets do not include any investment in the Employer.

UNIVERSITY AND COLLEGE UNION

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST AUGUST 2023
(continued).**

2. Pension Schemes (continued)

Reconciliation of Assets and Defined Benefit Obligation:	At 31.8.2023	At 31.8.2022
	£'000	£'000
Fair value of assets at 1st September 2022	33,252	43,204
Interest on assets	1,414	694
Contributions from employer*	780	830
Contingent contributions received from employer	575	800
Benefits paid	(1,321)	(1,271)
Return on plan assets less interest	(5,666)	(11,005)
	<u>29,034</u>	<u>33,252</u>
Fair value of assets at 31st August 2023	<u>29,034</u>	<u>33,252</u>
Contingent contributions payable by the Employer for the year ended 31 August 2023	<u>762</u>	<u>575</u>
	<u>£29,796</u>	<u>£33,827</u>

* The Employer expects to contribute £780,000 to the Scheme during the year to 31 August 2024 in accordance with the Schedule of Contributions.

Defined Benefit Obligation at 1st September 2022	(32,564)	(44,954)
Interest cost	(1,356)	(709)
Past service cost	--	--
Benefits paid	1,321	1,271
Experience gain / (loss) on defined benefit obligation	185	(2,715)
Changes in demographic assumptions	667	--
Changes in financial assumptions	4,381	14,543
	<u>£(27,366)</u>	<u>£(32,564)</u>

Present value of Defined Benefit obligations at 31st August 2023

Amounts recognised in the Balance Sheet:

Fair value of assets at 31st August 2023	29,034	33,252
Present value of defined benefit obligations at 31st August 2023	(27,366)	(32,564)
	<u>1,668</u>	<u>688</u>
Surplus and net defined benefit asset at 31st August 2023	<u>1,668</u>	<u>688</u>
Contingent contributions payable by the Employer for the year ended 31 August 2023	<u>762</u>	<u>575</u>
Net pension scheme asset on the defined benefit pension scheme	<u>£2,430</u>	<u>£1,263</u>

Analysis of the amount credited (or charged) to financial expenses in the Income and Expenditure Account:

	Year ended	Year ended
	31.8.2023	31.8.2022
	£'000	£'000
Interest on pension scheme assets	1,414	694
Interest on pension scheme liabilities	(1,356)	(709)
	<u>£58</u>	<u>£(15)</u>

The projected net financial income for the year to 31st August 2024 amounts to £110,000 (2023 - £46,000). Interest on pension scheme liabilities is projected to be £1,429,000 (2023 - £1,357,000) and interest on assets is projected to be £1,539,000 (2023 - £1,403,000).

Analysis of the amount credited (or charged) to remuneration and expenses of staff in the Income and Expenditure Account:

	Year ended	Year ended
	31.8.2023	31.8.2022
	£'000	£'000
Past service cost*	<u>£ --</u>	<u>£ --</u>

* Past service cost reflects the actuary's estimated allowance for the increase in future cost of Guaranteed Minimum Pensions (GMP) required by the equalisation of pension benefits between males and females that accrued since 17 May 1990 and the effect on the NATFHE Pension & Life Assurance Scheme's liabilities at the review date. This estimate follows the court judgement given on 26 October 2018 in the case of Lloyds Banking Group Pensions Trustees Ltd v Lloyds Bank PLC (and others) which provided clarity on the requirement for GMP equalisation.

Detailed calculations will be required in subsequent accounts in evaluating the full cost of GMP equalisation after taking professional advice and in consideration of any follow up court judgements or DWP guidance.

Analysis of amount (charged) / credited in Pension Fund Account (Fund 3) in respect of the actuarial (loss) / gain on the NATFHE Pension and Life Assurance Scheme:

	Year ended	Year ended
	31.8.2023	31.8.2022
	£'000	£'000
(Loss) on scheme assets in excess of interest	(5,666)	(11,005)
Experience gain / (loss) arising on the scheme liabilities	185	(2,715)
Gains from changes to demographic assumptions	667	--
Gains from changes in financial assumptions	4,381	14,543
	<u>£(433)</u>	<u>£823</u>

Actuarial (loss) / gain recognised in the Pension Fund Account (Fund 3)

UNIVERSITY AND COLLEGE UNION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST AUGUST 2023
(continued).

2. Pension Schemes (continued)

Movement in scheme deficit during the year:	Year ended 31.8.2023 £'000	Year ended 31.8.2022 £'000
Surplus / (deficit) in scheme at 1 September 2022	688	(1,750)
Movement in year:		
Contributions received from Employer in the year	780	830
Contingent contributions received in respect of the year ended 31 August 2022 (year ended 31 August 2021 - £800,000)	575	800
Net financial income / (expense)	58	(15)
Past service cost	--	--
Actuarial (loss) / gain	(433)	823
Surplus in scheme at 31 August 2023	<u>1,668</u>	<u>688</u>
Contingent contributions payable by the Employer for the year ended 31 August 2023	<u>762</u>	<u>575</u>
Surplus as increased by contingent contributions payable by the Employer for the year ended 31 August 2023	<u>£2,430</u>	<u>£1,263</u>

The asset values are derived from the bid values of the funds invested.

No allowance for deferred taxation or incapacity benefits has been made.

No allowance has been made in these figures for possible effects of the cost that might be incurred in respect of the scheme's liability to pay the Pension Protection Fund Levy.

USS INSTITUTIONS - ACTUARIAL VALUATION AS AT 31 MARCH 2020
FRS102 Section 28 - POST-EMPLOYMENT BENEFITS

The University and College Union participates in the Universities Superannuation Scheme (USS). The scheme is a hybrid pension scheme, providing defined benefits (for all members), as well as defined contribution benefits. The assets of the scheme are held in a separate fund administered by the trustee, Universities Superannuation Scheme Limited. The University and College Union is required to contribute a specified percentage of payroll costs to the pension scheme to fund the benefits payable to the Union's employees. Under the scheme trust deed and rules, the employer contribution rate is determined by the trustee, acting on actuarial advice. The employer contribution rate was 19.5% of pensionable salaries up until 30 September 2019, 21.1% up until 30 September 2021, 21.4% up until 31 March 2022 and 21.6% from 1 April 2022 and thereafter.

The actuarial valuation of the scheme at 31 March 2020 was carried out using the projected unit method. The next actuarial valuation is due to take place with an effective date no later than 31 March 2023.

The 2020 valuation was the sixth valuation for USS under the scheme-specific funding regime introduced by the Pensions Act 2004, which requires schemes to adopt a statutory funding objective, which is to have sufficient and appropriate assets to cover their technical provisions. At the valuation date, the value of the assets of the scheme was £66.5 billion and the value of the scheme's technical provisions was £80.6 billion indicating a shortfall of £14.1 billion and a funding ratio of 83%.

Past Service Funding Position: Technical Provisions.	Valuation at 31 March 2020	Valuation at 31 March 2018
Scheme assets	£66.5bn	£63.7bn
Total scheme liabilities	£80.6bn	£67.3bn
FRS 102 total scheme deficit	£14.1bn	£3.6bn
FRS 102 total funding level	83.0%	95.0%

The results of the valuation shown are based on the implementation of recommendations proposed by the Joint Negotiating Committee (JNC) with regard to the overall contribution rates payable by members and by the sponsoring employers and in consideration of any changes required to the benefit structure which took effect from 1 April 2022.

The member's contribution rate was 9.6% from 1 September 2019 until 30 September 2021 and rose to 9.8% from 1 October 2021.

The actuarial method to be used in the calculation of the technical provisions is the Projected Unit method with a one-year control period.

	2023		2022	
	At age 65 years.	At age 45 years.	At age 65 years.	At age 45 years.
The current life expectancies on retirement at age 65 are:				
Males	24.0 years	26.0 years	24.6 years	26.6 years
Females	25.6 years	27.4 years	26.1 years	27.9 years

UCU specific rates used in deficit contribution model:

Discount rate	5.35%	4.25%
Salary inflation rate	3.85%	4.00%

UNIVERSITY AND COLLEGE UNION

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST AUGUST 2023**

(continued).

2. Pension Schemes (continued)

	2023	2022
Amounts recognised in the Balance Sheet in respect of the pension scheme liability on the multi-employer defined benefit pension scheme		
Present value of deficit contributions payable to USS at 1.9.2022	9,249,469	3,739,977
Interest payable as contribution deficit unwinds	393,102	59,840
Changes in expected contributions to USS	(981,856)	5,695,703
Deficit contributions treated as paid to USS	<u>(595,870)</u>	<u>(246,051)</u>
Present value of deficit contributions payable to USS at 31.8.2023	<u>£8,064,845</u>	<u>£9,249,469</u>

Following completion of the 2020 valuation, the trustee ascertained, that in order to correct the technical provisions shortfall in assets of £14.1bn, the employers should make deficit contributions of 0% p.a. of total salaries in addition to the contributions towards the accrual of future service benefits including contributions to the Defined Contribution section until 31st March 2022 at which point the rate will increase to 6.3%. If contributions are payable at this level from 1st April 2022 then, based on the assumptions made for the recovery plan, the deficit would be expected to be corrected by 31st March 2038.

The key assumptions used in calculating the technical provisions as at 31 March 2020 (with comparatives at 31 March 2018) are:

Financial assumptions:	Valuation at 31 March 2020:	Valuation at 31 March 2018:
Investment return (discount rate)	Fixed interest gilt yield curve (0.7%) plus: - Pre-retirement: 2.75% - Post-retirement: 1.0% - Allowance for investment outperformance: 0.5%	Years 1-10: CPI plus 0.14% reducing linearly to CPI less 0.73% Years 11-20: CPI plus 2.52% reducing linearly to CPI plus 1.55% by year 21. Years 21+: CPI plus 1.55%
Market derived price inflation	In line with the difference between the Fixed Interest & Index Linked yield curves	In line with the difference between the Fixed Interest & Index Linked yield curves
Inflation risk premium	0.0% p.a	0.3% p.a
Price inflation - Retail Prices Index	Market derived price inflation less Inflation risk premium	Market derived price inflation less Inflation risk premium
RPI / CPI gap	1.1% pa to 2030, reducing linearly by 0.1% pa to a long term difference of 0.1% pa from 2040	1.0% p.a.
Price inflation - Consumer Prices Index	RPI assumption less RPI / CPI gap	RPI assumption less RPI / CPI gap
Pension increases in payment	CPI assumption + 5 bps pa (for both pre and post 2011 benefits)	CPI assumption (for both pre and post 2011 benefits)

Demographic assumptions:	Valuation at 31 March 2020:	Valuation at 31 March 2018:
Mortality base table	Male member's mortality: S2PMA "Light" with 101% weighting and improvements using CMI_2019 [1.8%] with smoothing parameter 7.5 and initial addition 0.5% pa Female member's mortality: S3PFA with 95% weighting and improvements using CMI_2019 [1.6%] with smoothing parameter 7.5 and initial addition 0.5% pa	Pre-retirement: Male member's mortality: 71% of AMC00 (duration 0) Female member's mortality: 112% of AFC00 (duration 0) Post-retirement: Male member's mortality: 97.6% of SAPS S1NMA "light" Female member's mortality: 102.7% of RFV00
Future improvements to mortality	CMI_2019 with a smoothing parameter of 7.5, an initial addition of 0.5% pa and a long term improvement rate of 1.8%pa for males and 1.6%pa for females.	CMI_2017 with a smoothing parameter of 8.5 and a long term improvement rate of 1.8%pa for males and 1.6%pa for females.
Commutation	No allowance	No allowance

Mortality assumptions:
Life expectancy for a male aged 65 now
Life expectancy at 65 for a male aged 45 now
Life expectancy for a female aged 65 now
Life expectancy at 65 for a female aged 45 now

Valuation at 31 March 2018:	
Cohort	Period
24.4	22.5
26.3	n/a
25.9	24.0
27.7	n/a

Statement of Funding Principles:

The statutory funding objective is that the scheme has sufficient and appropriate assets to meet the amount required, on actuarial calculation, to make provision for the scheme's liabilities (the technical provisions).

The statement of funding principles will be reviewed and, if necessary, revised, before being taken into account at subsequent valuations and it reflects the guiding principles on risk management adopted by the trustee.

If the assets of the scheme are less than the technical provisions at the effective date of any actuarial valuation, a recovery plan will be put in place, which may require additional contributions from the employers (and potentially the members) to meet the shortfall. The trustee has agreed that any such funding shortfalls should be met over an appropriate period and tailored to both scheme and employer circumstances. Additional contributions payable are expressed as a percentage of pensionable payroll.

There is no specific allowance within the 2020 valuation for the effect of equalising Guaranteed Minimum Pensions between 17th May 1990 and 5th April 1997. Any additional funding costs required to uplift benefits will be met by either the Scheme's assets or future contributions from the employer. It is expected that the costs will be immaterial in the context of the scheme as a whole.

UNIVERSITY AND COLLEGE UNION

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST AUGUST 2023
(continued).**

2. Pension Schemes (continued)

Early retirement Allowance for early retirements will reflect emerging experience of retirements as monitored at each actuarial valuation and any adjustment for future expectations which is considered appropriate. For the 31 March 2020 valuation it has been assumed that ex-final salary active members will retire in line with the following decrement table (with all others assumed to retire at 65 in respect of accrued liabilities). Benefits relating to service accrued prior to 1 October 2011 are assumed to be paid with no reduction, and an allowance has been made for benefits accrued after 30 September 2011 to be reduced from the payable age of 65.

Benefits accrued from 6 October 2020 are assumed to be payable from age 66 in line with the Scheme's Normal Pension Age.

		<u>% Leaving per annum</u>
Age:	60	30
	61	10
	62	15
	63	15
	64	20

The contributions payable under the recovery plan will be calculated using the same assumptions as those used to calculate the technical provisions, with the exception of the following during the period of the recovery plan:

Following a review of the investment strategy and any consequential changes to it and the Statement of Investment Principles after completion of the valuation, the assumed rate of investment return may also change at subsequent funding updates to reflect the different expected investment returns from the new asset mix.

The growth in aggregate payroll of the scheme's membership used in the recovery plan is assumed to be CPI + 1.5%.

USS is a "last man standing" scheme so that in the event of the insolvency of any of the participating employers in USS, the amount of any pension funding shortfall (which cannot otherwise be recovered) in respect of that employer will be spread across the remaining participant employers and reflected in the next actuarial valuation of the scheme.

The trustee's role is to set risk and return parameters which reflect the strength of the sponsoring employers and the nature of the scheme's liabilities. These parameters, taken together with the anticipated returns, form the basis of the trustee's funding strategy. These parameters are informed by advice from its internal investment team, its investment consultant and the scheme actuary, as well as an independent assessment of the support available from the sponsoring employers. The trustee remains confident that it can continue to take a long-term view of scheme funding, backed as it is by a robust Higher Education (HE) sector.

At 31 March 2023, USS had 214,374 active members and the UCU had 208 active contributing members participating in the scheme. At 31 August 2023 UCU had 209 active contributing members (2022 - 207 members).

The pension cost charged / (credited) to the General Fund in respect of contributions paid to USS is:

	Year ended <u>31.8.2023</u>	Year ended <u>31.8.2022</u>
	£	£
Employers normal pension contributions to USS	1,872,294	1,719,791
Changes in expected contributions to USS	(981,856)	5,695,703
Deficit contributions treated as paid to USS	(595,870)	(246,051)
	<u>£294,568</u>	<u>£7,169,443</u>

UNIVERSITY AND COLLEGE UNION

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST AUGUST 2023
(continued).**

3. Operating Leasing Commitments

The operating lease rentals charged in the income and expenditure account were:

	Year ended 31.8.2023	Year ended 31.8.2022
	£	£
Land and buildings.	317,061	317,953
Other leases - Plant and machinery.	272,487	284,460
	<u>£589,548</u>	<u>£602,413</u>

At 31st August, 2023 the University and College Union's future minimum operating lease commitments payable are analysed over the lease term as follows:

	Land and buildings		Other	
	31.8.2023	31.8.2022	31.8.2023	31.8.2022
	£	£	£	£
Within one year	342,368	334,354	220,363	325,506
Within two to five years	865,689	980,744	18,678	249,849
Over five years	389,683	576,006	--	--
	<u>£1,597,740</u>	<u>£1,891,104</u>	<u>£239,041</u>	<u>£575,355</u>

4. Capital Commitments

There were no capital commitments contracted for but not provided for at 31 August 2023 (2022 - £nil).

5. Related Party Transactions

UCU is a participating institution of the Universities Superannuation Scheme and makes pension contributions to the scheme in respect of the employee members of UCU. The appointment of directors to the board of the trustee is determined by the trustee company's Articles of Association. Four of the directors are appointed by Universities UK; three are appointed by the University and College Union, of whom at least one must be a USS pensioner member; and a minimum of three and a maximum of five are independent directors appointed by the board. Under the scheme trust deed and rules, the employer contribution rate is determined by the trustee, acting on actuarial advice.

During the year ended 31st August 2023 employers normal pension contributions payable to USS by UCU were £1,872,294 (2022 - £1,719,791) and the balance of contributions payable by UCU to USS as at 31st August 2023 was £271,383 (2022 - £241,939).

Members of the UCU make payments as Gift Aid payments via UCU to Education Support Partnership (ESP) at the same time as they pay their membership subscriptions to the UCU. ESP is a company limited by guarantee and a registered charity (company registration number 09311354 and charity registration number 1161436). ESP was incorporated on 14th November 2014 as Education Sector Support UK (ESSUK). ESSUK changed its name to ESP on 24th July 2015 and was formally launched in September 2015. The objects of the charity are to promote health and wellbeing and to offer benevolence services to the education workforce including those retired from the Education Sector. It also offers a wide range of services to staff working in Further and Higher Education and the education sector in schools. The Trustees and Board of ESP are appointed in accordance with the Articles of Association of the company and up to 21 representatives of member organisations form an Advisory Forum to advise the Board of Trustees.

Members of UCU previously made Gift Aid payments via UCU to "Recourse" (formerly the "College and University Support Network" (CUSN)) at the same time as they paid their subscriptions to the UCU. "Recourse" (formerly CUSN) is a registered charity (charity registration number 1116382) and was incorporated on 12th July 2006. The charity changed its name from CUSN to "Recourse" on 14th July 2010 following a rebranding exercise. "Recourse" was also a Company Limited by Guarantee (company registration number 05874222) and was a wholly owned subsidiary company of the Teachers Support Network (TSN). On 31st March 2015 the activities, assets and liabilities of "Recourse" and TSN were transferred to Education Sector Support UK (ESSUK) at which point "Recourse" and TSN effectively became dormant. The company "Recourse" was dissolved on 18th April 2017. TSN was dissolved on 14th November 2017. "Recourse" was governed and administered by the Trustees and National Council of TSN and UCU had the right to appoint five members to the National Council of TSN (preferably from within the National Executive Committee of UCU) and in addition subscribing members of UCU had the right to elect members of the National Council of TSN.

During the year ended 31st August 2023 Gift Aid payments payable to ESP (formerly "Recourse" and CUSN) were received from members of UCU and amounted to £209,222 (2022 - £235,031). The balance payable by UCU to ESP as at 31st August 2023 was £31,277 (2022 - £35,072).

UCU bears the cost of the professional fees and other costs relating to the administration of the NATFHE Pension and Life Assurance Scheme. During the year ended 31st August 2023 total costs payable by UCU in connection with the administration of the Scheme were £354,143 (2022 - £308,218).

In August 2019 Jo Grady joined the General Council of the TUC as the newly elected General Secretary of UCU. UCU is a member union of the TUC and the UCU's affiliation for 2023 was £341,047 (2022 - £337,729)

6. Future Developments

The Union continues to defend its members' interests in both FE and HE sectors and in relation to the USS, members' pay, workload, working conditions, and job security (casualisation and equality). The Union has a long term strategy and UCU continues to monitor and update that strategy to address the issues that the Union and its members face.

UNIVERSITY AND COLLEGE UNION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST AUGUST 2023
(continued).

7. Event After The End Of The Reporting Period

The Actuarial Valuation of the USS scheme as at 31st March 2023 was completed after 31st August 2023 and was published on 20th December 2023.

At the valuation date 31st March 2023, the scheme Actuary ascertained that the value of the assets of the scheme was £73.1 billion and the value of the scheme's technical provisions was £65.7 billion indicating a surplus of £7.4 billion and a funding ratio of 111%.

Following consultations, the Joint Negotiating Committee (JNC) decided, at its meeting on 30 October 2023, to change the member and employer contribution rates in response to the 2023 Actuarial Valuation effective from 1 January 2024. While contribution rates will be amended from 1 January 2024, any changes to benefits in response to the 2023 Valuation will not be implemented before 1 April 2024.

The member's contribution rate will be 6.1% from 1st January 2024 (previously 9.8%) and the employer rate will be 14.5% from that date (previously 21.6%).

These changes were implemented in a new schedule of contributions effective from 20th December 2023 and will apply up until 31st December 2028, subject to review no later than 15 months following each actuarial valuation. The next actuarial valuation is due no later than 31st March 2026.

As the scheme is in surplus as at 31st March 2023, there is no deficit provision that would require disclosure under FRS102. The present value of deficit contributions payable to USS at 31.8.2023 of £8,064,845 (disclosed at note 37) will (subject to review) be reduced to £Nil as at 31st August 2024 and there will be no requirement in the financial statements for the year ending 31st August 2024 for deficit recovery plan payments, changes in expected contributions to USS or for interest payments as the deficit unwinds.

The completion of the scheme's Actuarial Valuation after 31st August 2023 and the resultant amendment to the schedule of contributions constitute a non-adjusting event after the end of the reporting period.

Accounting policies



(see notes 84 and 85)

Please see the attached accounting policies - Pages 23-1 to 23-2

Signatures to the annual return

(see notes 86 & 87)

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

Secretary's Signature:		Chairman's Signature:	
			(or other official whose position should be stated)
Name:	Dr Jo Grady	Name:	Dr Justine Mercer - President
Date:	1st March 2024	Date:	1st March 2024

Checklist

(see notes 88 to 89)

(please tick as appropriate)

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

UNIVERSITY AND COLLEGE UNION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST AUGUST 2023

1. Principal Accounting Policies

The financial statements comply with relevant accounting standards. The principal accounting policies, which have been consistently applied throughout the year, are set out below.

(a) **Accounting Convention**

The financial statements are prepared in accordance with applicable accounting standards including FRS 102 "the Financial Reporting Standard" applicable in the UK and Republic of Ireland. The financial statements have been prepared on the historical cost basis except for the modification to a fair value basis for certain financial instruments as specified in the accounting policies below.

(b) **Going Concern**

The Union meets its day-to-day working capital requirements through its bank facilities. The Union's forecasts and projections, taking account of reasonably possible changes in operational performance, show that the Union should be able to operate within the level of its current facilities. After making enquiries, the Executive have a reasonable expectation that the Union has adequate resources to continue in operational existence for the foreseeable future. The Union therefore continues to adopt the going concern basis in preparing its financial statements.

(c) **Critical Accounting Judgements and Key Sources of Uncertainty**

The preparation of the financial statements requires the Union's management to make significant judgements and estimates. The items in the financial statements where these judgements and estimates have been made include:

Depreciation.

UCU's management considers the depreciation rates used to evaluate the cost of the Union's assets and the useful life of those assets (as set out below under note 1(e)). Any changes to the rates used, the useful life and residual value of those assets may have a significant effect on the book value of those assets and the amounts shown as depreciation in these financial statements. The Union's management reviews the appropriateness of the depreciation policies used annually.

Employee benefits.

The pension scheme liability as at 31st August 2023 in respect of the NATFHE Pension and Life Assurance Scheme has been calculated in accordance with the details provided by the Scheme's actuary and in consideration of the disclosure requirements under FRS102. The Scheme's liabilities have been calculated by updating the preliminary results of the full triennial valuation as at 1st April 2023. Any changes in the assumptions used in evaluating the Scheme's liability may have a significant effect on the amount shown in these financial statements.

The deficit contribution liability shown in these financial statements in respect of the Union's share of the contribution funding deficit in the Universities Superannuation Scheme is based on a deficit recovery plan model provided to the USS and made available to participating institutions. The Union's management is required to make appropriate assessments of the rate of salary growth and the discount rate used in determining the Union's share of the deficit contribution liability. Any changes in the parameters used in the model may have a significant effect on the amounts shown in these financial statements in accordance with FRS102 and therefore constitute a material source of uncertainty.

Provisions for Liabilities.

Provisions for liabilities included at the year end have been calculated using the best available information at the time of preparing the financial statements, taking account of information received subsequently. An element of estimation is therefore required when calculating the provisions at the year end.

Taxation.

The taxation charge for the year comprises current and deferred tax. An assessment of the provision for deferred taxation is required to be made by the Union's management, taking account of the likely timing and level of future taxable income and expenses in relation to the deferred tax assets and liabilities of the Union.

(d) **Branches and Local Associations**

For the purpose of the Trade Union and Labour Relations (Consolidation) Act 1992 the Union is regarded as a trade union with branches. The "branches" of the Union comprise of Local Associations of UCU or Branches of UCU. The assets, liabilities and transactions of the "branches" for the year ended 31st August, 2023 are included in these financial statements.

(e) **Depreciation**

Depreciation is provided on all tangible fixed assets, other than land, at rates calculated to write off the cost, less estimated residual value, of each asset on a straight line basis over its expected useful life, as follows:

Freehold and long leasehold property.	2%.
Fixtures and fittings.	10% or the remaining period of the lease.
Plant and machinery.	25%.
Furniture.	10% to 12.5%.
Office equipment.	20%.
Computer equipment and software.	33%.
Motor vehicles (leased).	Over the period of the lease.

The rate of depreciation is reduced proportionately in the year of acquisition of an asset.

(f) **Subscriptions**

Subscriptions are accounted for on an accruals basis, although no account is taken of individual members' subscriptions that may be in arrears.

UNIVERSITY AND COLLEGE UNION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST AUGUST 2023
(continued)

(g) **Pension costs**

The UCU continued to make payments to the NATFHE Pension and Life Assurance Scheme to reduce the deficit that existed in that scheme from 1st June 2006. FRS 102 requires the sponsoring employer to account for the NATFHE Pension and Life Assurance Scheme deficit as a liability on its balance sheet mirrored by a pension reserve.

The expected return on assets in the NATFHE Pension and Life Assurance Scheme is reflected by the interest on assets item calculated using the discount rate (i.e. the returns available on high quality corporate bonds) with no allowance made for any outperformance expected from the Scheme's actual asset holding.

Movements on the NATFHE Pension and Life Assurance Scheme's asset or liability, to the extent that they arise from the current service cost of pensions or relate to the interest on pension fund assets net of interest charges on pension fund liabilities, are reflected in the Income and Expenditure Account, the former as a component of employee costs and the latter as a component of financial expenses.

Movements on the NATFHE Pension and Life Assurance Scheme assets and liabilities arising from changes in actuarial assumptions including actual returns on pension fund assets net of expected returns and experience gains and losses arising on Fund liabilities are reflected in these financial statements through the Income and Expenditure Account. The pension scheme liability is shown in the Balance Sheet.

The former Association of University Teachers (AUT) became a participating institution of the Universities Superannuation Scheme (USS) from 1st March 2005. The scheme is a hybrid pension scheme, providing benefits (for all members), as well as defined contribution benefits. The scheme is externally funded and was contracted out of the State Second Pension (S2P) until 5 April 2016. The Assets of the scheme are held in a separate trustee-administered fund. The University and College Union (UCU) became a participating institution of USS on 1st June 2006 following the amalgamation of AUT and NATFHE.

Because of the mutual nature of the USS scheme, the scheme's assets are not attributed to individual institutions and a scheme-wide contribution rate is set. The UCU is therefore exposed to actuarial risks associated with other institutions' employees and is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. As required by Section 28 of FRS 102 "Employee benefits" UCU therefore accounts for the scheme as if it were a wholly defined contribution scheme. As a result, the amount charged to the Income and Expenditure Account as a component of employee costs represents the contributions payable to the scheme in respect of the accounting year.

Under FRS102 the Union (as a participating institution of the USS) is required to recognise a liability for the contributions payable to the USS because the USS scheme is in deficit and a funding plan (The Recovery Plan) has been agreed. FRS102 requires that where an employer participates in a defined benefit multi-employer plan and there is insufficient information available to use defined benefit accounting and there is an obligation to fund past deficits within the scheme, the institution must recognise a liability for the contractual contributions payable to the scheme to the extent that there is a deficit in the scheme, and account for the resulting movement in the liability in the Income and Expenditure Account. As a result, the amount charged or credited to the Income and Expenditure Account as a component of employee costs represents the movement in the discounted fair value of the contractual contributions payable to the Scheme by UCU under the funding plan agreement in respect of the accounting year.

The Union's share of the deficit arising in the USS Scheme is based upon a deficit recovery plan model made available to participating institutions via the USS. Movements in the employer's share of the deficit contribution liability due to the USS Scheme are charged or credited to the Income and Expenditure Account as part of the costs of remuneration and expenses of staff. The Union's share of the deficit contribution liability due to the USS Scheme is disclosed in the Balance Sheet as the present value of the contributions payable. As the discount rate used in calculating the present value of the deficit contribution liability unwinds this element is shown as part of the finance costs (interest payable) in the applicable period in the Income and Expenditure Account.

(h) **Operating Leases**

Rental payments under operating leases are charged to the Income and Expenditure Account as payments to the lessor fall due on a straight line basis over the lease term.

(i) **Investments (Financial Instruments)**

Quoted investments held are managed by professional investment managers and brokers and transactions are undertaken under powers delegated to them and they are stated at fair value based on current bid prices where quoted on an active market. Movements in fair value are included in the Investment Reserve Fund (Fund 4) as they occur. On disposal, relevant gains and losses recognised previously in the Investment Reserve Fund are transferred to the Income and Expenditure Account. Unquoted investments are stated at cost as there is no active market available, no reliable basis of valuation is available and other valuation techniques are not considered appropriate.

(j) **Value added tax (VAT)**

The figures included in these financial statements are exclusive of VAT to the extent that input VAT is partially or fully recoverable or output VAT is payable.

(k) **Deferred Tax**

Deferred tax is provided on the liability method to take account of timing differences between the treatment of certain items for accounts purposes and their treatment for taxation purposes. Deferred tax is provided for on all relevant material reversing timing differences at the rate of corporation tax applicable to the Union's activities at the financial statement date.

(l) **Holiday Pay Accrual**

FRS 102 requires short term employee benefits, such as holiday pay, to be charged to the Income and Expenditure Account as the employee service is received. As a result holiday pay accruals are recognised and charged to the Income and Expenditure Account as they are received.

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 the attached auditor's report - Pages 25-1 to 25.2

Signature(s) of auditor or auditors:

Knox Cropper LLP

Name(s):

Knox Cropper LLP

Profession(s) or Calling(s):

Chartered Accountants and Statutory Auditor

Address(es):

65 Leadenhall Street

London

Postcode

EC3A 2AD

Date

1st March 2024

Contact name for inquiries and telephone number:

Simon Goodridge
020 7332 6400

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

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE
UNIVERSITY AND COLLEGE UNION**

Opinion

We have audited the financial statements of the University and College Union for the year ended 31st August 2023 which comprise the Funds Accounts, the Balance Sheet and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 - The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the Union's affairs as at 31st August 2023 and of the Union's income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of sections 28, 32 and 36 of the Trade Union and Labour Relations (Consolidation) Act 1992, and the rules of the Union.

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 Members of 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 12 months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Members 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 Report of the Honorary Treasurer, other than the financial statements and our auditor's report thereon. The Members of the National Executive Committee are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the 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.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Union and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Honorary Treasurer.

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

- adequate accounting records have not been kept by the Union; or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- a satisfactory system of control has not been maintained over the Union's transactions; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of the Members of the National Executive Committee

As explained more fully in the Statement of Responsibilities of the Union and Members of the National Executive Committee [set out on page 22-1], the Members of the National Executive Committee are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Members of 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 Members of the 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 Members of the 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.

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE
UNIVERSITY AND COLLEGE UNION
(continued)**

The extent to which the audit was considered capable of detecting irregularities including fraud

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the Union through discussions with Members of the Executive Committee and other management, and from our knowledge and experience of the Trade Union sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements of the Union, including, but not limited to the Trade Union and Labour Relations (Consolidation) Act 1992, taxation and employment legislation. In addition we considered laws and regulations that do not have a direct effect on the financial statements but compliance with might be fundamental to the Union's operations including data protection, health and safety and environmental legislation.
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the Union's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with the Certification Officer, HMRC, relevant regulators, and the Union's legal advisors.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the Members of the Executive Committee and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

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

Use of our report

This report is made solely to the Members of the Union, as a body, in accordance with the Union's rules. Our audit work has been undertaken so that we may 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 its Members as a body, for our audit work, for this report or for the opinions we have formed.

**Knox Cropper LLP
Chartered Accountants and Statutory Auditor
65 Leadenhall Street, London, EC3A 2AD**

Knox Cropper LLP is eligible for appointment as auditor of the Union by virtue of its eligibility for appointment as auditor of a company under Section 1212 of the Companies Act 2006.

Membership audit certificate

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

(See notes 97 to 103)

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

Yes

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

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

Membership audit certificate

Section one

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

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

Yes


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

Yes

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

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

Membership audit certificate (continued)

Signature of assurer	
Name	Simon Hearn
Address	Civica Election Services, 33 Clarendon Road, London N8 0NW
Date	07.12.2023
Contact name and telephone number	Simon Hearn, Managing Director 020 8365 8909

Membership audit certificate

Section two

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

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

Yes / No

If "No" Please explain below:

Signature	
Name	
Office held	
Date	