

Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	Associated Society of Locomotive Engineers and Fireman				
Year ended:	31 December 2023				
List no:	CO/23T/1				
Head or Main Office address:	77 ST JOHN STREET				
	LONDON				
Postcode	EC1M 4NN				
Website address (if available)	www.aslef.org.uk				
Has the address changed during the year to which the return relates?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>	('X' in appropriate box)
General Secretary:	Michael Whelan				
Telephone Number:	0207 324 2400				
Contact name for queries regarding the completion of this return	Jes Sciortino				
Telephone Number:	0207 324 2445				
E-mail:	sciortinoj@aslef.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:

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 Britain	Northern Ireland	Irish Republic	Elsewhere Abroad (including Channel Islands)	Totals
	24,782				24,782
Total	24,782				A 24,782

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

22,045

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

39

Change of Officers

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

Position Held	Name of Officer ceasing to hold Office	Name of Officer Appointed	Date of change
Executive Officer	Terry Wikinson		01 June 2024
Executive Officer		Gary Comfort	01 June 2024

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:

General Fund

(see notes 13 to 18)

	£	£
Income		
From Members: Contributions and Subscriptions		8,458,929
From Members: Other income from members (specify)		
Total other income from members		
Total of all income from members		8,458,929
Investment income (as at page 12)		324,508
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	826,046	
Total of other income (as at page 4)		826,046
		9,609,483
	Total income	
	Interfund Transfers IN	
Expenditure		
Benefits to members (as at page 5)		675,625
Administrative expenses (as at page 10)		5,647,231
Federation and other bodies (specify)		
Total expenditure Federation and other bodies		
Taxation		
		6,322,856
	Total expenditure	
	Interfund Transfers OUT	
	Surplus (deficit) for year	3,286,627
Amount of general fund at beginning of year		16,089,048
Amount of general fund at end of year		19,375,675

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	
Memorabilia sold	12,643
Gain in market value of investments	549,941
Unrealised loss on revaluation of investment property	-115,265
Realised gain on sale of freehold property	378,727
Total other sources	826,046
Total of all other income	826,046

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

			£
Representation – Employment Related Issues		brought forward	564,978
Legal Services	178,094	Advisory Services	
Representation – Non Employment Related Issues		Other Cash Payments	
Communications		Education and Training services	
Diaries	36,642	Educational costs	58,647
ASLEF Journal	350,242	Negotiated Discount Services	
Dispute Benefits		Other Benefits and Grants (specify)	
		Rule 16.2 Hardship payments	52,000
carried forward	564,978	Total (should agree with figure in General Fund)	675,625

(See notes 21 and 23)

Fund 2		Fund Account	
Name:	ASLEF Distress/Hardship	£	£
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	1,500,000
		Amount of fund at the end of year (as Balance Sheet)	1,500,000
		Number of members contributing at end of year	N/a

Fund 3		Fund Account	
Name:	ASLEF Branches General Fund	£	£
Income			
	From members		163,240
	Investment income (as at page 12)		
	Other income (specify)		
		Total other income as specified	
		Total Income	163,240
		Interfund Transfers IN	
Expenditure			
	Benefits to members		64,135
	Administrative expenses and other expenditure (as at page 10)		149,983
		Total Expenditure	214,118
		Interfund Transfers OUT	
		Surplus (Deficit) for the year	-50,878
		Amount of fund at beginning of year	359,219
		Amount of fund at the end of year (as Balance Sheet)	308,341
		Number of members contributing at end of year	22,045

(See notes 21 and 23)

Fund 4		Fund Account		
Name:	ASLEF Fighting Fund	£	£	
Income	From members		3,876	
	Investment income (as at page 12)			
	Other income (specify)			
		Total other income as specified		
		Total Income	3,876	
		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	3,876	
		Amount of fund at beginning of year	93,871	
		Amount of fund at the end of year (as Balance Sheet)	97,747	
		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 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	334,905
		Investment income (as at page 12)	
Other income (specify)			
		Total other income as specified	
		Total income	334,905
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)		61,205
	Expenditure B (as at page ii)		
	Expenditure C (as at page iii)		58,560
	Expenditure D (as at page iv)		
	Expenditure E (as at page v)		70,626
	Expenditure F (as at page vi)		
	Non-political expenditure (as at page vii)		
		Total expenditure	190,391
		Surplus (deficit) for year	144,514
		Amount of political fund at beginning of year	481,162
		Amount of political fund at the end of year (as <u>Balance Sheet</u>)	625,676
		Number of members at end of year contributing to the political fund	7,757
		Number of members at end of the year not contributing to the political fund	17,025
		Number of members at end of year who have completed an exemption notice and do not contribute to the political fund	
Political fund account 2		To be completed by trade unions which act as components of a central trade union	
Income	Contributions and levies collected from members on behalf of central political fund		
	Funds received back from central political fund		
	Other income (specify)		
		Total other income as specified	
		Total income	
Expenditure	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)		
	Administration expenses in connection with political objects(specify)		
	Non-political expenditure		
		Total expenditure	
		Surplus (deficit) for year	
		Amount held on behalf of trade union political fund at beginning of year	
		Amount remitted to central political	
		Amount held on behalf of central political fund at end of year	
		Number of members at end of year contributing to the political fund	
		Number of members at end of the year not contributing to the political fund	
		Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund	

Political fund account expenditure (c)

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

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

Expenditure in connection with the registration of electors, the candidature of any person, the selection of any candidate or the holding of any ballot by the union in connection with any election to a political office			
Title and Date of election	Name of political party/organisation	Name of candidate, organisation or political party (see 33(iii))	£
Local Labour Campaign	The Labour Party	The Labour Party	10,986
Local Labour Campaign (Branch Level)	The Labour Party	The Labour Party	47,574
Total			58,560

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

£

Total expenditure

£

(c) the total amount of all other money expended

Total expenditure

Total of all expenditures

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

(see notes 34 and 35)

		£
Administrative Expenses		
Remuneration and expenses of staff		3,826,250
Salaries and Wages included in above	2,721,017	
Auditors' fees		29,523
Legal and Professional fees		76,280
Occupancy costs		346,116
Stationery, printing, postage, telephone, etc.		545,480
Expenses of Executive Committee (Head Office)		
Expenses of conferences		617,813
Other administrative expenses (specify)		
Organisation and administrative costs		643,621
Bank interest and charges		23,304
Paybill commission		42,094
Depreciation		115,552
Other Outgoings		
Affiliation fees		137,192
Donations		205,006
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
Acturial gain in the year		-1,011,000
Transfer to dilapidations reserve		50,000
Total		5,647,231
Charged to:	General Fund (Page 3)	5,647,231
	ASLEF Distress/Hardship	
	ASLEF Branches General Fund	149,983
	ASLEF Fighting Fund	
Total		5,797,214

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
£	£	£		£		
M Whelan General Secretary	126,067	16,716	24,015			
S Weller Assistant General Secretary	108,609	14,375	20,630			
D Calfe President	12,690	1,307				
A Hudd Vice President	10,810	802				
M Colombini Executive Officer	64,949	739				
J Baxter Executive Officer	18,458	1,660				
J Metcalfe Executive Officer	20,611	2,923				
H Kaye Executive Officer	39,062	4,463				
M Wakenshaw Executive Officer	12,447	683				
T Wilkinson Executive Officer	17,170	126				
G Comfort Executive Officer	6,110	645				

Analysis of investment income

(see notes 47 and 48)

	Political Fund £		Other Fund(s) £
Rent from land and buildings			121,984
Dividends (gross) from:			202,524
Equities (e.g. shares)			
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			
Other investment income (specify)			
			324,508
		Total investment income	324,508
		Credited to:	
		General Fund (Page 3)	324,508
		ASLEF Distress/Hardship	
		ASLEF Branches General Fund	
		ASLEF Fighting Fund	
		Political Fund	
		Total Investment Funds	324,508

Balance sheet as at

31 December 2023

(see notes 49 to 52)

Previous Year		£	£
9,447,875	Fixed Assets (at page 14)		9,195,663
	Investments (as per analysis on page 15)		
7,641,909	Quoted (Market value £ (9,195,663))		7,929,109
119,375	Unquoted		269,375
	Total Investments		8,198,484
	Other Assets		
	Loans to other trade unions		
613,788	Sundry debtors		1,032,197
3,077,285	Cash at bank and in hand		4,444,400
	Income tax to be recovered		
	Stocks of goods		
	Others (specify)		
	Total of other assets		5,476,597
	Total assets		22,870,744
16,089,048	General fund (page 3)		19,375,675
1,500,000	ASLEF Distress/Hardship		1,500,000
359,219	ASLEF Branches General Fund		308,341
93,871	ASLEF Fighting Fund		97,747
481,162	Political Fund Account		625,676
	Liabilities		
	Amount held on behalf of central trade union political fund		
£725,261	Sundry creditors		508,833
£82,672	Dilapidations		154,272
£1,569,000	Pension fund liabilities		300,000
	Total liabilities		963,105
	Total assets		22,870,744

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	8,430,906	1,516,941	509,372			10,457,219
Additions			64,879			64,879
Disposals	-129,398					-129,398
Revaluation/Transfers	-115,265					-115,265
At end of year	8,186,243	1,516,941	574,251			10,277,435
Accumulated Depreciation						
At start of year	538,404	69,193	401,747			1,009,344
Charges for year	55,593	10,554	49,407			115,554
Disposals	-43,126					-43,126
Revaluation/Transfers						
At end of year	550,871	79,747	451,154			1,081,772
Net book value at end of year	7,635,372	1,437,194	123,097			9,195,663
Net book value at end of previous year	7,881,949	1,458,302	107,825			9,448,076

Analysis of investments

(see notes 58 and 59)

Quoted	All Funds Except Political Funds £	Political Fund £
Equities (e.g. Shares)		
Equities	7,929,109	
Government Securities (Gilts)		
Other quoted securities (to be specified)		
Total quoted (as Balance Sheet)	7,929,109	
Market Value of Quoted Investment	9,195,663	
Unquoted		
Equities		
Equities	269,375	
Government Securities (Gilts)		
Mortgages		
Bank and Building Societies		
Other unquoted investments (to be specified)		
Total unquoted (as Balance Sheet)	269,375	
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?

Yes

No

If YES name the relevant companies:

Company name	Company registration number (if not registered in England & Wales, state where registered)
ASLEF TRUSTEE COMPANY	07374800

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	8,626,045	334,905	8,960,950
From Investments	324,508		324,508
Other Income (including increases by revaluation of assets)	826,046		826,046
Total Income	9,776,599	334,905	10,111,504
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	6,536,974	190,391	6,727,365
Funds at beginning of year (including reserves)	18,042,138	481,162	18,523,300
Funds at end of year (including reserves)	21,281,763	625,676	21,907,439
Assets			
Fixed Assets			9,195,663
Investment Assets			8,198,484
Other Assets			5,476,597
		Total Assets	22,870,744
Liabilities		Total Liabilities	963,305
Net Assets (Total Assets less Total Liabilities)			21,907,439

Information on Industrial Action

Name of Organisation:		ASLEF		Reporting Period
Did Union members take industrial action during the return period in response to any inducement on the part of the union?		Yes		31/12/2023
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
1	A	05/01/2023	1	Strike Action
2	A	01/02/2023	1	Strike Action
3	A	03/02/2023	1	Strike Action
4	A	12/05/2023	1	Strike Action
5	A	31/05/2023	1	Strike Action
6	A	03/06/2023	1	Strike Action
7	A	01/09/2023	1	Strike Action
8	A	30/09/2023	1	Strike Action
9	A	04/10/2023	1	Strike Action
10	A	02/12/2023	1	Strike Action
11	A	03/12/2023	1	Strike Action

Categories of nature of Trade Dispute

A: Terms and conditions of employment, or the physical conditions in which any workers are required 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

12	A	05/12/2023	1	Strike Action
13	A	06/12/2023	1	Strike Action
14	A	07/12/2023	1	Strike Action
15	A	08/12/2023	1	Strike Action
16	A	15/05/2023	6	Action Short of a Strike
17	A	03/07/2023	6	Action Short of a Strike
18	A	17/07/2023	6	Action Short of a Strike
19	A	31/07/2023	6	Action Short of a Strike
20	A	07/08/2023	6	Action Short of a Strike
21	A	02/09/2023	1	Action Short of a Strike
22	A	29/09/2023	1	Action Short of a Strike
23	A	02/10/2023	1	Action Short of a Strike
24	A	01/12/2023	9	Action Short of a Strike
25	A	01/07/2023	1	Action Short of a Strike

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

Ballot 4

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

1-3 should total "Number of votes cast"

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

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

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

Ballot 5

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

1-3 should total "Number of votes cast"

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

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

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

Ballot 6

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

1-3 should total "Number of votes cast"

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

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

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

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

(see note 81)

***Categories of Nature of Trade Dispute**

- A: terms and conditions of employment, or the physical conditions in which any workers require to work;
- B: engagement or non-engagement, or termination or suspension of employment or the duties of employment, of one or more workers;
- C: allocation of work or the duties of employment between workers or groups of workers;
- D: matters of discipline;
- E: a worker's membership or non-membership of a trade union;
- F: facilities for officials of trade unions;
- G: machinery for negotiation or consultation, and other procedures, relating to any of the above matters, including the recognition by employers or employers' associations of the right of a trade union to represent workers in such negotiation or consultation or in the carrying out of such procedures

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

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

Industrial Action 1

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 2

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 3

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

use a continuation page if necessary

Industrial Action 4

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 5

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 6

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 7

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 8

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

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

Notes to the accounts

(see notes 82 and 83)

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

See pages following

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 December 2023**

1. ACCOUNTING POLICIES

a) Basis of preparation

These financial statements have been prepared in accordance with UK GAAP, including Financial Reporting Standard 102- " The Financial Reporting standard applicable in the United Kingdom and Republic of Ireland"

The financial statements are prepared under the historical cost convention as modified by the revaluation of freehold investment properties and investments to Fair Value (Market Value) in accordance with FRS102. Changes in fair value are recognised in the Income and Expenditure Account for the year.

The financial statements have been prepared under FRS 102 and their preparation, in compliance with FRS102 requires the use of certain critical accounting estimates (note 1m).

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

b) Going concern

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

The Union have generated a operating surplus of £1,607,202 in 2023 (2022: £629,606). And the Union held net cash of £3,971,238 at the year end.

As stated in the Foreword on pages 1 to 3, the members of Executive Committee expect the Union to generate a surplus in 2024.

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

c) Members' contributions

Contributions are shown in the accounts on the basis of cash receivable for the year.

d) Other income

Other income such as rent is dealt with on an accrual basis.

e) Payments to branches

Control over the use of the amounts paid to Branches' General Funds under Rule 10.5 (a) and Branches' Political Funds under Rule 10.5 (i) is delegated to branches. Branches' General and Political Funds are incorporated in these financial statements.

f) Fixed assets

Fixed assets are stated at cost less accumulated depreciation.

Depreciation is provided on the following bases:

Freehold land	Nil
Freehold buildings (excluding investment property)	Over their estimated remaining useful lives ranging from 40 to 50 years from 1 January 1991 or 100 years from date of purchase if later.
Leasehold property	Over the term of the 150 year lease.
Furniture and fittings and equipment	At 10 per cent per annum on cost
Computer equipment	At 20 per cent per annum on cost

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 December 2023**

g) Investments

Quoted Investments are stated at fair value which is deemed to be market value at the Balance Sheet date. Movements in the market value are accounted for in the Statement of Comprehensive Income after the results from the operating activities for the year. Unquoted investments are stated at cost.

h) Investment property

Investment property at the balance sheet date is valued at fair value which is deemed to be market value at that date. Movements in the market value are accounted for in the Statement of Comprehensive Income after the results from the operating activities for the year.

i) Provisions

Provisions, where considered appropriate, are made on a consistent and prudent basis. The valuation is based on reasoned estimation of costs as provided by independent third parties, and can be carried forward to future periods.

j) Taxation

Taxation has been applied in accordance with current UK taxation legislation.

Value added Tax is only partially recoverable. The non-recoverable element is expensed through the Statement of Comprehensive Income in the operating costs of the Union.

Deferred tax is provided to take account of material timing differences in the accounting treatment of certain assets or accounting purposes and for taxation purposes.

k) Operating leases

Rental income from leases is charged to the Statement of Comprehensive Income as and when due.

Lease payments are expensed to the Statement of Comprehensive Income on a straight line basis during the year as part of the operating costs of the Union.

l) Defined benefit pension scheme

The surplus or deficit arising on the Union's defined benefit pension scheme is disclosed in the Union's Balance Sheet. Movements on the pension scheme are reflected through the Income and Expenditure Account to the extent that they relate to the employer's current service costs (which is reflected within staff costs) or movements arising from expected returns on scheme assets net of interest on scheme liabilities. Movements arising from changes in actuarial assumptions are reflected through the Statement of Comprehensive Income.

m) Critical accounting assumptions and judgements

The preparation of financial statements requires management to make judgements, estimates and assumptions in the application of accounting policies that affect the reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates. Estimates and judgements are continuously evaluated and are based on historical experience and other factors including expectations of future events that are believed to be reasonable. Revisions to accounting estimates are recognised in the period in which the estimates are revised and any future period affected.

In preparing these financial statements, the Union has made the following judgements:
Determined whether there are any indicators of impairment of the Union's tangible fixed assets. Factors taken into consideration in reaching such a decision include the economic viability and expected future financial performance of the asset and where it is a component of a larger cash-generating unit, the viability and expected future performance of that unit.

Pension scheme – see note above.

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 December 2023**

2. FIXED ASSETS	Properties Note 19	Furniture fittings & equipment	Computer equipment	Total
	£	£	£	£
VALUE				
Balance 1 January 2023	9,947,880	237,629	271,743	10,457,252
Additions	-	-	64,879	64,879
Disposals	(129,400)	-	-	(129,400)
Revaluation FRS 102	(115,265)	-	-	(115,265)
Balance 31 December 2023	9,703,215	237,629	336,622	10,277,466
DEPRECIATION				
Balance 1 January 2023	607,630	234,855	166,892	1,009,377
Disposals	(43,126)	-	-	(43,126)
Charged	66,145	522	48,885	115,552
Balance 31 December 2023	630,649	235,377	215,777	1,081,803
BOOK VALUE				
Balance 31 December 2023	9,072,566	2,252	120,845	9,195,663
Balance 31 December 2022	9,340,250	2,774	104,851	9,447,875

For a full breakdown of the properties see note 19 on page 25.

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 December 2023**

3. TAXATION

The Union is not liable to taxation on income from its members. Tax credits arise on dividends received. Corporation tax is payable on investment income to the extent that this exceeds provident benefits.

However the aggregate deferred tax relating to revalued investments that are recognised in the Income & Expenditure account has been provided for as below:

Deferred Tax Provision	2023	2022
		£
Balance 1 January 2023	-	-
Revaluation of investment property At 31 December 2023 @ 25%	-	-
Balance 31 December 2023	<u>-</u>	<u>-</u>

4. INVESTMENT INCOME

	2023	2022
	£	£
Dividends & interest received	202,523	131,913
Rents received	121,984	205,633
	<u>324,507</u>	<u>337,546</u>

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 December 2023**

	General Fund	Political Fund	Branches Gen Fund	Branches Political Fund	2023 TOTAL	2022
	£	£	£	£	£	£
5 BENEFITS AND SERVICES						
Legal services	178,094	-	-	-	178,094	225,109
Diaries	36,642	-	-	-	36,642	45,497
ASLEF Journal	350,242	-	-	-	350,242	323,763
Educational costs	58,647	-	-	-	58,647	86,166
Branches' General Fund education	-	-	64,135	-	64,135	41,559
Rule 16.2 Hardship payments	52,000	-	-	-	52,000	13,700
	675,625	-	64,135	-	739,760	735,794
6 AFFILIATION FEES						
Labour Party	-	61,205	-	-	61,205	60,914
Trades Union Congress	65,596	-	-	-	65,596	63,738
Scottish TUC	3,805	-	-	-	3,805	3,838
Wales TUC	250	-	-	-	250	250
Int. Transport Workers' Federation	39,332	-	-	-	39,332	37,949
European Transport Workers' Federation	19,548	-	-	-	19,548	16,269
Others (Appendix 1)	8,661	-	-	-	8,661	6,222
	137,192	61,205	-	-	198,397	189,180

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 December 2023**

	General Fund	Political Fund	Branches Gen Fund	Branches Political Fund	2023 TOTAL	2022
	£	£	£	£	£	£
7 DONATIONS						
Campaigns Mail Monkey etc	78,613	-	-	-	78,613	51,114
Jeremy Corbyn legal costs appeal	20,000	-	-	-	20,000	-
Durham Miners Redhill appeal	18,450	-	-	-	18,450	9,333
Consulting Scotland campaigns	18,240	-	-	-	18,240	12,200
Palestine Campaign	10,502	-	-	-	10,502	2,673
Turkey Earthquake Appeal	6,751	-	-	-	6,751	-
Labour Party Election	-	5,986	-	-	5,986	9,800
Justice for Colombia	5,285	-	-	-	5,285	5,250
JD Political Communications	-	5,000	-	-	5,000	-
Tolpuddle Festival sponsorship	5,000	-	-	-	5,000	-
Jacob Abraham donation	4,845	-	-	-	4,845	-
Ukraine Solidarity appeal	3,000	-	-	-	3,000	12,867
Unions 21	2,758	-	-	-	2,758	2,627
Peoples Press	2,000	-	-	-	2,000	2,000
Institute of Employment Rights	2,000	-	-	-	2,000	2,900
Wortley Hall	2,000	-	-	-	2,000	-
Human Rights in Iran	1,502	-	-	-	1,502	-
Others (Appendix 2)	24,060	-	-	-	24,060	66,775
	205,006	10,986	-	-	215,992	177,539

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 December 2023**

	Note	2023	2022
		£	£
8	CONFERENCE EXPENSES		
	Annual assembly of delegates	307,693	295,711
	TUC Congress	56,504	28,687
	TUC conferences	33,319	27,800
	ITF and ETF	90,771	23,329
	Labour Party	66,361	35,433
	Scottish Labour Party	1,745	4,328
	Wales Labour Party	2,520	1,566
	Others (Appendix 3)	129,526	144,142
		688,439	560,996
9	SALARIES AND EXPENSES		
	General Secretary – M Whelan	25 129,806	118,858
	Executive committee	24 239,968	238,355
	Officers	25 958,152	888,759
	Head office staff	1,506,769	1,304,262
	National insurance	316,395	305,493
	Pension, group life and permanent health costs	675,160	1,328,208
		3,826,250	4,183,935

Included within pension costs above are £ 401,000 (2022: £ 912,000) in respect of current service cost and interest on liability as determined by the scheme actuary and shown in note 12.

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 December 2023**

	2023	2022
	£	£
10 OTHER ORGANISING EXPENSES		
Branch expenses	77,592	58,722
Branch officers' expenses	170,308	152,857
District organisers' expenses	24,559	9,948
Branches' General Fund		
- miscellaneous expenses	149,983	124,658
Branches' Political Fund		
- miscellaneous expenses	47,574	63,423
District council expenses	179,735	162,903
Company council representatives	8,413	14,974
Representative committees	65,796	50,655
Delegation and organising expenses	107,818	70,222
Trustees' expenses	9,400	6,335
	<u>841,178</u>	<u>714,697</u>
11 OFFICE EXPENSES		
Stationery, printing and publications	49,725	67,677
Communications	56,786	40,981
Bank charges and interest	23,304	23,492
Audit and accountancy	29,523	32,928
General legal and professional expenses	76,280	78,068
Goods purchased for presentation and resale	11,883	41,364
Ballots	204,624	73,348
Technology and sundry expenses	222,462	226,497
	<u>674,587</u>	<u>584,355</u>

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 December 2023**

12. PENSION SCHEME CONTRIBUTIONS

The Union operates the ASLEF Officers & Staff Superannuation Fund (the Scheme), a UK registered trust-based pension scheme that provides defined benefits. Pension benefits are linked to the members' pensionable salaries and service at their retirement (or date of leaving if earlier). The Trustees are responsible for running the Scheme in accordance with the Scheme's Trust Deed and Rules, which sets out their powers. The Trustees of the Scheme are required to act in the best interests of the beneficiaries of the Scheme.

Following changes to the Scheme's benefits structure effective from 1 November 2023, the annual contributions required from the Union for future accrual increased to 23.0% or 20.5%. In respect of the deficit in the Scheme as at 1 August 2022, the Union has agreed to pay contributions of £21,750 per month from November 2023 to August 2032 (inclusive).

Member contributions payable in addition to the above, remain at the rates of either 5% or 7.5% of pensionable pay.

The value of the assets and defined benefit obligations reflect market conditions at the year end.

At 31 December 2023 the deficit in the Scheme was £300,000 (2022: £1,569,000). The main factor contributing to the improvement was changes in assumptions which have significantly reduced the defined benefit obligation. This is primarily due to a higher discount rate following increases in corporate bond yields over the year.

In 2018 a High Court ruling gave Trustees the duty to make sure that equal pension benefits were paid to men and women, including where these benefits are in the form of GMP. As a result, all schemes with GMP rights have to now allow for the equalisation of benefits for the effect of unequal GMPs. This has been allowed for within these disclosures, by increasing the defined benefit obligation by 0.2% (2022 0.2%). The GMP equalisation allowance of 0.2% of the defined benefit obligation equates to £46,000 (2022 £44,000).

The assumptions used in calculating the defined benefit obligations for section 28 of FRS 102 are not used for funding the Scheme. The assumptions used in funding the Scheme and for calculating the funding deficit of £2.1m referred to above, are in accordance with s225 and s226 of The Pensions Act 2004.

Present values of scheme liabilities, fair value of assets and deficit

	2023	2022	2021
	£'000	£'000	£'000
Fair value of scheme assets	22,955	20,365	23,109
Present value of scheme liabilities	23,255	21,934	34,619
Deficit in scheme	<u>(300)</u>	<u>(1,569)</u>	<u>(11,510)</u>

There is no deferred tax asset or liability in relation to the above pension assets or liabilities.

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 December 2023**

12 **PENSION SCHEME CONTRIBUTIONS (continued)**

	2023	2022
Reconciliation of opening and closing balances of the fair value of scheme liabilities		
	£'000	£'000
Scheme liabilities at 1 January 2023	21,934	34,619
Current service cost	401	912
Past service cost in respect of GMP equalisation		
Interest cost	1,023	624
Contributions by scheme participants	174	160
Actuarial losses / (gains) : Experience	111	1,750
Actuarial losses / (gains) : Change of basis	595	(15,127)
Benefits paid and death in service insurance premiums	(983)	(1,004)
Scheme liabilities at 31 December 2023	23,255	21,934
 Reconciliation of opening and closing balances of the fair value of scheme assets		
	£'000	£'000
Fair value of scheme assets at 1 January 2023	20,365	23,109
Expected return on scheme assets	1,717	(3,005)
Interest Income	956	415
Contributions by employer	726	690
Contributions by scheme participants	174	160
Benefits paid and death in service insurance premiums	(983)	(1,004)
Fair value of scheme assets at 31 December 2023	22,955	20,365

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 December 2023**

12 **PENSION SCHEME CONTRIBUTIONS (continued)**

Total expense recognised in profit and loss account

	2023	2022
	£'000	£'000
Current service cost	401	912
Past service cost in respect of GMP equalisation		
Interest cost	67	209
Total expense recognised in profit or loss	468	1,121

	2023	2022
	£'000	£'000
Other Comprehensive Income		
Difference between interest costs and actual return on scheme assets:		
Amount: gain / (loss)	1,717	(3,005)
Effects of changes in the demographic and financial assumptions underlying the present value of the scheme liabilities:		
Amount: (loss) / gain on liabilities	(706)	13,377
Total Other Comprehensive Income	1,011	10,372

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 December 2023**

12 **PENSION SCHEME CONTRIBUTIONS (continued)**

Assets

	2023	2022	2021
	£'000	£'000	£'000
Insured Annuities	3,417	3,198	4,339
Equities	12,507	10,731	7,916
Diversified growth funds	-	-	6,200
Diversified credit funds	4,562	4,321	2,807
Multi asset funds	1,257	1,361	1,477
Cash and net current assets	1,212	754	370
Total assets	22,955	20,365	23,109

None of the fair values of the assets shown above include any property occupied by, or other assets used by, the Union.

ASSUMPTIONS

	2023	2022	2021
Inflation – RPI	3.1%	3.2%	3.4%
Inflation – CPI	2.8%	2.8%	2.9%
Salary increases	4.35%	3.3%	3.4%
Rate of discount	4.5%	4.7%	1.8%
Allowance for pension in payment increases of RPI or 5% per annum if less: Post 97 pension	3.0%	3.1%	3.3%
Post 21 pension	2.1%	2.1%	2.2%
Allowance for revaluation of deferred pensions of CPI previously RPI or 5% per annum if less: Pre 2009	2.8%	2.8%	2.9%
Post 2009	2.5%	2.5%	2.5%
Allowance for commutation of pension for cash at retirement	50% max	50% max	50% of max

The mortality assumptions adopted at 31 December 2023 imply the following life expectancies:

	2023	2022
Male retiring at age 65	21.4	21.9
Female retiring at age 65	23.9	24.3
Male retiring at age 65 aged 45	22.6	23.2
Female retiring at age aged 45	25.3	25.7

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 December 2023**

13 CONTINGENT LIABILITIES

There were no contingent liabilities for the Union as at 31 December 2023 other than a provision for the recovery of rent and services from one former St John Street tenant's at £33,094 (2022: £58,345).

14 CAPITAL COMMITMENTS

There are no capital commitments for the union as at 31st December 2023.

15 OPERATING LEASE OBLIGATION

Operating leases existing during 2023 had the following commitments:

	2023	2022
	£	£
Payments due within one year	12,873	31,761
Payments due 2 to 5 years	27,701	29,064
Payments due over 5 years to the end of the lease period	1,121,097	1,126,876

16 OPERATING LEASES REVENUE

Leases for the rental of Floors 1 & 2 at 77 St John Street. Recognised commitments include:

	2023	2022
	£	£
Payments due within one year	-	72,725
Payments due 2 to 5 years	-	-
Payments due over 5 years to the end of the lease period	-	-

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 December 2023**

17	DILAPIDATION RESERVE	2023	2022
		£	£
	Balance at 1 January 2023	82,672	32,672
	Increase in reserve.	71,800	50,000
	At 31 December 2023	154,472	82,672

18	ACCUMULATED FUNDS	Balance at 1 January 2023	Surplus/ (Deficit) for year	Balance 31 December 2023
		£	£	£
	General Fund	16,089,048	3,286,627	19,375,675
	Distress / Hardship Fund	1,500,000	-	1,500,000
	Fighting Fund	93,871	3,876	97,747
	Branches' General Fund	359,219	(50,878)	308,341
	Political Fund	481,162	144,514	625,676
	Total	18,523,300	3,384,139	21,907,439

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 December 2023**

19 PROPERTIES

	FREEHOLD PROPERTIES	FREEHOLD INVESTMENT PROPERTY	LEASE HOLD PROPERTY	TOTAL PROPERTY
	£	£	£	£
MARKET VALUE 31 December 2023		1,966,667		1,966,667
COST 31 December 2023	6,219,576		1,516,941	7,736,517
VALUE 31 December 2023	<u>6,219,576</u>	<u>1,966,667</u>	<u>1,516,941</u>	<u>9,703,184</u>
NET BOOK VALUE 31 December 2023	<u>5,668,705</u>	<u>1,966,667</u>	<u>1,437,194</u>	<u>9,072,566</u>
NET BOOK VALUE 31 December 2022	<u>5,810,570</u>	<u>2,081,932</u>	<u>1,447,748</u>	<u>9,340,250</u>

The Freehold properties net book value at 31 December 2023 comprised of the following:

77 St John Street £4,333,849, 14 A Bonny Street £1,166,287 & 86 Hillside Gardens £ 168,569.
Contracts for the sale of the freehold property 3 Gunning Way were exchanged on the 18th December 2023 in preparation for completion on 5th January 2024.

The long leasehold properties net book value at 31 December 2023 comprised of the following:
Flat 4, 242-244 St John Street £557,648 and Apt 604 9b Clerkenwell Road £879,546.

20 QUOTED INVESTMENTS	2023	2022
	£	£
Market value at 1 January 2023	7,641,909	8,261,016
Additions	160,638	278,852
Disposals	(275,912)	-
Realised (gains) / loss	(2,544)	-
Unrealised gain / (loss)	405,018	(897,959)
Market value at 31 December 2023	<u>7,929,109</u>	<u>7,641,909</u>

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 December 2023**

21	DEBTORS AND PREPAYMENTS	2023	2022
		£	£
	Trade debtors	23,109	-
	Accrued income	7,339	82,022
	Prepayments	284,369	254,350
	Other debtors	717,380	277,416
		1,032,197	613,788
		1,032,197	613,788
22	CASH AT BANK		
	Cash on deposit	3,638,092	2,259,509
	ASLEF Fighting Fund	97,355	93,779
	Other bank balances	235,791	259,660
		3,971,238	2,612,948
		3,971,238	2,612,948
23	CREDITORS AND ACCRUALS		
	Trade creditors	170,677	293,110
	Social security and other taxes	112,486	101,364
	Accruals	162,887	224,785
	Other creditors	62,783	106,002
		508,833	725,261
		508,833	725,261

**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 December 2023**

24 EXECUTIVE COMMITTEE (Note 9)

Name		Daily Allowance	Fares and petrol	Postage and telephone	Sundries	Total
		£	£	£	£	£
Baxter	J	18,458	381	294	-	19,133
Calfe	D	12,690	674	544	36	13,944
Colombini	M	64,949	346	853	-	66,148
Comfort	M	6,110	596	312	-	7,018
Metcalfe	J	20,611	735	1,088	193	22,627
Hudd	A	10,810	587	737	-	12,134
Kaye	H	39,062	154	2,354	-	41,570
Wakenshaw	M	12,447	817	612	3	13,879
Wilkinson	T	17,170	15	407	-	17,592
		<u>202,307</u>	<u>4,305</u>	<u>7,201</u>	<u>232</u>	<u>214,045</u>

Accommodation, hotels, and food
General expenses

7,023

18,900

239,968

25 OFFICERS (Note 9)

Name		Salary	Fares and petrol	Postage and telephone	Sundries	Total
		£	£	£	£	£
Brennan	F	104,149	250	1,636	36	106,071
Austin	S	104,149	479	426	36	105,090
Fisher	R	104,149	-	762	36	104,947
Gibson	N	104,149	510	552	36	105,247
Lindsay	K	104,149	3,613	1,507	36	109,305
Morris	G	104,149	1,491	668	36	106,344
Hourigan	A	104,149	318	416	41	104,924
Roebuck	N	104,149	768	361	36	105,314
Weller	S	108,609	398	1,778	36	110,821
Whelan	M	126,067	588	2,975	36	129,666
		<u>1,067,868</u>	<u>8,415</u>	<u>11,081</u>	<u>365</u>	<u>1,087,729</u>

Accommodation hotels & food

229

1,087,958

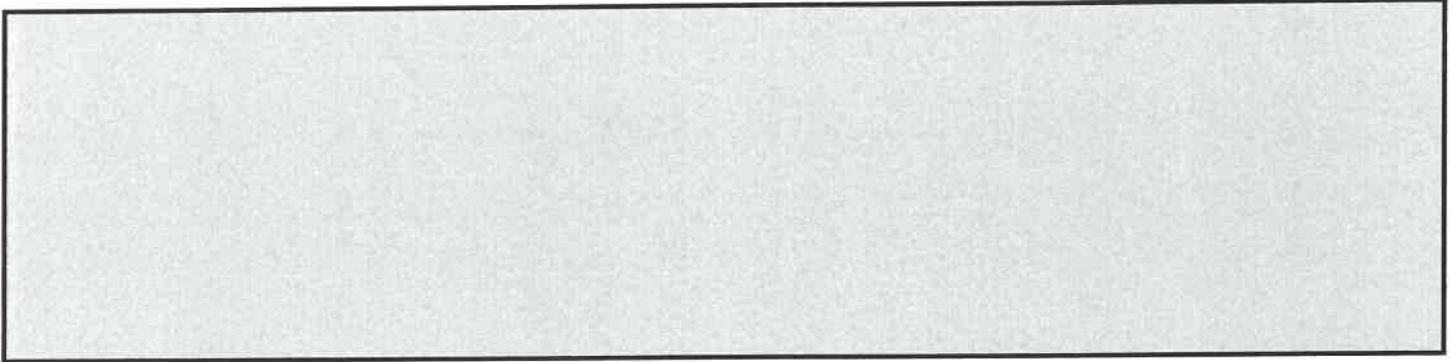
**ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 December 2023**

26. RELATED PARTIES

Micheal Whelan is a director of TU Financial Management Limited, an entity that acts as an intermediary between ASLEF and the investment management company. TU Financial Management Services Limited did not charge ASLEF any fees for it's services, nor did they hold any ASLEF funds'.

Accounting policies


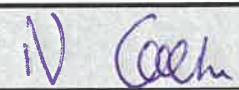
(see notes 84 and 85)



Signatures to the annual return

(see notes 86 & 87)

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

Secretary's Signature:		Chairman's Signature:	
			<small>(or other official whose position should be stated)</small>
Name:	Mick Wilson	Name:	DAVID CALFE
Date:	19 th May 2024	Date:	19 th MAY 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		No	<input checked="" type="checkbox"/>
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	

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)

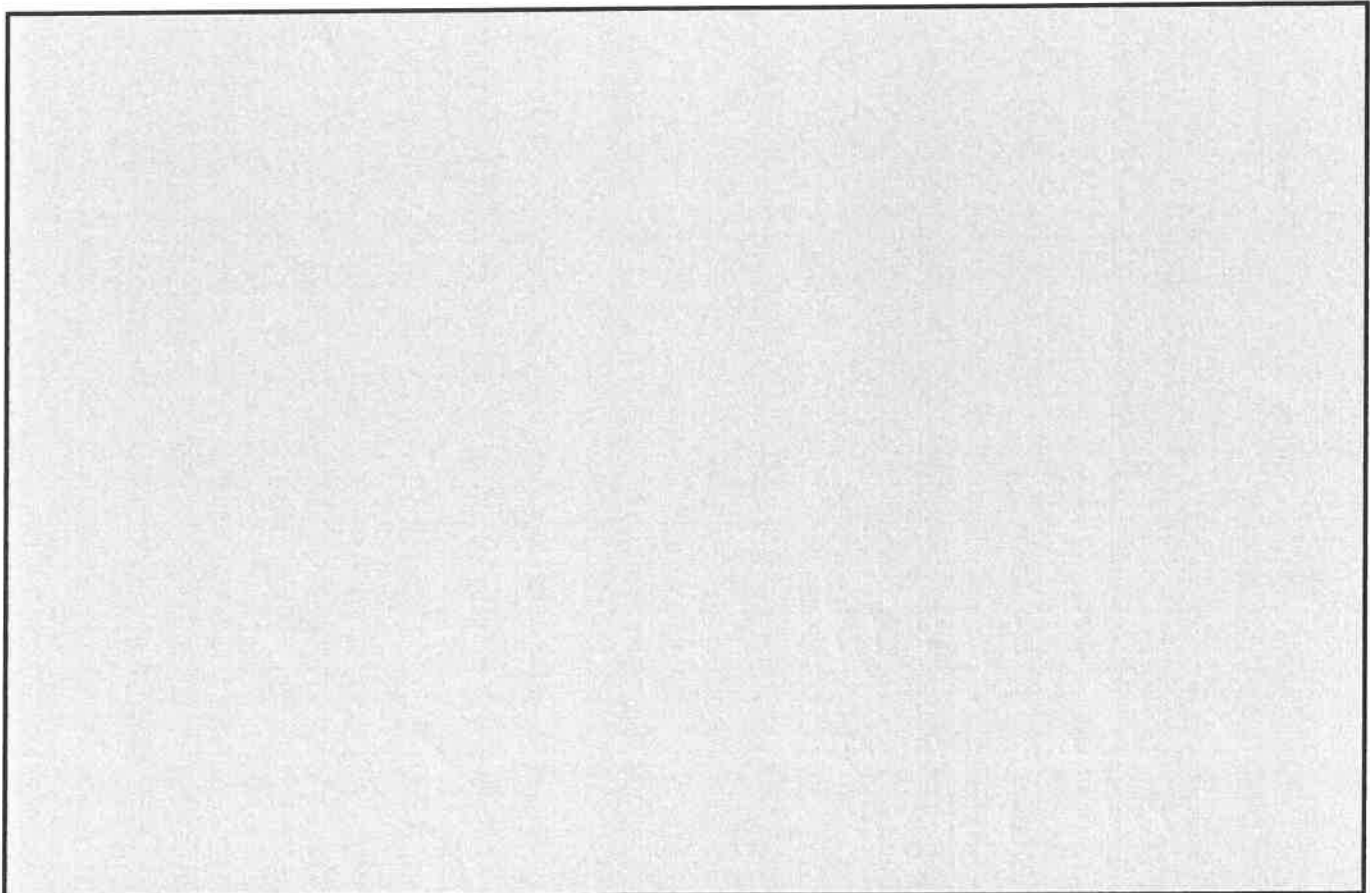
Please explain in your report overleaf or attached

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)



Signature(s) of auditor or auditors:

Azets Audit Services

Name(s):

AZETS AUDIT SERVICES

Profession(s) or Calling(s):

AUDITOR

Address(es):

2ND FLOOR, REGIS HOUSE

45 KING WILLIAM STREET

LONDON

Postcode

EC4R 9AW

Date

21 MAY 2024

Contact name for inquiries and telephone number:

020 7403 1877

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 AUDITORS' REPORT TO THE ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN

Opinion

We have audited the financial statements of the Associated Society of Locomotive Engineers and Firemen (ASLEF) (the 'Union') for the year ended 31 December 2023 which comprise the income and expenditure account, the statement of comprehensive income, the balance sheet, the cash flow statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the Union's affairs as at 31 December 2023 and of its result for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Trade Union and Labour Relations (Consolidation) Act 1992.

Basis for opinion

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

Conclusions relating to going concern

We have nothing to report in respect of the following matters in which the ISAs (UK) require us to report to you where:

- the Executive Committee's use of the going concern basis of accounting in the preparation of the financial statements is not appropriate, or
- the Executive Committee has not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Union's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The Executive Committee is responsible for the other information. The other information comprises the information included in the Foreword to the 2023 Annual Report and Financial Statements, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

INDEPENDENT AUDITORS' REPORT TO THE ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN

Matters in which we are required to report by exception

In 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 financial report.

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

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

Responsibilities of the Executive Committee

As explained more fully in the Statement of The Executive Committee's Responsibilities, the 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 Executive Committee determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the 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 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.

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

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the Union, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the Union is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the Union that were contrary to applicable laws and regulations, including fraud.

INDEPENDENT AUDITORS' REPORT TO THE ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the company through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Use of our report

This report is made solely to the Associated Society of Locomotive Engineers and Firemen, as a body, in accordance with the provisions of the Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the Union'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 as a body, for our audit work, for this report, or for the opinions we have formed.

Azets Audit Services

Azets Audit Services Limited
Chartered Accountants, Statutory Auditor,
Regis House, 45 King William Street, London EC4R 9AN.

21 May 2024

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	JOHN HOWARD
Address	AZETS AUDIT SERVICES 2nd FLOOR, REG'S HOUSE, 45 King William Street LONDON EC4R 9AN
Date	21 May 2024
Contact name and telephone number	JOHN HOWARD 020 7403 1877