Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	Union Workers' Union
Year ended:	01 December 2023
List no:	
Head or Main Office address:	3rd Floor 86-90 Paul Street
	London
Postcode	EC2A 4NE
Website address (if available)	WWW.UNIONWORKERSUNION.ORG
Has the address changed during the year to which the return relates?	Yes No X ('X' in appropriate box)
General Secretary:	Chris Musgrave
Telephone Number:	7872301974
Contact name for queries regarding the completion of this return	Chris Musgrave
Telephone Number:	7872301974
Total Hambot.	
E-mail:	chris@unionworkersunion.org

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

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

returns@certoffice.org

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Return of Members

(see notes 10 and 11)

	Number of members at the end of the year						
	Great Northern Irish Elsewhere Abroad Britain Ireland Republic (including Channel Islands)			Tot	tals		
	155					155	
Total	155				А	155	

						Cha	nnel Is	lands)		Totals	
		155									155
Total		155							Α		155
Number o	of members at end o	of year	contributing to the	Gene	eral Fund						155
Number of held:	of members included	d in tota	als box 'A' above fo	or who	om no home or	authoris	ed add	lress is			
			Chang	je d	of Office	ers					
Please co	omplete the follow	ing to	record any chang	jes of	f officers durii	ng the tw	velve r	nonths co	vere	d by this re	eturn
Po	osition Held		Name of Officer asing to hold Offic	ce	Name of Officer Appointed		ate o	te of change			
	ether the union is:						F		ı		
a. A	branch of anothe	r trade	e union?		Yes		N	0			
lf	yes, state the nan	ne of t	that other union:								
b. A	federation of trad	le unic	ons?		Yes		N	0			
	If yes, state the r	numbe	er of affiliated uni	ons:]					
			and nar	nes:							

Officers in post

(see note 12)

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

Name of Officer	Position held and date elected
Tracy Edwards	President - March 2022 & April 2023
Chris Musgrave	General Secretary - October 2020 & April 2023
Cheryl Gedling	Executive Member - March 2022 & April 2023
Andrew Woodman	Executive Member - March 2022 & April 2023
Russell Waterhouse	Executive Member - March 2022 & April 2023
Alan Brown	Executive Member - March 2022& April 2023
Mark Oley	Executive Member - March 2022 & April 2023
Jon Benson	Executive Member - March 2022 & April 2023

General Fund

(see notes 13 to 18)

	£	£
Income		7.005
From Members: Contributions and Subscriptions From Members: Other income from members (specify)		7,895
Total other income from members		
Total of all income from members		7,895
Investment income (as at page 12)		
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	650	
Total of other income (as at page 4)		650
Total incom	е	8,545
Interfund Transfers I	N	
Expenditure		
Benefits to members (as at page 5)		1,340
Administrative expenses (as at page 10)		
Federation and other bodies (specify)		
Total expenditure Federation and other bodies		
Taxation		
Total expenditur		1,340
Interfund Transfers OU	Т	
Surplus (deficit) for year	ar	7,205
Amount of general fund at beginning of year	ar	4,087
Amount of general fund at end of yea	ar	11,292

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	
CJWU-traning delivery	650
Total other sources	650
Total of all other income	650

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

			£
Representation –		brought forward	1,241
Employment Related Issues		Advisory Services	
travel	212	LAG	90
Representation –		Other Cash Payments	
Non Employment Related Issues		Online voting	9
		Education and Training services	
Communications			
website Maliing address Video calling	645 240 144		
		Negotiated Discount Services	
Dispute Benefits			
		Other Benefits and Grants (specify)	
carried forward	1,241	Total (should agree with figure in General Fund)	1,340

Fund 2	· · · · · · · · · · · · · · · · · · ·		Fund Account
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other inc	ome as specified	
		Total Income	
	Inte	rfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	т	otal Expenditure	
	Interfu	nd Transfers OUT	
	Surplus (De	ficit) for the year	
	Amount of fund at b	eginning of year	
	Amount of fund at the end of year (a	s Balance Sheet)	
	Number of members contributi	ng at end of year	

Fund 3			Fund Account
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other inc	ome as specified	
		Total Income	
	Inte	rfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
		otal Expenditure	
	Interfu	nd Transfers OUT	
	Surplus (De	ficit) for the year	
	Amount of fund at b		
	Amount of fund at the end of year (a	s Balance Sheet)	
		ı	
	Number of members contributi	ng at end of year	

Fund 4			Fund Account
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other inc	ome as specified	
	Inte		
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	T	otal Expenditure	
	Interfu	nd Transfers OUT	
		•	
	Surplus (De	eficit) for the year	
	Amount of fund at k	peginning of year	
	Amount of fund at the end of year (a	s Balance Sheet)	
	Number of members contributi	ng at end of year	
·			

Fund 5			
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other inc	ome as specified	
	Inte		
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Т	otal Expenditure	
	Interfu	nd Transfers OUT	
		-	
	Surplus (De	ficit) for the year	
	Amount of fund at b	eginning of year	
	Amount of fund at the end of year (a	s Balance Sheet)	
	Number of members contributi	ng at end of year	

Fund 6	·		Fund Account
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other inc	ome as specified	
		Total Income	
	Inte	erfund Transfers IN	
Expenditure		·	
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	٦	Total Expenditure	
	Interfu	ınd Transfers OUT	
		-	
	Surplus (De	eficit) for the year	
	Amount of fund at I	beginning of year	
	Amount of fund at the end of year (a	s Balance Sheet)	
		P	
	Number of members contribut	ing 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		
	I	nterfund Transfers IN		
Expenditure		•		
	Benefits to members			
	Administrative expenses and other expenditure (as at page 10)			
		Total Expenditure		
	Inte	erfund Transfers OUT		
	Surplus	(Deficit) for the year		
	Amount of fund	at beginning of year		
	Amount of fund at the end of yea	r (as Balance Sheet)		
	Number of members contrib	outing at end of vear		

Fund 8			Fund Account
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other inc	come as specified	
	From members Investment income (as at page 12) Other income (specify) Total other income as specified Total Income Interfund Transfers IN		
	Inte	erfund Transfers IN	
Expenditure	From members Investment income (as at page 12) Other income (specify) Total other income as specified Total Income Interfund Transfers IN 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)		
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	•	Total Expenditure	
	Interfe	und Transfers OUT	
		-	
	Surplus (D	eficit) for the year	
	Amount of fund at	beginning of year	
	Amount of fund at the end of year (a	as Balance Sheet)	
		-	
	Number of members contribut	ing at end of year	

Fund 9			Fund Account
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other inc	come as specified	
		Total Income	
	Inte	erfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
		Total Expenditure	
	Interfe	und Transfers OUT	
		ı	
		eficit) for the year	
	Amount of fund at	beginning of year	
	Amount of fund at the end of year (a	as Balance Sheet)	
		Ī	
	Number of members contribut	ing at end of year	

Political fund account

		(see notes 24 to 33)	£	£
Political fu	nd account 1 To be con	npleted by trade unions which maintain their	own political fund	
	Income	Members contributions and levies		
		Investment income (as at page 12)		
	Other income (specify)			
		Total oth	ner income as specified	
			Total income	
		ion and Labour Relations (Consolidation) Act olitical funds exceeds £2,000 during the perio		out in section (72) (1
		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)	Ī	
		Expenditure F (as at page vi)	Ī	
		Non-political expenditure (as at page vii)		
			Total expenditure	
		5	Surplus (deficit) for year	
		Amount of political fu	nd at beginning of year	
		Amount of political fund at the end of y	ear (as <u>Balance Sheet</u>)	
		Number of members at end of year contribu	ting to the political fund	
	Nu	mber of members at end of the year not contribu	ting to the political fund	
Nun	nber of members at end of year who ha	ve completed an exemption notice and do not contr	ibute to the political fund	
Political fu	nd account 2 To be completed	by trade unions which act as components of	a central trade union	
Income	Contributions and levies collected fro	m members on behalf of central political fund		
	Funds received back from central po	litical fund		
	Other income (specify)			
	, , , , , , , , , , , , , , , , , , ,			
			Total other income a	s specified
			To	otal income
Expenditure				
	Expenditure under section 82 of the	Гrade Union and Labour Relations		
	(Consolidation) Act 1992 (specify)			
	(Consolidation) / (Cr 1992 (Speelly)			
	Administration expenses in	connection with political objects(specify)		
	Non-political expenditure	connection with political objects(specify)		
	Non-political experientare		Total expenditure	
			Surplus (deficit) for year	
		Amount held on behalf of trade union political t	· · · · · · · · · · · · · · · ·	
			emitted to central political	
		Amount held on behalf of central po	·	
		·	·	
		Number of members at end of year contrib	uiting to the political trind	
		Number of members at end of the year not contrib	· ·	
N 1 5		Number of members at end of year contrib Number of members at end of the year not contrib eted an exemption notice and do not therefore contrib	uting 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 of	irectly or indirectly by a political party
Name of political party in relation to which money was expended	Total amount spent during the period £
Total	

Political fund account expenditure (b)

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

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

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 maintaince of any holder of	political office
Name of office holder	£
Tota	

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 pursuade people to vote for a political party or candidate or to persuade them not to vote for a political party or candidate

o vote for a political party of cartificate				
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	,
, озы, о, фольше.	
(b) the name of each organisation to which money was paid (otherwise than for a particular cause of campaign), and the total amount paid to each one	£
Total expenditure	
·	£
(c) the total amount of all other money expended	_
Total expenditure	· [
Total of all expenditures	
i otai oi ali expenditures) [

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

(see notes 34 and 35)

Admini	strative Expenses		L
Remune	eration and expenses of staff		
	and Wages included in above		
Auditors			
	nd Professional fees		
	ncy costs		
	ry, printing, postage, telephone, etc.		
	es of Executive Committee (Head Office)		
	es of conferences		
Other a	dministrative expenses (specify)		
Other C	Dutgoings		
	Outgoings on land and buildings (specify)		
	Other outgoings (specify)		
	tretert		
		Total	
	Charged to:	General Fund (Page 3)	
		Total	

Analysis of officials' salaries and benefits (see notes 36 to 46 below)

	`	1	,			T
Office held	Gross Salary	Employers N.I. contributions	Benefits		Total	
			Pension Contributions		Other Benefits	
				Description	Value	
	£	£	£		£	£

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) Interest (gross) from: Government securities (Gilts) Mortgages Local Authority Bonds Bank and Building Societies			
Other investment income (specify)			
		J	
	Total	investment income	
Credite		eral Fund (Page 3)	
		, ,	
		Political Fund	
	Total	Investment Funds	

Balance sheet as at

(see notes 49 to 52)

Provious Year		(see notes 49 to 52)		
Fixed Assets (at page 14) Investments (as per analysis on page 15) Cuoted (Market value £ (Previous Year		£	£
Investments (as per analysis on page 15) Cuctota (Market value £ () Uniquoted Total Investments Other Assets Loans to other trade unions Sundry debtors Cash at bank and in hand Income tax to be recovered Stocks of goods Others (specify) Total of other assets 11,293 4,087 General fund (page 3) Political Fund Account Political Fund Account Liabilities Amount held on behalf of central trade union political fund Total liabilities		Fixed Assets (at page 14)		
Quoted (Market value £ () Unquoted Total Investments Cash so to other trade unions				
Unquoted Other Assets Loans to other trade unions Sundry debtors Cash at bank and in hand Income tax to be recovered Stocks of goods Others (specify) Total of other assets Total assets 11,29: 4,067 General fund (page 3) Political Fund Account Political Fund Account Amount held on behalf of central trade union political fund Total liabilities Total liabilities				
Other Assets Loans to other trade unions Sundry debtors Cash at bank and in hand Income tax to be recovered Stocks of goods Others (specify) Total of other assets Total assets 11,29; 4,087 General fund (page 3) Political Fund Account Political Fund Account Liabilities Amount held on behalf of central trade union political fund Total Ilabilities				
Other Assets Loans to other trade unions Sundry debtors Cash at bank and in hand Income tax to be recovered Stocks of goods Others (specify) Total of other assets Total assets 11,29; 4,087 General fund (page 3) Political Fund Account Political Fund Account Liabilities Amount held on behalf of central trade union political fund Total liabilities				
Loans to other trade unions Sundry debtors Cash at bank and in hand Income tax to be recovered Stocks of goods Others (specify) Total of other assets 11,29; Total assets 11,29; Total assets 11,29; Political Fund (page 3) Liabilities Amount held on behalf of central trade union political fund Total liabilities Total liabilities		Total Investments		
Sundry debtors Cash at bank and in hand Income tax to be recovered Stocks of goods Others (specify) Total of other assets 11,293 4,087 General fund (page 3) Political Fund Account Liabilities Amount held on behalf of central trade union political fund Total liabilities		Other Assets		
Sundry debtors Cash at bank and in hand Income tax to be recovered Stocks of goods Others (specify) Total of other assets 11,293 4,087 General fund (page 3) Political Fund Account Liabilities Amount held on behalf of central trade union political fund Total liabilities		Loans to other trade unions		
Cash at bank and in hand income tax to be recovered Stocks of goods Others (specify) Total of other assets 11,29; Total assets 11,29; 4,087 General fund (page 3) Political Fund Account Political Fund Account Liabilities Amount held on behalf of central trade union political fund Total liabilities				
Income tax to be recovered Stocks of goods Others (specify) Total of other assets Total assets 11,29 4,087 General fund (page 3) 11,29 Political Fund Account Political Fund Account Liabilities Amount held on behalf of central trade union political fund Total liabilities				11 202
Stocks of goods Others (specify) Total of other assets Total assets 11,29; 4,087 General fund (page 3) 11,29; Political Fund Account Political Fund Account Liabilities Amount held on behalf of central trade union political fund Total Ilabilities				11,232
Others (specify) Total of other assets 11.29: 4,087 General fund (page 3) Political Fund Account Political Fund Account Liabilities Amount held on behalf of central trade union political fund Total liabilities				
Total of other assets Total assets 11,293 4,087 General fund (page 3) Political Fund Account Political Fund Account Liabilities Amount held on behalf of central trade union political fund Total liabilities				
4,087 General fund (page 3) 11,293 4,087 General fund (page 3) Political Fund Account Political Fund Account Liabilities Amount held on behalf of central trade union political fund Total liabilities		Others (specify)		
4,087 General fund (page 3) 11,293 4,087 General fund (page 3) Political Fund Account Political Fund Account Liabilities Amount held on behalf of central trade union political fund Total liabilities				
4,087 General fund (page 3) 11,293 4,087 General fund (page 3) Political Fund Account Political Fund Account Liabilities Amount held on behalf of central trade union political fund Total liabilities				
4,087 General fund (page 3) 11,293 4,087 General fund (page 3) Political Fund Account Political Fund Account Liabilities Amount held on behalf of central trade union political fund Total liabilities				
4,087 General fund (page 3) 11,293 4,087 General fund (page 3) Political Fund Account Political Fund Account Liabilities Amount held on behalf of central trade union political fund Total liabilities				
4,087 General fund (page 3) 11,293 4,087 General fund (page 3) Political Fund Account Political Fund Account Liabilities Amount held on behalf of central trade union political fund Total liabilities		Total of other assets		11 202
4,087 General fund (page 3) Political Fund Account Liabilities Amount held on behalf of central trade union political fund Total liabilities		Total of other assets	Tatal access	
Political Fund Account Liabilities Amount held on behalf of central trade union political fund Total liabilities			lotal assets	
Liabilities Amount held on behalf of central trade union political fund Total liabilities	4,087	General fund (page 3)		11,292
Liabilities Amount held on behalf of central trade union political fund Total liabilities				
Liabilities Amount held on behalf of central trade union political fund Total liabilities				
Liabilities Amount held on behalf of central trade union political fund Total liabilities				
Liabilities Amount held on behalf of central trade union political fund Total liabilities				
Liabilities Amount held on behalf of central trade union political fund Total liabilities				
Liabilities Amount held on behalf of central trade union political fund Total liabilities				
Liabilities Amount held on behalf of central trade union political fund Total liabilities				
Liabilities Amount held on behalf of central trade union political fund Total liabilities				
Liabilities Amount held on behalf of central trade union political fund Total liabilities				
Amount held on behalf of central trade union political fund Total liabilities		Political Fund Account		
Amount held on behalf of central trade union political fund Total liabilities				
Amount held on behalf of central trade union political fund Total liabilities				
Amount held on behalf of central trade union political fund Total liabilities				
Amount held on behalf of central trade union political fund Total liabilities				
Amount held on behalf of central trade union political fund Total liabilities				
Amount held on behalf of central trade union political fund Total liabilities				
Amount held on behalf of central trade union political fund Total liabilities				
Amount held on behalf of central trade union political fund Total liabilities				
Total liabilities		Liabilities		
Total liabilities		Amount held on behalf of central trade union political fund		
		·		
			Total liabilities	
Total assets 11,292				44.6==
			i otal assets	11,292

Fixed assets account

(see notes 53 to 57)

	Freehold	Buildings Leasehold	Furniture and Equipment	Motor Vehicles	Not used for union business	Total
	£	£	£	£	£	£
Cost or Valuation						
At start of year						
Additions						
Disposals						
Revaluation/Transfers						
At end of year						
Accumulated Depreciation						
At start of year						
Charges for year						
Disposals						
Revaluation/Transfers						
At end of year						
Net book value at end of year						
cha or year		<u> </u>	<u> </u>			
Net book value at end of previous year						

Analysis of investments (see notes 58 and 59)

	(see notes 58 and 59)		
Quoted		All Funds Except Political Funds £	Political Fund
	Equities (e.g. Shares)	L	L
	Equition (o.g. blishoo)		
	Government Securities (Gilts)		
	Other quoted securities (to be specified)		
	Total quoted (as Balance Sheet)		
	Market Value of Quoted Investment		
Unquoted	Equities		
	Government Securities (Gilts)		
	Mortgages		
	Bank and Building Societies		
	Other unquoted investments (to be specified)		
	Total unquoted (as Balance Sheet)		
	Market Value of Unquoted Investments		

Analysis of investment income (controlling interests)

(see notes 60 and 61)

Does the union, or any constituent part of the union, have a controlling interest in any limited company? If YES name the relevant companies:	Yes No
Company name	Company registration number (if not registered in England & Wales, state where registered)
Are the shares which are controlled by the union registered in the names of the union's trustees?	Yes No
If NO, state the names of the persons in whom the shares controlled by the union are registered.	
Company name	Names of shareholders

Summary sheet (see notes 62 to 73)

	All funds except Political Funds	Political Funds £	Total Funds £
Income			
From Members	7,895		7,895
From Investments			
Other Income (including increases by revaluation of assets)	650		650
Total Income	8,545		8,545
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	1,340		1,340
Funds at beginning of year (including reserves) Funds at end of year (including reserves)	4,087 11,292		4,087 11,292
Assets			
	Fixed Assets		
	Investment Assets		
	Other Assets		11,292
		Total Assets	11,292
Liabilities		Total Liabilities	
Net Assets (Total Assets less Total Lial	pilities)		11,292

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 Liab	oilities)		

(see notes 74 to 80)

(see floies 74 to 60)			
Did the union hold any ballots in respect of industrial action during the return period?			
If Yes How many ballots were held:			
For each ballot held please complete the information below:			
Ballot 1			
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			
Number of individuals answering "No" to the question			
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 you were the number of individuals appropring "You" to the question (as each question) at least 400% of the number of individuals			
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 2			
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			
Number of individuals answering "No" to the question			
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 3 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			
Number of individuals answering "No" to the question			
Number of invalid or otherwise spoiled voting papers returned			
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 & 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		
Number of individuals answering "No" to the question		
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		
Number of individuals answering "No" to the question		
Number of invalid or otherwise spoiled voting papers returned³		
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		
Number of individuals answering "No" to the question		
Number of invalid or otherwise spoiled voting papers returned		
1.2 should total "Number of votes east"		
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		
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		
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)?		
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		

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

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

(see note 81)

B: engagement or non-engagement, or termination or suspension of employment or the duties of

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

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

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

Categories of Nature of Trade Dispute

D: matters of discipline;

employment, of one or more workers;

F: facilities for officials of trade unions;

	G: machinery for negotiation or consulation, and other procedures, relating to any of the above matters, including the recognition by employers or employers' associations of theright of a trade union to represent workers in such negotiation or consulation or in the carrying out of such procedures				
	Did Union members take industrial action during the return period in response to any inducement on the part of the Union? YES/NO				
	If YES, for each industrial action taken please complete the information below: Industrial Action 1				
	please tick the nature of the trade dispute for which industrial action was taken using the categories* below:				
Α	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				
	industrial Action 2				
	please tick the nature of the trade dispute for which industrial action was taken using the categories* below:				
Α					
Α	D D				
Α	D E F G Dates of the industrial action taken: Number of days of industrial action:				
A	1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below: B C D E F G 2. Dates of the industrial action taken: 3. Number of days of industrial action: 4. Nature of industrial action.				
Α	1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below: B C D E F G 2. Dates of the industrial action taken: 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: B C D E F G 2. Dates of the industrial action taken: 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	1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below: B C D E F G 2. Dates of the industrial action taken: 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: B C D E F G 2. Dates of the industrial action taken: 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:				
	1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below: B				

use a continuation page if necessary

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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:
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
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:
2. Dates of the industrial action taken: 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:
2. Dates of the industrial action taken:
3. Number of days of industrial action:
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
2. Dates of the industrial action taken:
3. Number of days of industrial action:
4. Nature of industrial action.

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

Notes to the accounts

(see notes 82 and 83)

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

Accounting policies

(see notes 84 and 85)

Signatures to the annual return

(see notes 86 & 87)

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

Secretary's Signature:	chris musgrave	Chairman's Signature:	tracy edwards	
			(or other official whose position should be stated)	
Name:	Chris Musgrave	Name:	Tracy Edwards	
Date:	28 July 2023	Date:	28 July 2023	

Checklist

(see notes 88 to 89)

(please tick as appropriate)

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

Checklist for auditor's report

(see notes 90 and 96)

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

1992 Ad	rn give a true and fair view of the matters to which they related? (See section 36(1) and (2) out and notes 92 and 93)
Please	explain in your report overleaf or attached.
	the auditors or auditor of the opinion that the union has complied with section 28 of the ct and has:
a. ke	pt proper accounting records with respect to its transactions and its assets and liabilities; and
	tablished and maintained a satisfactory system of control of its accounting records, its cash hold 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.
	been prepared in accordance with the requirements of the sections 28, 32 of the Trade Union and Labour Relations (consolidation) Act 1992.

Auditor's report (continued)

In our opinion the financial stateme • give a true and fair view of the marelate to. • have been prepared in accordance of the sections 28, 32 and 36 of the Labour Relations (consolidation) A	atters to which they ce with the requirements e Trade Union and	
Signature(s) of auditor or auditors:	caryl rowlinson	danielle campos
Name(s):	Caryl Rowlinson	Danielle Campos
Profession(s) or Calling(s):	Nurse	Trade union official
Address(es):	10 Cowick Hill Exeter	187a Barkby Road Leicester
Postcode	EX2 9NG	LE7 2AJ
Date Contact name for inquiries and telephone number:	28/07/2023 7704698178	28/07/2023 7921802949

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

Membership audit certificate

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

(See notes 97 to 103)

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

Yes /No

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 / No

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

Yes / No

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	
Address	
Date	
Contact name and telephone number	

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 it members and secured, so far asis reasonably practicable, that the entries in the register are accurate and up-to-date?

Yes / No

If "No" Please explain below:

Signature	chirs musgrave	
Name	Chris Musgrave	
Office held	General Secretary	
Date	28/07/2023	