

Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	GMB				
Year ended:	31st December 2023				
List no:	707T				
Head or Main Office address:	Mary Turner House				
	22 Stephenson Way				
	London				
Postcode	NW1 2HD				
Website address (if available)	www.gmb.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:	Gary Smith				
Telephone Number:	0141 849 6600				
Contact name for queries regarding the completion of this return	Alison Turtle				
Telephone Number:	0141 849 6600				
E-mail:	alison.turtle@gmb.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
	565,688	10,384	33	358	576,463
Total	565,688	10,384	33	358	A 576,463

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

488,551

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

266

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	Rachael Hookway		05 September 2023

State whether the union is:

a. A branch of another trade union?

Yes

No

If yes, state the name of that other union:

b. A federation of trade unions?

Yes

No

If yes, state the number of affiliated unions:

and names:

Officers in post

(see note 12)

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

Name of Officer	Position held and date elected
Please see attached schedule	

GMB: 707T

AR21 - P2A Attachment

Officers in Post at 31 December 2023

Name of Officer	Position	Date of Appointment
Gary Smith	General Secretary	03/06/2021
Barbara Plant	President	03/12/2019
Malcolm Sage	Vice President	03/12/2019
Kathy Abu-Bakir	Executive	03/12/2019
Shane Allinson	Executive	03/12/2019
Tracey Ashton	Executive	03/12/2019
Arron Bevan-John	Executive	03/12/2019
Gwylan Brinkworth	Executive	03/12/2019
Kevin Buchanan	Executive	03/12/2019
Amanda Burley	Executive	03/12/2019
Mike Carr	Executive	03/12/2019
Margaret Clarke	Executive	03/12/2019
Richard Clarke	Executive	03/12/2019
Carol Clarkson	Executive	03/12/2019
Elaine Daley	Executive	03/12/2019
Sandra Daniell	Executive	03/12/2019
Anne Dean	Executive	03/12/2019
John Dolan	Executive	03/12/2019
Danny Faith	Executive	03/12/2019
Brian Farr	Executive	03/12/2019
David Flanagan	Executive	03/12/2019
Shailesh Gaglani	Executive	03/12/2019
Gordon Gibbs	Executive	03/12/2019
Dean Gilligan	Executive	03/12/2019
Margaret Gregg	Executive	03/12/2019
Colin Gunter	Executive	03/12/2019
Gary Harris	Executive	03/12/2019
Fiona Heneghan	Executive	03/12/2019
Kevan Hensby	Executive	03/12/2019
David Hope	Executive	03/12/2019
Sarah Hurley	Executive	03/12/2019
Mary Hutchinson	Executive	03/12/2019
Kevin Jones	Executive	03/12/2019
Farzana Jumma	Executive	03/12/2019
Warinder Juss	Executive	03/12/2019
Evelyn Martin	Executive	03/12/2019
David Mclean	Executive	03/12/2019
Peter Meyrick	Executive	03/12/2019
June Minnery	Executive	03/12/2019
Cath Pinder	Executive	03/12/2019
Gordon Richardson	Executive	03/12/2019
Carol Robertson	Executive	03/12/2019
Penny Robinson	Executive	03/12/2019
Robbie Scott	Executive	03/12/2019
Vivien Smart	Executive	03/12/2019
Donna Spicer	Executive	03/12/2019
Catherine Sutton	Executive	03/12/2019
Sue Walker	Executive	03/12/2019
John Warcup	Executive	03/12/2019
Robert Welham	Executive	03/12/2019
Lorraine Winson	Executive	03/12/2019
Alan Woodward	Executive	03/12/2019
Samanta Zubruté	Executive	03/12/2019

General Fund

(see notes 13 to 18)

	£000	£000
Income		
From Members: Contributions and Subscriptions		68,293
From Members: Other income from members (specify)		
Total other income from members		
Total of all income from members		68,293
Investment income (as at page 12)		1,342
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	3,844	
Total of other income (as at page 4)		3,844
Total income		73,479
Interfund Transfers IN		
Expenditure		
Benefits to members (as at page 5)		7,067
Administrative expenses (as at page 10)		123,254
Federation and other bodies (specify)		
Affiliation Fees		1,763
Total expenditure Federation and other bodies		1,763
Taxation		
Total expenditure		132,084
Interfund Transfers OUT		7,749
Surplus (deficit) for year		-58,605
Amount of general fund at beginning of year		158,670
Amount of general fund at end of year		92,316

Analysis of income from federation and other bodies and other income

(see notes 19 and 20)

Description	£000
Federation and other bodies	
Total federation and other bodies	
Any Other Sources	
Commissions on Financial Services	68
Other Commission and Income	487
Gain on Revaluation of Investments to Fair Value	3,289
Total other sources	3,844
Total of all other income	3,844

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

			£000
Representation –		brought forward	5,160
Employment Related Issues		Advisory Services	
Legal Expenses	4,551		
Representation –		Other Cash Payments	
Non Employment Related Issues			
		Education and Training services	
		Education	737
		Salaries	782
Communications			
Diaries	37		
Publications	572		
		Negotiated Discount Services	
Dispute Benefits			
		Other Benefits and Grants (specify)	
		Funeral Benefit	363
		Fatal Accident Benefit	19
		Retirement Benefit	2
		Hardship Grants	4
carried forward	5,160	Total (should agree with figure in General Fund)	7,067

(See notes 21 and 23)

Fund 2		Fund Account	
Name:	Dispute Fund	£000	£000
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
	Interfund Transfers IN		3,126
Expenditure			
	Benefits to members		2,834
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		2,834
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		-2,834
	Amount of fund at beginning of year		115
	Amount of fund at the end of year (as Balance Sheet)		407
	Number of members contributing at end of year		N/A

Fund 3		Fund Account	
Name:	Branch Commission Fund	£000	£000
Income			
	From members		
	Investment income (as at page 12)		4
	Other income (specify)		
	Miscellaneous Income		130
	Total other income as specified		130
	Total Income		134
	Interfund Transfers IN		5,119
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		5,214
	Total Expenditure		5,214
	Interfund Transfers OUT		622
	Surplus (Deficit) for the year		-5,080
	Amount of fund at beginning of year		10,972
	Amount of fund at the end of year (as Balance Sheet)		10,389
	Number of members contributing at end of year		N/A

(See notes 21 and 23)

Fund 4		Fund Account	
Name:	MPO Reserve Fund	£000	£000
Income			
	From members		11
	Investment income (as at page 12)		
	Other income (specify)		
		Total other income as specified	
		Total Income	11
		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	11
		Amount of fund at beginning of year	1,539
		Amount of fund at the end of year (as Balance Sheet)	1,550
		Number of members contributing at end of year	384

Fund 5		Fund Account	
Name:	ASU Reserve Fund	£000	£000
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
		Total other income as specified	
		Total Income	
		Interfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
		Total Expenditure	
		Interfund Transfers OUT	
		Surplus (Deficit) for the year	
		Amount of fund at beginning of year	34
		Amount of fund at the end of year (as Balance Sheet)	34
		Number of members contributing at end of year	3

(See notes 21 and 23)

Fund 6		Fund Account	
Name:	Members' Superannuation Fund	£000	£000
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
	Interfund Transfers IN		126
Expenditure			
	Benefits to members		123
	Administrative expenses and other expenditure (as at page 10)		3
	Total Expenditure		126
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		-126
	Amount of fund at beginning of year		572
	Amount of fund at the end of year (as Balance Sheet)		572
	Number of members contributing at end of year		N/A

Fund 7		Fund Account	
Name:	Regional Benefits Fund	£000	£000
Income			
	From members		74
	Investment income (as at page 12)		40
	Other income (specify)		
	Realised Gain on Sale of Investments		1
	Gain on Revaluation of Investments Fair Value		184
	Total other income as specified		185
	Total Income		299
	Interfund Transfers IN		
Expenditure			
	Benefits to members		26
	Administrative expenses and other expenditure (as at page 10)		23
	Total Expenditure		49
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		250
	Amount of fund at beginning of year		3,286
	Amount of fund at the end of year (as Balance Sheet)		3,536
	Number of members contributing at end of year		11,265

(See notes 21 and 23)

Fund 8		Fund Account		
Name:		£000	£000	
Income	From members			
	Investment income (as at page 12)			
	Other income (specify)			
	Total other income as specified			
	Total Income			
	Interfund Transfers IN			
Expenditure	Benefits to members			
	Administrative expenses and other expenditure (as at page 10)			
		Total Expenditure		
		Interfund Transfers OUT		
		Surplus (Deficit) for the year		
		Amount of fund at beginning of year		
		Amount of fund at the end of year (as Balance Sheet)		
	Number of members contributing at end of year			

Fund 9		Fund Account		
Name:		£000	£000	
Income	From members			
	Investment income (as at page 12)			
	Other income (specify)			
	Total other income as specified			
	Total Income			
	Interfund Transfers IN			
Expenditure	Benefits to members			
	Administrative expenses and other expenditure (as at page 10)			
		Total Expenditure		
		Interfund Transfers OUT		
		Surplus (Deficit) for the year		
		Amount of fund at beginning of year		
		Amount of fund at the end of year (as Balance Sheet)		
	Number of members contributing at end of year			

Political fund account

(see notes 24 to 33)

£000

£000

Political fund account 1		To be completed by trade unions which maintain their own political fund	
	Income		
	Members contributions and levies		1,699
	Investment income (as at page 12)		
Other income (specify)			
	Total other income as specified		
	Total income		1,699
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)		1,293
	Expenditure B (as at page ii)		
	Expenditure C (as at page iii)		6
	Expenditure D (as at page iv)		
	Expenditure E (as at page v)		175
	Expenditure F (as at page vi)		10
	Non-political expenditure (as at page vii)		17
	Total expenditure		1,501
	Surplus (deficit) for year		198
	Amount of political fund at beginning of year		1,367
	Amount of political fund at the end of year (as <u>Balance Sheet</u>)		1,565
	Number of members at end of year contributing to the political fund		373,593
	Number of members at end of the year not contributing to the political fund		202,870
	Number of members at end of year who have completed an exemption notice and do not contribute to the political fund		14,424
Political fund account 2		To be completed by trade unions which act as components of a central trade union	
Income	Contributions and levies collected from members on behalf of central political fund		
	Funds received back from central political fund		
	Other income (specify)		
	Total other income as specified		
	Total income		
Expenditure	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)		
	Administration expenses in connection with political objects(specify)		
	Non-political expenditure		
	Total expenditure		
	Surplus (deficit) for year		
	Amount held on behalf of trade union political fund at beginning of year		
	Amount remitted to central political		
	Amount held on behalf of central political fund at end of year		
	Number of members at end of year contributing to the political fund		
	Number of members at end of the year not contributing to the political fund		
	Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund		

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

Political fund account expenditure (a)

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

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

Contribution to the funds of, or on the payment of expenses incurred directly or indirectly by a political party	
Name of political party in relation to which money was expended	Total amount spent during the period £
Labour Party	1,293
Total	1,293

Political fund account expenditure (b)

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

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

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

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

Political fund account expenditure (c)

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

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

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

Title and Date of election	Name of political party/organisation	Name of candidate, organisation or political party (see 33(iii))	£000
Local Elections, May 2023	Labour Party	Labour Party	1
Mid Beds By-Election, October 2023	Labour Party	A Strathern	1
General Election	Labour Party	Josh Fenton Glynn	1
General Election	Labour Party	Leonie Mathers	2
General Election	Labour Party	Labour Party	1
Total			6

Political fund account expenditure (d)

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

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

Expenditure on the maintenance of any holder of political office	
Name of office holder	£000
Total	

Political fund account expenditure (e)

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

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

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

Name of political party	£000
Labour Party	175
Total	175

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	£000
Labour Party	10
Total	10

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

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

(a) the nature of each cause or campaign for which money was expended, and the total amount expended in relation to each one		£000
Fire and Rehire		1
Political Monitoring Subscriptions		13

Total expenditure 14

(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	£000

Total expenditure

(c) the total amount of all other money expended	£000
Miscellaneous GMB Campaigns	3

Total expenditure 3

Total of all expenditures 17

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

(see notes 34 and 35)

		£000
Administrative Expenses		
Remuneration and expenses of staff		36,188
Salaries and Wages included in above	29,618	
Auditors' fees		142
Legal and Professional fees		393
Occupancy costs		3,712
Stationery, printing, postage, telephone, etc.		2,979
Expenses of Executive Committee (Head Office)		72
Expenses of conferences		2,873
Other administrative expenses (specify)		
Branch Costs		5,510
Car Expenses		1,384
IT Expenses		1,100
Services		998
Bank Charges		186
Other Outgoings		
Depreciation		977
Pension Scheme Actuarial Loss		69,997
Loss on Revaluation of Investments to Fair Value		887
Loss on Disposal of Tangible Fixed Assets		208
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
Campaigns and Recruitment		888
Total		128,494
Charged to:	General Fund (Page 3)	123,254
	Dispute Fund	
	Branch Commission Fund	5,214
	MPO Reserve Fund	
	ASU Reserve Fund	
	Members' Superannuation Fund	3
	Regional Benefits Fund	23
Total		128,494

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	
	£	£	£	£	£	
Please see attached shedule						

Analysis of Officials' Salaries and Benefits

Office Held		Gross Salary	Employer's NI Contributions	Benefits		Total
				Pension	Other Benefits	
		£'000	£'000	£'000	Car £'000	£'000
General Secretary	Gary Smith	113	13	25	5	156
President	Barbara Plant	37	4	4		45
Vice President	Malcolm Sage	14	1			15
Executive	Kathy Abu-Bakir	8	-			8
Executive	Shane Allinson	-	-			-
Executive	Tracey Ashton	-	-			-
Executive	Arron Bevan-John	-	-			-
Executive	Gwylan Brinkworth	-	-			-
Executive	Kevin Buchanan	1	-			1
Executive	Amanda Burley	-	-			-
Executive	Mike Carr	-	-			-
Executive	Richard Clarke	4	-			4
Executive	Margaret Clarke	-	-			-
Executive	Carol Clarkson	3	-			3
Executive	Elaine Daley	2	-			2
Executive	Sandra Daniell	7	-			7
Executive	Anne Dean	-	-			-
Executive	John Dolan	1	-			1
Executive	Danny Faith	-	-			-
Executive	Brian Farr	-	-			-
Executive	David Flanagan	-	-			-
Executive	Shailesh Gaglani	8	-			8
Executive	Gordon Gibbs	15	1			16
Executive	Dean Gilligan	2	-			2
Executive	Margaret Gregg	-	-			-
Executive	Colin Gunter	4	-			4
Executive	Gary Harris	5	-			5
Executive	Fiona Heneghan	-	-			-
Executive	Kevan Hensby	3	-			3
Executive	Rachael Hookway	-	-			-
Executive	David Hope	19	1			20
Executive	Sarah Hurley	-	-			-
Executive	Mary Hutchinson	-	-			-
Executive	Kevin Jones	4	-			4
Executive	Farzana Jumma	-	-			-
Executive	Warinder Juss	-	-			-
Executive	Evelyn Martin	-	-			-
Executive	David McLean	2	-			2
Executive	Peter Meyrick	1	-			1
Executive	June Minnery	1	-			1
Executive	Cath Pinder	-	-			-
Executive	Gordon Richardson	9	-			9
Executive	Carol Robertson	-	-			-
Executive	Penny Robinson	8	-			8
Executive	Robbie Scott	-	-			-
Executive	Vivien Smart	2	-			2
Executive	Donna Spicer	4	-			4

Executive	Catherine Sutton	6	-			6
Executive	Susan Walker	-	-			-
Executive	John Warcup	12	1			13
Executive	Robert Welham	-	-			-
Executive	Lorraine Winson	-	-			-
Executive	Alan Woodward	-	-			-
Executive	Samanta Zubruté	-	-			-

Analysis of investment income

(see notes 47 and 48)

	Political Fund £000		Other Fund(s) £000
Rent from land and buildings			511
Dividends (gross) from:			
Equities (e.g. shares)			746
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			6
Other investment income (specify)			
Unquoted Investments			123
			1,386
		Total investment income	1,386
		Credited to:	
		General Fund (Page 3)	1,342
		Dispute Fund	
		Branch Commission Fund	4
		MPO Reserve Fund	
		ASU Reserve Fund	
		Members' Superannuation Fund	
		Regional Benefits Fund	40
		Political Fund	
		Total Investment Funds	1,386

Balance sheet as at

31st December 2023

(see notes 49 to 52)

Previous Year		£000	£000
38,744	Fixed Assets (at page 14)		36,452
	Investments (as per analysis on page 15)		
41,582	Quoted (Market value £ (44,533))		44,533
10,198	Unquoted		11,458
	Total Investments		55,991
	Other Assets		
	Loans to other trade unions		
3,000	Sundry debtors		3,173
19,879	Cash at bank and in hand		20,781
	Income tax to be recovered		
	Stocks of goods		
	Others (specify)		
67,108	Pension Asset		
	Total of other assets		23,954
89,987		Total assets	116,397
180,581			
158,670	General fund (page 3)		92,316
115	Dispute Fund		407
10,972	Branch Commission Fund		10,389
1,539	MPO Reserve Fund		1,550
34	ASU Reserve Fund		34
572	Members' Superannuation Fund		572
3,286	Regional Benefits Fund		3,536
1,367	Political Fund Account		1,565
	Liabilities		
	Amount held on behalf of central trade union political fund		
£1,641	Sundry Creditors		1,985
£2,315	Accrued Expenses		4,043
£3,956		Total liabilities	6,028
£180,511		Total assets	116,397

Fixed assets account

(see notes 53 to 57)

	Land and Buildings		Furniture and Equipment £000	Motor Vehicles £000	Not used for union business £000	Total £000
	Freehold £000	Leasehold £000				
Cost or Valuation						
At start of year	38,935		3,729	240	5,471	48,375
Additions	175		216			391
Disposals	-202		-764	-11	-5	-982
Revaluation/Transfers					-887	-887
At end of year	38,908		3,181	229	4,579	46,897
Accumulated Depreciation						
At start of year	7,994		1,595	42		9,631
Charges for year	561		394	21		976
Disposals	-71		-89	-2		-162
Revaluation/Transfers						
At end of year	8,484		1,900	61		10,445
Net book value at end of year	30,424		1,281	168	4,579	36,452
Net book value at end of previous year	30,941		2,134	198	5,471	38,744

Analysis of investments

(see notes 58 and 59)

Quoted	All Funds Except Political Funds £000	Political Fund £000
Equities (e.g. Shares)		
Equities	494	
Managed Funds	22,078	
Government Securities (Gilts)		
Gilts	55	
Other quoted securities (to be specified)		
Trade Union Unit Trust	21,905	
British Municipal Stocks and Loans	1	
Total quoted (as Balance Sheet)	44,533	
Market Value of Quoted Investment	44,533	
Unquoted		
Equities		
Unity Trust Bank PLC	10,653	
Government Securities (Gilts)		
Mortgages		
Bank and Building Societies		
Other unquoted investments (to be specified)		
GMB Credit Union	728	
Unquoted Investments	77	
Total unquoted (as Balance Sheet)	11,458	
Market Value of Unquoted Investments	11,458	

Analysis of investment income (controlling interests)

(see notes 60 and 61)

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

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

If YES name the relevant companies:

Company name	Company registration number (if not registered in England & Wales, state where registered)
Ethical Threads	06299674

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

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

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

Company name	Names of shareholders

Summary sheet

(see notes 62 to 73)

	All funds except Political Funds £000	Political Funds £000	Total Funds £000
Income			
From Members	68,378	1,699	70,077
From Investments	1,386		1,386
Other Income (including increases by revaluation of assets)	4,159		4,159
Total Income	73,923	1,699	75,622
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	140,307	1,501	141,808
Funds at beginning of year (including reserves)	175,188	1,367	176,555
Funds at end of year (including reserves)	108,804	1,565	110,369
Assets			
Fixed Assets			36,452
Investment Assets			55,991
Other Assets			23,954
		Total Assets	116,397
Liabilities		Total Liabilities	6,028
Net Assets (Total Assets less Total Liabilities)			110,369

Summary sheet

(see notes 62 to 73)

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

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

(see notes 74 to 80)

Did the union hold any ballots in respect of industrial action during the return period?	<input type="text" value="Yes"/>
If Yes How many ballots were held: <input style="width: 50px;" type="text" value="1838"/>	
For each ballot held please complete the information below:	
Ballot 1	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
Number of votes cast in the ballot	<input style="width: 80px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px;" type="text"/> ¹
Number of individuals answering "No" to the question	<input style="width: 80px;" type="text"/> ²
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px;" type="text"/> ³
	1-3 should total "Number of votes cast"
Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 60px;" type="text"/>
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>
Ballot 2	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
Number of votes cast in the ballot	<input style="width: 80px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px;" type="text"/> ¹
Number of individuals answering "No" to the question	<input style="width: 80px;" type="text"/> ²
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px;" type="text"/> ³
	1-3 should total "Number of votes cast"
Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 60px;" type="text"/>
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>
Ballot 3	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
Number of votes cast in the ballot	<input style="width: 80px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px;" type="text"/> ¹
Number of individuals answering "No" to the question	<input style="width: 80px;" type="text"/> ²
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px;" type="text"/> ³
	1-3 should total "Number of votes cast"
Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 60px;" type="text"/>
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>

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

Information on Industrial Action Ballots

Name of Organisation:		GMB			Reporting Period	01/01/23 - 31/12/23			
Did the union hold any ballots in respect of industrial action during the return period?				<u>Yes</u>	For each ballot held please complete the information below				
If yes, how many ballots were held?									
Ballot	Number of individuals who were entitled to vote in the ballot	Number of votes cast in the ballot	Number of Individuals answering "Yes" to the question	Number of Individuals answering "No" to the question	Number of invalid or otherwise spoiled voting papers returned	Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot?	Does 226(2B) of the 1992 Act apply to this ballot?	If yes, were the number of individuals answering "Yes" to the question(or each question) at least 40% of the number of individuals who were entitled to vote in the ballot	
	1534	567	494	68	5	No	Yes	No	32.2%
2	1534	567	534	23	10	No	Yes	No	34.8%
3	120	44	39	5	0	No	No		32.5%
4	120	44	40	4	0	No	No		33.3%
5	15	6	4	2	0	No	No		26.7%
6	15	6	5	1	0	No	No		33.3%
7	10	6	5	1	0	Yes	No		50.0%
8	5	1	1	0	0	No	No		20.0%
9	17	14	14	0	0	Yes	No		82.4%
10	725	404	345	56	3	Yes	Yes	Yes	47.6%
11	725	404	373	24	7	Yes	Yes	Yes	51.4%
12	53	45	45	0	0	Yes	No		84.9%
13	53	45	45	0	0	Yes	No		84.9%
14	188	139	63	76	0	Yes	No		33.5%
15	179	138	133	5	0	Yes	No		74.3%
16	179	138	121	13	4	Yes	No		67.6%
17	703	388	369	19	0	Yes	No		52.5%
18	703	388	374	5	9	Yes	No		53.2%
19	138	80	66	14	0	Yes	No		47.8%
20	138	80	70	9	1	Yes	No		50.7%
21	62	55	47	7	1	Yes	No		75.8%
22	62	55	49	5	1	Yes	No		79.0%
23	48	44	18	25	1	Yes	No		37.5%
24	48	44	24	20	0	Yes	No		50.0%
25	902	433	341	92	0	No	No		37.8%
26	8	7	7	0	0	Yes	No		87.5%
27	3	1	1	0	0	No	No		33.3%
28	40	25	25	0	0	Yes	No		62.5%
29	9	7	6	0	1	Yes	No		66.7%

30	216	107	63	42	2	No	No	29.2%
31	216	107	84	16	7	No	No	38.9%
32	248	74	67	7	0	No	No	27.0%
33	248	74	68	5	1	No	No	27.4%
34	599	175	157	15	3	No	No	26.2%
35	599	175	155	12	8	No	No	25.9%
36	105	18	16	2	0	No	No	15.2%
37	105	18	16	2	0	No	No	15.2%
38	12	11	11	0	0	Yes	No	91.7%
39	312	268	205	63	0	Yes	No	65.7%
40	312	268	235	32	1	Yes	No	75.3%
41	36	27	22	5	0	Yes	No	61.1%
42	36	27	22	5	0	Yes	No	61.1%
43	14	6	3	3	0	No	No	21.4%
44	14	6	3	3	0	No	No	21.4%
45	15	4	2	2	0	No	No	13.3%
46	15	4	3	1	0	No	No	20.0%
47	97	49	32	17	0	Yes	No	33.0%
48	97	49	37	12	0	Yes	No	38.1%
49	53	19	8	10	1	No	No	15.1%
50	53	19	12	7	0	No	No	22.6%
51	40	37	28	8	1	Yes	No	70.0%
52	40	37	35	2	0	Yes	No	87.5%
53	36	15	11	4	0	No	No	30.6%
54	36	15	9	6	0	No	No	25.0%
55	25	21	20	1	0	Yes	No	80.0%
56	15	11	11	0	0	Yes	No	73.3%
57	46	46	40	6	0	Yes	No	87.0%
58	46	46	39	7	0	Yes	No	84.8%
59	43	33	33	0	0	Yes	No	76.7%
60	172	110	109	1	0	Yes	No	63.4%
61	172	110	106	1	3	Yes	No	61.6%
62	6	2	2	0	0	No	No	33.3%
63	6	2	2	0	0	No	No	33.3%
64	5	4	4	0	0	Yes	No	80.0%
65	5	4	4	0	0	Yes	No	80.0%
66	57	35	34	1	0	Yes	No	59.6%
67	57	35	32	2	1	Yes	No	56.1%
68	29	20	19	1	0	Yes	No	65.5%
69	29	20	18	2	0	Yes	No	62.1%
70	2	2	2	0	0	Yes	No	100.0%
71	2	2	2	0	0	Yes	No	100.0%
72	11	7	7	0	0	Yes	No	63.6%
73	11	7	6	0	1	Yes	No	54.5%
74	15	12	12	0	0	Yes	No	80.0%
75	36	24	15	9	0	Yes	No	41.7%
76	6	5	5	0	0	Yes	No	83.3%
77	43	30	25	5	0	Yes	No	58.1%

78	43	30	23	6	1 Yes	No	53.5%
79	7	6	6	0	0 Yes	No	85.7%
80	7	6	5	0	1 Yes	No	71.4%
81	7	4	3	1	0 Yes	No	42.9%
82	55	31	29	2	0 Yes	No	52.7%
83	113	77	77	0	0 Yes	No	68.1%
84	113	77	76	1	0 Yes	No	67.3%
85	57	43	39	4	0 Yes	No	68.4%
86	57	43	42	1	0 Yes	No	73.7%
87	140	45	36	9	0 No	No	25.7%
88	70	35	33	2	0 Yes	No	47.1%
89	70	35	30	4	1 Yes	No	42.9%
90	101	47	45	2	0 No	No	44.6%
91	917	549	422	125	2 Yes	No	46.0%
92	19	19	19	0	0 Yes	No	100.0%
93	19	19	18	0	1 Yes	No	94.7%
94	18	10	8	2	0 Yes	No	44.4%
95	18	10	9	1	0 Yes	No	50.0%
96	90	89	86	3	0 Yes	No	95.6%
97	7	4	4	0	0 Yes	No	57.1%
98	7	4	4	0	0 Yes	No	57.1%
99	59	34	30	4	0 Yes	No	50.8%
100	59	34	30	3	1 Yes	No	50.8%
101	128	93	93	0	0 Yes	No	72.7%
102	5	3	3	0	0 Yes	No	60.0%
103	28	14	14	0	0 Yes	No	50.0%
104	28	14	14	0	0 Yes	No	50.0%
105	42	28	28	0	0 Yes	No	66.7%
106	42	28	27	0	1 Yes	No	64.3%
107	81	54	51	3	0 Yes	No	63.0%
108	70	52	51	1	0 Yes	No	72.9%
109	70	52	51	1	0 Yes	No	72.9%
110	95	89	89	0	0 Yes	No	93.7%
111	50	37	36	1	0 Yes	No	72.0%
112	50	37	36	0	1 Yes	No	72.0%
113	19	16	10	6	0 Yes	No	52.6%
114	12	9	9	0	0 Yes	No	75.0%
115	12	9	9	0	0 Yes	No	75.0%
116	56	42	23	16	3 Yes	No	41.1%
117	56	42	29	11	2 Yes	No	51.8%
118	152	110	106	4	0 Yes	No	69.7%
119	7	6	6	0	0 Yes	No	85.7%
120	7	6	6	0	0 Yes	No	85.7%
121	25	12	4	8	0 No	No	16.0%
122	25	12	12	0	0 No	No	48.0%
123	182	97	58	39	0 Yes	No	31.9%
124	13	11	11	0	0 Yes	No	84.6%
125	13	11	11	0	0 Yes	No	84.6%

126	11	8	7	1	0	Yes	No	63.6%
127	11	8	8	0	0	Yes	No	72.7%
128	23	14	14	0	0	Yes	No	60.9%
129	23	14	14	0	0	Yes	No	60.9%
130	184	73	61	12	0	No	No	33.2%
131	176	69	61	8	0	No	No	34.7%
132	176	69	64	4	1	No	No	36.4%
133	116	85	83	2	0	Yes	No	71.6%
134	116	85	79	6	0	Yes	No	68.1%
135	27	20	17	3	0	Yes	No	63.0%
136	27	20	17	3	0	Yes	No	63.0%
137	37	31	30	1	0	Yes	No	81.1%
138	37	31	30	0	1	Yes	No	81.1%
139	235	222	206	16	0	Yes	No	87.7%
140	7	7	7	0	0	Yes	No	100.0%
141	7	7	7	0	0	Yes	No	100.0%
142	22	18	13	5	0	Yes	No	59.1%
143	117	90	79	11	0	Yes	No	67.5%
144	41	27	27	0	0	Yes	No	65.9%
145	91	77	75	2	0	Yes	No	82.4%
146	91	77	77	0	0	Yes	No	84.6%
147	3	0	0	0	0	No	No	0.0%
148	59	44	42	2	0	Yes	No	71.2%
149	5	2	1	1	0	No	No	20.0%
150	40	32	31	1	0	Yes	No	77.5%
151	40	32	30	1	1	Yes	No	75.0%
152	90	50	43	7	0	Yes	No	47.8%
153	12	2	1	1	0	No	No	8.3%
154	12	2	1	0	1	No	No	8.3%
155	10	5	4	1	0	Yes	No	40.0%
156	10	5	4	1	0	Yes	No	40.0%
157	81	55	50	5	0	Yes	No	61.7%
158	81	55	47	8	0	Yes	No	58.0%
159	91	73	64	9	0	Yes	No	70.3%
160	91	73	68	5	0	Yes	No	74.7%
161	7	6	6	0	0	Yes	No	85.7%
162	7	6	6	0	0	Yes	No	85.7%
163	124	96	91	5	0	Yes	No	73.4%
164	124	96	92	1	3	Yes	No	74.2%
165	79	57	41	16	0	Yes	No	51.9%
166	23	21	21	0	0	Yes	No	91.3%
167	23	21	20	0	1	Yes	No	87.0%
168	19	14	8	6	0	Yes	No	42.1%
169	19	14	4	6	4	Yes	No	21.1%
170	206	131	119	12	0	Yes	No	57.8%
171	49	23	23	0	0	No	No	46.9%
172	27	23	22	1	0	Yes	No	81.5%
173	27	23	21	1	1	Yes	No	77.8%

174	14	5	2	2	1	No	No	14.3%
175	4	3	3	0	0	Yes	No	75.0%
176	2	0	0	0	0	No	No	0.0%
177	2	0	0	0	0	No	No	0.0%
178	41	25	20	4	1	Yes	No	48.8%
179	41	25	19	2	4	Yes	No	46.3%
180	18	15	13	2	0	Yes	No	72.2%
181	18	15	15	0	0	Yes	No	83.3%
182	118	92	52	40	0	Yes	No	44.1%
183	169	107	72	34	1	Yes	No	42.6%
184	169	107	77	25	5	Yes	No	45.6%
185	14	10	9	1	0	Yes	No	64.3%
186	14	10	10	0	0	Yes	No	71.4%
187	27	17	17	0	0	Yes	No	63.0%
188	27	17	17	0	0	Yes	No	63.0%
189	391	285	249	34	2	Yes	No	63.7%
190	391	285	272	12	1	Yes	No	69.6%
191	52	42	36	6	0	Yes	No	69.2%
192	210	80	70	10	0	No	No	33.3%
193	210	80	73	7	0	No	No	34.8%
194	27	24	22	2	0	Yes	No	81.5%
195	34	19	19	0	0	Yes	No	55.9%
196	11	10	8	2	0	Yes	No	72.7%
197	11	10	9	1	0	Yes	No	81.8%
198	31	26	16	9	1	Yes	No	51.6%
199	31	26	20	5	1	Yes	No	64.5%
200	166	117	110	7	0	Yes	No	66.3%
201	166	117	114	3	0	Yes	No	68.7%
202	36	25	25	0	0	Yes	No	69.4%
203	69	47	42	5	0	Yes	No	60.9%
204	153	72	60	11	1	No	No	39.2%
205	153	72	63	7	2	No	No	41.2%
206	12	10	10	0	0	Yes	No	83.3%
207	12	10	10	0	0	Yes	No	83.3%
208	4	3	2	1	0	Yes	No	50.0%
209	4	3	2	1	0	Yes	No	50.0%
210	7	5	4	1	0	Yes	No	57.1%
211	7	5	5	0	0	Yes	No	71.4%
212	39	15	15	0	0	No	No	38.5%
213	39	15	15	0	0	No	No	38.5%
214	220	123	119	3	1	Yes	No	54.1%
215	220	123	112	8	3	Yes	No	50.9%
216	71	39	35	4	0	Yes	No	49.3%
217	71	39	36	2	1	Yes	No	50.7%
218	5	1	1	0	0	No	No	20.0%
219	5	1	1	0	0	No	No	20.0%
220	14	8	8	0	0	Yes	No	57.1%
221	91	46	45	1	0	Yes	No	49.5%

222	91	46	45	1	0	Yes	No	49.5%
223	16	9	6	2	1	Yes	No	37.5%
224	16	9	7	2	0	Yes	No	43.8%
225	15	12	11	1	0	Yes	No	73.3%
226	15	12	11	1	0	Yes	No	73.3%
227	16	11	11	0	0	Yes	No	68.8%
228	16	11	11	0	0	Yes	No	68.8%
229	951	346	343	3	0	No	No	36.1%
230	24	16	16	0	0	Yes	No	66.7%
231	50	30	22	8	0	Yes	No	44.0%
232	50	30	23	7	0	Yes	No	46.0%
233	90	53	46	7	0	Yes	No	51.1%
234	90	53	43	7	3	Yes	No	47.8%
235	127	93	79	13	1	Yes	No	62.2%
236	127	93	85	7	1	Yes	No	66.9%
237	24	16	14	2	0	Yes	No	58.3%
238	24	16	15	1	0	Yes	No	62.5%
239	3	2	2	0	0	Yes	No	66.7%
240	3	2	1	0	1	Yes	No	33.3%
241	56	43	36	7	0	Yes	No	64.3%
242	56	43	41	1	1	Yes	No	73.2%
243	54	32	30	2	0	Yes	No	55.6%
244	54	32	30	2	0	Yes	No	55.6%
245	104	34	26	7	1	No	No	25.0%
246	104	34	31	2	1	No	No	29.8%
247	23	20	17	3	0	Yes	No	73.9%
248	23	20	18	2	0	Yes	No	78.3%
249	25	19	17	2	0	Yes	No	68.0%
250	25	19	12	4	3	Yes	No	48.0%
251	41	27	20	7	0	Yes	No	48.8%
252	10	4	4	0	0	No	No	40.0%
253	10	4	4	0	0	No	No	40.0%
254	87	70	68	1	1	Yes	No	78.2%
255	87	70	69	1	0	Yes	No	79.3%
256	22	18	17	1	0	Yes	No	77.3%
257	22	18	18	0	0	Yes	No	81.8%
258	10	4	4	0	0	No	No	40.0%
259	10	4	4	0	0	No	No	40.0%
260	1	1	1	0	0	Yes	No	100.0%
261	1	1	1	0	0	Yes	No	100.0%
262	2	2	2	0	0	Yes	No	100.0%
263	2	2	2	0	0	Yes	No	100.0%
264	56	34	32	2	0	Yes	No	57.1%
265	27	18	14	4	0	Yes	No	51.9%
266	27	22	12	6	4	Yes	No	44.4%
267	27	22	22	0	0	Yes	No	81.5%
268	93	44	38	6	0	No	No	40.9%
269	1185	676	451	212	13	Yes	No	38.1%

270	1185	676	521	130	25	Yes	No	44.0%
271	32	22	21	1	0	Yes	No	65.6%
272	87	34	21	13	0	No	No	24.1%
273	100	69	67	2	0	Yes	No	67.0%
274	100	69	65	1	3	Yes	No	65.0%
275	23	20	6	14	0	Yes	No	26.1%
276	23	20	7	13	0	Yes	No	30.4%
277	32	28	26	2	0	Yes	No	81.3%
278	32	28	21	6	1	Yes	No	65.6%
279	2	2	2	0	0	Yes	No	100.0%
280	2	2	2	0	0	Yes	No	100.0%
281	169	149	134	15	0	Yes	No	79.3%
282	714	388	384	3	1	Yes	No	53.8%
283	86	40	37	3	0	No	No	43.0%
284	36	12	10	2	0	No	No	27.8%
285	18	18	18	0	0	Yes	No	100.0%
286	46	23	6	14	3	Yes	No	13.0%
287	46	23	15	7	1	Yes	No	32.6%
288	50	39	38	1	0	Yes	No	76.0%
289	8	6	4	2	0	Yes	No	50.0%
290	8	6	3	3	0	Yes	No	37.5%
291	8	8	6	2	0	Yes	No	75.0%
292	8	8	6	2	0	Yes	No	75.0%
293	140	119	114	4	1	Yes	No	81.4%
294	140	119	111	6	2	Yes	No	
295	38	27	27	0	0	Yes	No	
296	8	1	1	0	0	No	No	
297	26	13	13	0	0	Yes	No	
298	25	12	11	1	0	No	No	
299	19	13	13	0	0	Yes	No	
300	17	7	7	0	0	No	No	
301	4	0	0	0	0	No	No	
302	41	8	8	0	0	No	No	
303	15	5	4	1	0	No	No	
304	5	0	0	0	0	No	No	
305	10	3	3	0	0	No	No	
306	12	1	1	0	0	No	No	
307	81	47	44	3	0	Yes	No	
308	19	2	2	0	0	No	No	
309	18	8	7	1	0	No	No	
310	16	6	6	0	0	No	No	
311	16	6	6	0	0	No	No	
312	9	5	4	1	0	Yes	No	
313	38	15	15	0	0	No	No	
314	19	5	5	0	0	No	No	
315	18	4	4	0	0	No	No	
316	14	7	6	1	0	Yes	No	
317	15	2	2	0	0	No	No	

318	20	0	0	0	0	No	No
319	93	33	30	3	0	No	No
320	25	2	2	0	0	No	No
321	20	1	1	0	0	No	No
322	9	0	0	0	0	No	No
323	11	5	2	3	0	No	No
324	8	2	1	1	0	No	No
325	20	11	10	1	0	Yes	No
326	9	3	3	0	0	No	No
327	39	21	21	0	0	Yes	No
328	4	0	0	0	0	No	No
329	14	5	1	4	0	No	No
330	18	8	7	1	0	No	No
331	11	7	7	0	0	Yes	No
332	2	1	1	0	0	Yes	No
333	4	1	1	0	0	No	No
334	29	5	4	1	0	No	No
335	11	1	1	0	0	No	No
336	14	7	6	1	0	Yes	No
337	16	11	11	0	0	Yes	No
338	14	6	6	0	0	No	No
339	60	16	14	2	0	No	No
340	22	3	3	0	0	No	No
341	5	2	2	0	0	No	No
342	21	10	9	1	0	No	No
343	36	14	14	0	0	No	No
344	2	1	1	0	0	Yes	No
345	15	3	3	0	0	No	No
346	12	3	2	1	0	No	No
347	5	1	1	0	0	No	No
348	82	18	12	6	0	No	No
349	26	6	6	0	0	No	No
350	11	2	1	1	0	No	No
351	11	5	5	0	0	No	No
352	5	1	1	0	0	No	No
353	20	11	11	0	0	Yes	No
354	30	19	16	3	0	Yes	No
355	17	6	5	1	0	No	No
356	28	5	4	1	0	No	No
357	22	4	4	0	0	No	No
358	34	10	10	0	0	No	No
359	48	13	11	2	0	No	No
360	12	2	1	1	0	No	No
361	10	1	1	0	0	No	No
362	52	18	15	3	0	No	No
363	21	2	2	0	0	No	No
364	16	14	14	0	0	Yes	No
365	23	9	6	3	0	No	No

366	31	16	16	0	0	Yes	No
367	2	1	1	0	0	Yes	No
368	22	8	7	1	0	No	No
369	18	6	6	0	0	No	No
370	16	5	5	0	0	No	No
371	26	11	10	1	0	No	No
372	11	1	1	0	0	No	No
373	15	2	2	0	0	No	No
374	24	15	14	1	0	Yes	No
375	24	9	9	0	0	No	No
376	3	0	0	0	0	No	No
377	18	7	0	7	0	No	No
378	29	8	8	0	0	No	No
379	7	2	1	1	0	No	No
380	3	0	0	0	0	No	No
381	31	7	5	2	0	No	No
382	13	0	0	0	0	No	No
383	20	5	3	2	0	No	No
384	25	13	12	1	0	Yes	No
385	12	2	0	2	0	No	No
386	20	6	5	1	0	No	No
387	7	0	0	0	0	No	No
388	10	0	0	0	0	No	No
389	12	6	4	2	0	Yes	No
390	17	0	0	0	0	No	No
391	13	4	3	1	0	No	No
392	29	4	3	1	0	No	No
393	14	9	9	0	0	Yes	No
394	3	0	0	0	0	No	No
395	4	1	1	0	0	No	No
396	3	1	1	0	0	No	No
397	1	0	0	0	0	No	No
398	16	4	4	0	0	No	No
399	22	1	1	0	0	No	No
400	11	3	2	1	0	No	No
401	12	7	7	0	0	Yes	No
402	8	3	3	0	0	No	No
403	10	4	4	0	0	No	No
404	124	48	45	3	0	No	No
405	211	68	55	13	0	No	No
406	17	4	3	1	0	No	No
407	14	8	7	1	0	Yes	No
408	30	10	9	1	0	No	No
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410	28	6	4	2	0	No	No
411	15	2	2	0	0	No	No
412	6	2	1	1	0	No	No
413	17	3	0	3	0	No	No

414	9	3	2	1	0	No	No
415	13	3	3	0	0	No	No
416	17	3	3	0	0	No	No
417	19	11	11	0	0	Yes	No
418	8	0	0	0	0	No	No
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420	5	0	0	0	0	No	No
421	30	18	18	0	0	Yes	No
422	11	3	2	1	0	No	No
423	11	6	5	1	0	Yes	No
424	8	0	0	0	0	No	No
425	12	2	2	0	0	No	No
426	19	5	5	0	0	No	No
427	29	14	14	0	0	No	No
428	9	3	3	0	0	No	No
429	22	9	7	2	0	No	No
430	16	8	8	0	0	Yes	No
431	1	0	0	0	0	No	No
432	19	4	4	0	0	No	No
433	13	4	4	0	0	No	No
434	20	2	2	0	0	No	No
435	27	10	10	0	0	No	No
436	10	0	0	0	0	No	No
437	3	0	0	0	0	No	No
438	14	8	8	0	0	Yes	No
439	50	15	15	0	0	No	No
440	13	2	1	1	0	No	No
441	16	11	11	0	0	Yes	No
442	38	5	5	0	0	No	No
443	2	0	0	0	0	No	No
444	12	3	3	0	0	No	No
445	26	6	5	1	0	No	No
446	32	3	3	0	0	No	No
447	37	5	4	1	0	No	No
448	32	5	5	0	0	No	No
449	181	54	46	8	0	No	No
450	13	5	3	2	0	No	No
451	21	5	5	0	0	No	No
452	16	3	3	0	0	No	No
453	5	0	0	0	0	No	No
454	26	9	8	1	0	No	No
455	12	5	5	0	0	No	No
456	16	5	5	0	0	No	No
457	9	1	0	1	0	No	No
458	19	5	5	0	0	No	No
459	14	2	1	1	0	No	No
460	13	4	4	0	0	No	No
461	11	5	4	1	0	No	No

462	12	2	1	1	0	No	No
463	16	4	2	2	0	No	No
464	20	12	8	4	0	Yes	No
465	12	6	4	2	0	Yes	No
466	9	2	1	1	0	No	No
467	10	1	1	0	0	No	No
468	19	6	6	0	0	No	No
469	12	7	6	1	0	Yes	No
470	10	5	5	0	0	Yes	No
471	16	8	6	2	0	Yes	No
472	6	3	3	0	0	Yes	No
473	11	5	5	0	0	No	No
474	17	13	13	0	0	Yes	No
475	11	3	2	1	0	No	No
476	10	5	5	0	0	Yes	No
477	26	10	10	0	0	No	No
478	33	15	13	2	0	No	No
479	8	4	4	0	0	Yes	No
480	70	16	12	4	0	No	No
481	1	0	0	0	0	No	No
482	6	1	0	1	0	No	No
483	4	1	0	1	0	No	No
484	103	36	34	2	0	No	No
485	13	6	5	1	0	No	No
486	2	0	0	0	0	No	No
487	17	9	9	0	0	Yes	No
488	16	4	3	1	0	No	No
489	12	1	1	0	0	No	No
490	18	4	4	0	0	No	No
491	20	12	9	3	0	Yes	No
492	4	1	1	0	0	No	No
493	13	3	2	1	0	No	No
494	1	1	1	0	0	Yes	No
495	14	2	2	0	0	No	No
496	19	1	1	0	0	No	No
497	13	4	3	1	0	No	No
498	9	4	4	0	0	No	No
499	15	4	2	2	0	No	No
500	21	13	13	0	0	Yes	No
501	11	1	0	1	0	No	No
502	2	1	0	1	0	Yes	No
503	30	16	15	1	0	Yes	No
504	14	5	4	1	0	No	No
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506	11	2	2	0	0	No	No
507	6	1	0	1	0	No	No
508	1880	420	383	37	0	No	No
509	782	121	58	63	0	No	No

510	2	0	0	0	0	No	No
511	2	0	0	0	0	No	No
512	17	8	6	2	0	No	No
513	21	5	4	1	0	No	No
514	1	0	0	0	0	No	No
515	679	137	82	55	0	No	No
516	1	0	0	0	0	No	No
517	1	0	0	0	0	No	No
518	25	8	6	2	0	No	No
519	1	0	0	0	0	No	No
520	8	0	0	0	0	No	No
521	2	0	0	0	0	No	No
522	92	19	15	4	0	No	No
523	1	0	0	0	0	No	No
524	6	1	1	0	0	No	No
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526	22	9	9	0	0	No	No
527	70	9	3	6	0	No	No
528	14	3	2	1	0	No	No
529	52	10	5	5	0	No	No
530	16	4	4	0	0	No	No
531	8	1	1	0	0	No	No
532	1	0	0	0	0	No	No
533	4	0	0	0	0	No	No
534	45	7	6	1	0	No	No
535	66	16	11	5	0	No	No
536	5	1	1	0	0	No	No
537	5	0	0	0	0	No	No
538	113	22	19	3	0	No	No
539	14	4	4	0	0	No	No
540	12	3	1	2	0	No	No
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542	8	1	1	0	0	No	No
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545	28	6	3	3	0	No	No
546	63	19	16	3	0	No	No
547	64	10	10	0	0	No	No
548	78	9	8	1	0	No	No
549	92	22	19	3	0	No	No
550	48	8	6	2	0	No	No
551	2	0	0	0	0	No	No
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553	60	12	10	2	0	No	No
554	386	65	55	10	0	No	No
555	1	0	0	0	0	No	No
556	27	3	3	0	0	No	No
557	17	4	4	0	0	No	No

558	7	3	1	2	0	No	No
559	6	3	2	1	0	Yes	No
560	30	6	3	3	0	No	No
561	13	1	1	0	0	No	No
562	278	50	40	10	0	No	No
563	20	2	2	0	0	No	No
564	42	10	9	1	0	No	No
565	5	1	1	0	0	No	No
566	8	2	0	2	0	No	No
567	1	0	0	0	0	No	No
568	26	3	3	0	0	No	No
569	27	5	4	1	0	No	No
570	17	11	9	2	0	Yes	No
571	28	4	4	0	0	No	No
572	2	0	0	0	0	No	No
573	5	1	1	0	0	No	No
574	48	9	7	2	0	No	No
575	14	5	3	2	0	No	No
576	11	4	4	0	0	No	No
577	154	33	29	4	0	No	No
578	3	1	1	0	0	No	No
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580	4	0	0	0	0	No	No
581	6	3	3	0	0	Yes	No
582	112	40	33	7	0	No	No
583	7	1	1	0	0	No	No
584	4	1	1	0	0	No	No
585	21	1	1	0	0	No	No
586	102	28	23	5	0	No	No
587	23	7	6	1	0	No	No
588	2	0	0	0	0	No	No
589	380	85	50	35	0	No	No
590	366	64	39	25	0	No	No
591	87	14	10	4	0	No	No
592	3	1	0	1	0	No	No
593	13	3	2	1	0	No	No
594	3	0	0	0	0	No	No
595	46	19	14	5	0	No	No
596	4	0	0	0	0	No	No
597	2	0	0	0	0	No	No
598	2	1	1	0	0	Yes	No
599	11	0	0	0	0	No	No
600	1	0	0	0	0	No	No
601	4	0	0	0	0	No	No
602	43	11	10	1	0	No	No
603	60	6	4	2	0	No	No
604	4	1	0	1	0	No	No
605	41	20	17	3	0	No	No

606	7	0	0	0	0	No	No
607	1	0	0	0	0	No	No
608	25	6	6	0	0	No	No
609	11	1	1	0	0	No	No
610	16	1	1	0	0	No	No
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612	36	2	2	0	0	No	No
613	5	1	0	1	0	No	No
614	145	35	25	10	0	No	No
615	87	12	6	6	0	No	No
616	4	2	1	1	0	Yes	No
617	3	2	2	0	0	Yes	No
618	45	19	16	3	0	No	No
619	1	0	0	0	0	No	No
620	4	2	1	1	0	Yes	No
621	2	0	0	0	0	No	No
622	4	0	0	0	0	No	No
623	2	1	1	0	0	Yes	No
624	37	12	6	6	0	No	No
625	37	11	11	0	0	No	No
626	4	2	1	1	0	Yes	No
627	2	0	0	0	0	No	No
628	1	0	0	0	0	No	No
629	15	3	3	0	0	No	No
630	72	19	13	6	0	No	No
631	4	0	0	0	0	No	No
632	16	5	1	4	0	No	No
633	85	22	19	3	0	No	No
634	103	23	17	6	0	No	No
635	1	0	0	0	0	No	No
636	4	1	1	0	0	No	No
637	17	4	2	2	0	No	No
638	21	8	5	3	0	No	No
639	25	7	5	2	0	No	No
640	5	0	0	0	0	No	No
641	23	6	6	0	0	No	No
642	22	0	0	0	0	No	No
643	2	0	0	0	0	No	No
644	2	0	0	0	0	No	No
645	111	33	30	3	0	No	No
646	2	0	0	0	0	No	No
647	3	2	2	0	0	Yes	No
648	1	0	0	0	0	No	No
649	2	1	1	0	0	Yes	No
650	4	0	0	0	0	No	No
651	20	3	2	1	0	No	No
652	189	19	14	5	0	No	No
653	3	2	2	0	0	Yes	No

654	33	1	1	0	0	No	No
655	36	7	7	0	0	No	No
656	16	2	2	0	0	No	No
657	10	0	0	0	0	No	No
658	2	0	0	0	0	No	No
659	2	0	0	0	0	No	No
660	2283	573	492	81	0	No	No
661	3	0	0	0	0	No	No
662	51	11	10	1	0	No	No
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665	4	0	0	0	0	No	No
666	8	1	0	1	0	No	No
667	12	3	1	2	0	No	No
668	49	12	11	1	0	No	No
669	3	0	0	0	0	No	No
670	25	11	8	3	0	No	No
671	2	0	0	0	0	No	No
672	40	6	6	0	0	No	No
673	11	1	1	0	0	No	No
674	65	14	11	3	0	No	No
675	3	2	0	2	0	Yes	No
676	12	3	1	2	0	No	No
677	23	9	9	0	0	No	No
678	34	9	7	2	0	No	No
679	8	2	2	0	0	No	No
680	1	0	0	0	0	No	No
681	159	24	19	5	0	No	No
682	4	1	1	0	0	No	No
683	104	30	26	4	0	No	No
684	13	3	2	1	0	No	No
685	31	4	4	0	0	No	No
686	8	1	1	0	0	No	No
687	89	22	18	4	0	No	No
688	79	9	5	4	0	No	No
689	2	1	0	1	0	Yes	No
690	63	11	10	1	0	No	No
691	2	0	0	0	0	No	No
692	26	6	3	3	0	No	No
693	1	0	0	0	0	No	No
694	79	13	10	3	0	No	No
695	148	32	19	13	0	No	No
696	1	0	0	0	0	No	No
697	36	9	8	1	0	No	No
698	6	1	0	1	0	No	No
699	2	2	2	0	0	Yes	No
700	1	0	0	0	0	No	No
701	5	0	0	0	0	No	No

702	2	0	0	0	0	No	No
703	17	4	2	2	0	No	No
704	1	0	0	0	0	No	No
705	1	0	0	0	0	No	No
706	9	1	0	1	0	No	No
707	47	8	7	1	0	No	No
708	85	30	25	5	0	No	No
709	9	1	1	0	0	No	No
710	5	0	0	0	0	No	No
711	26	10	8	2	0	No	No
712	11	1	1	0	0	No	No
713	1	0	0	0	0	No	No
714	51	8	5	3	0	No	No
715	14	6	1	5	0	No	No
716	58	7	6	1	0	No	No
717	4	0	0	0	0	No	No
718	4	0	0	0	0	No	No
719	1	0	0	0	0	No	No
720	1	0	0	0	0	No	No
721	108	30	20	10	0	No	No
722	3	0	0	0	0	No	No
723	15	0	0	0	0	No	No
724	173	46	40	6	0	No	No
725	4	2	1	1	0	Yes	No
726	8	3	3	0	0	No	No
727	12	2	1	1	0	No	No
728	1	0	0	0	0	No	No
729	5	0	0	0	0	No	No
730	2	1	1	0	0	Yes	No
731	1	0	0	0	0	No	No
732	4	0	0	0	0	No	No
733	414	98	80	18	0	No	No
734	25	2	2	0	0	No	No
735	1	0	0	0	0	No	No
736	13	1	1	0	0	No	No
737	4	0	0	0	0	No	No
738	25	8	6	2	0	No	No
739	101	27	22	5	0	No	No
740	21	6	3	3	0	No	No
741	9	3	1	2	0	No	No
742	2	0	0	0	0	No	No
743	12	2	2	0	0	No	No
744	3	2	2	0	0	Yes	No
745	7	0	0	0	0	No	No
746	43	9	7	2	0	No	No
747	59	18	15	3	0	No	No
748	17	4	4	0	0	No	No
749	75	8	8	0	0	No	No

750	14	2	0	2	0	No	No
751	4	2	1	1	0	Yes	No
752	6	2	2	0	0	No	No
753	16	2	1	1	0	No	No
754	2	0	0	0	0	No	No
755	2	0	0	0	0	No	No
756	6	0	0	0	0	No	No
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763	48	8	2	6	0	No	No
764	35	5	4	1	0	No	No
765	62	16	13	3	0	No	No
766	92	16	9	7	0	No	No
767	304	77	53	24	0	No	No
768	5	2	0	2	0	No	No
769	4	0	0	0	0	No	No
770	58	18	16	2	0	No	No
771	6	0	0	0	0	No	No
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775	46	11	8	3	0	No	No
776	48	10	9	1	0	No	No
777	13	1	0	1	0	No	No
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783	28	5	4	1	0	No	No
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790	35	4	4	0	0	No	No
791	13	2	1	1	0	No	No
792	3	0	0	0	0	No	No
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803	27	6	3	3	0	No	No
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808	17	2	2	0	0	No	No
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813	9	1	1	0	0	No	No
814	23	1	0	1	0	No	No
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891	5	2	2	0	0 No	No
892	6	3	1	2	0 Yes	No
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896	9	6	6	0	0	Yes	No
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898	2	0	0	0	0	No	No
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902	8	3	2	1	0	No	No
903	1	0	0	0	0	No	No
904	1	1	1	0	0	Yes	No
905	36	13	12	1	0	No	No
906	2	0	0	0	0	No	No
907	3	1	1	0	0	No	No
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909	11	2	2	0	0	No	No
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911	18	12	12	0	0	Yes	No
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922	1	1	1	0	0	Yes	No
923	2	0	0	0	0	No	No
924	1	1	1	0	0	Yes	No
925	11	1	1	0	0	No	No
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938	3	1	1	0	0	No	No
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942	15	8	8	0	0 Yes	No
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944	20	7	7	0	0 No	No
945	143	53	47	6	0 No	No
946	2	2	1	1	0 Yes	No
947	1	0	0	0	0 No	No
948	6	4	4	0	0 Yes	No
949	1	0	0	0	0 No	No
950	2	0	0	0	0 No	No
951	4	2	2	0	0 Yes	No
952	2	0	0	0	0 No	No
953	2	1	1	0	0 Yes	No
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955	4	0	0	0	0 No	No
956	12	3	3	0	0 No	No
957	15	4	3	1	0 No	No
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966	1	1	1	0	0 Yes	No
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969	2	0	0	0	0 No	No
970	11	9	9	0	0 Yes	No
971	2	0	0	0	0 No	No
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975	1	1	0	1	0 Yes	No
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980	2	1	1	0	0 Yes	No
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992	16	2	2	0	0	No	No
993	2	1	0	1	0	Yes	No
994	47	10	9	1	0	No	No
995	10	4	4	0	0	No	No
996	3	1	0	1	0	No	No
997	2	0	0	0	0	No	No
998	20	9	8	1	0	No	No
999	48	25	24	1	0	Yes	No
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1003	8	0	0	0	0	No	No
1004	1	0	0	0	0	No	No
1005	214	60	38	21	0	Yes	No
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1007	8	3	3	0	0	No	No
1008	16	0	0	0	0	No	No
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1011	16	5	4	1	0	No	No
1012	11	4	4	0	0	No	No
1013	14	0	0	0	0	No	No
1014	10	3	3	0	0	No	No
1015	2	0	0	0	0	No	No
1016	21	5	4	1	0	No	No
1017	10	2	2	0	0	No	No
1018	8	3	2	1	0	No	No
1019	12	6	6	0	0	Yes	No
1020	203	74	51	23	0	No	No
1021	10	7	7	0	0	Yes	No
1022	5	2	0	2	0	No	No
1023	14	5	5	0	0	No	No
1024	2	0	0	0	0	No	No
1025	8	8	8	0	0	Yes	No
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1028	29	19	17	2	0	Yes	No
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1032	6	3	1	2	0	Yes	No
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1034	13	8	7	1	0	Yes	No
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1042	41	12	11	1	0	No	No
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1046	17	2	2	0	0	No	No
1047	77	28	25	3	0	No	No
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1064	3	2	2	0	0	Yes	No
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1072	12	8	6	2	0	Yes	No
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1077	23	13	12	1	0	Yes	No
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1086	1	0	0	0	0	No	No
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1089	6	2	0	2	0	No	No
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1099	3	3	3	0	0	Yes	No
1100	10	4	4	0	0	No	No
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1104	5	2	2	0	0	No	No
1105	13	4	3	1	0	No	No
1106	4	0	0	0	0	No	No
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1115	237	122	90	32	0	Yes	No
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1121	18	11	9	2	0	Yes	No
1122	4	0	0	0	0	No	No
1123	31	24	23	1	0	Yes	No
1124	17	12	11	1	0	Yes	No
1125	1844	928	783	145	0	Yes	No
1126	18	6	4	2	0	No	No
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1129	13	10	8	2	0	Yes	No
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1136	26	12	12	0	0	No	No
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1174	1	1	1	0	0	Yes	No
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1179	1	1	1	0	0	Yes	No
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1203	91	54	51	3	0	Yes	No
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1211	5	0	0	0	0	No	No
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1214	638	237	194	43	0	No	No
1215	5	5	5	0	0	Yes	No
1216	14	7	6	1	0	Yes	No
1217	11	5	5	0	0	No	No
1218	6	2	2	0	0	No	No
1219	4	1	1	0	0	No	No
1220	12	5	5	0	0	No	No
1221	11	5	4	1	0	No	No
1222	15	7	6	1	0	No	No
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1224	3	2	0	2	0	Yes	No
1225	959	342	307	34	0	Yes	No
1226	11	7	7	0	0	Yes	No
1227	30	12	10	2	0	No	No
1228	10	2	2	0	0	No	No
1229	6	4	4	0	0	Yes	No

1230	10	2	2	0	0	No	No
1231	4	1	1	0	0	No	No
1232	1	0	0	0	0	No	No
1233	9	8	7	1	0	Yes	No
1234	1	0	0	0	0	No	No
1235	12	6	6	0	0	Yes	No
1236	17	9	9	0	0	Yes	No
1237	22	7	7	0	0	No	No
1238	28	5	4	1	0	No	No
1239	14	5	3	2	0	No	No
1240	156	58	52	6	0	No	No
1241	3	1	1	0	0	No	No
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1243	7	1	0	1	0	No	No
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1247	11	1	0	1	0	No	No
1248	3	1	1	0	0	No	No
1249	711	262	232	29	0	Yes	No
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1255	16	7	6	1	0	No	No
1256	20	10	8	2	0	Yes	No
1257	8	7	6	1	0	Yes	No
1258	31	6	4	2	0	No	No
1259	16	6	5	1	0	No	No
1260	7	6	6	0	0	Yes	No
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1266	12	5	5	0	0	No	No
1267	9	5	4	1	0	Yes	No
1268	10	1	1	0	0	No	No
1269	12	7	7	0	0	Yes	No
1270	64	17	14	3	0	No	No
1271	24	3	2	1	0	No	No
1272	4	0	0	0	0	No	No
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1274	1	0	0	0	0	No	No
1275	5	3	3	0	0	Yes	No
1276	3	0	0	0	0	No	No
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1280	750	228	205	23	0 No	No
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1282	8	4	4	0	0 Yes	No
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1295	3	3	2	1	0 Yes	No
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1308	13	6	5	1	0 No	No
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1310	7	0	0	0	0 No	No
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1312	17	2	1	1	0 No	No
1313	4	2	2	0	0 Yes	No
1314	27	7	7	0	0 No	No
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1322	17	7	7	0	0 No	No
1323	41	13	11	2	0 No	No
1324	1	0	0	0	0 No	No
1325	11	3	3	0	0 No	No

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1328	11	1	0	1	0 No	No
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1337	31	10	4	6	0 No	No
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1339	10	0	0	0	0 No	No
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1367	81	21	13	8	0 No	No
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1369	6	1	0	1	0 No	No
1370	135	34	33	1	0 No	No
1371	149	61	51	10	0 No	No
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1374	11	1	1	0	0 No	No
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1376	86	31	21	10	0 No	No
1377	1	0	0	0	0 No	No
1378	17	9	8	1	0 Yes	No
1379	9	4	3	1	0 No	No
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1384	16	5	4	1	0 No	No
1385	16	9	8	1	0 Yes	No
1386	34	8	6	2	0 No	No
1387	7	2	0	2	0 No	No
1388	8	1	1	0	0 No	No
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1392	67	14	14	0	0 No	No
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1395	6	2	2	0	0 No	No
1396	4	1	0	1	0 No	No
1397	40	14	11	3	0 No	No
1398	4	1	0	1	0 No	No
1399	13	3	3	0	0 No	No
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1401	42	23	23	0	0 Yes	No
1402	14	6	5	1	0 No	No
1403	99	29	21	8	0 No	No
1404	22	7	7	0	0 No	No
1405	176	69	64	5	0 No	No
1406	30	8	7	1	0 No	No
1407	29	18	16	2	0 Yes	No
1408	20	8	3	5	0 No	No
1409	16	1	1	0	0 No	No
1410	8	5	2	3	0 Yes	No
1411	18	10	7	3	0 Yes	No
1412	5	1	1	0	0 No	No
1413	138	44	41	3	0 No	No
1414	41	11	9	2	0 No	No
1415	4	1	1	0	0 No	No
1416	83	31	25	6	0 No	No
1417	6	1	1	0	0 No	No
1418	3	0	0	0	0 No	No
1419	143	61	55	6	0 No	No
1420	8	2	1	1	0 No	No
1421	15	5	3	2	0 No	No

1422	15	8	7	1	0	Yes	No
1423	20	4	3	1	0	No	No
1424	20	9	9	0	0	No	No
1425	30	4	2	2	0	No	No
1426	40	13	10	3	0	No	No
1427	86	21	19	2	0	No	No
1428	33	13	7	6	0	No	No
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1435	3	0	0	0	0	No	No
1436	7	4	3	1	0	Yes	No
1437	9	0	0	0	0	No	No
1438	9	5	4	1	0	Yes	No
1439	10	6	3	3	0	Yes	No
1440	4	2	1	1	0	Yes	No
1441	28	10	7	3	0	No	No
1442	174	48	43	5	0	No	No
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1446	31	19	18	1	0	Yes	No
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1452	1	0	0	0	0	No	No
1453	13	5	5	0	0	No	No
1454	20	5	5	0	0	No	No
1455	27	9	7	2	0	No	No
1456	7	0	0	0	0	No	No
1457	2	0	0	0	0	No	No
1458	2	1	0	1	0	Yes	No
1459	1	0	0	0	0	No	No
1460	74	24	21	3	0	No	No
1461	16	4	4	0	0	No	No
1462	10	7	7	0	0	Yes	No
1463	7	2	2	0	0	No	No
1464	10	2	2	0	0	No	No
1465	21	8	8	0	0	No	No
1466	20	11	11	0	0	Yes	No
1467	1	0	0	0	0	No	No
1468	64	12	8	4	0	No	No
1469	12	5	4	1	0	No	No

1470	3	2	1	1	0	Yes	No
1471	4	0	0	0	0	No	No
1472	10	0	0	0	0	No	No
1473	14	6	6	0	0	No	No
1474	1	1	1	0	0	Yes	No
1475	4	0	0	0	0	No	No
1476	5	0	0	0	0	No	No
1477	16	6	6	0	0	No	No
1478	6	3	3	0	0	Yes	No
1479	4	0	0	0	0	No	No
1480	33	12	9	3	0	No	No
1481	2	2	2	0	0	Yes	No
1482	20	4	3	1	0	No	No
1483	2	0	0	0	0	No	No
1484	10	4	3	1	0	No	No
1485	7	3	2	1	0	No	No
1486	2	1	1	0	0	Yes	No
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1488	1	0	0	0	0	No	No
1489	4	0	0	0	0	No	No
1490	24	9	8	1	0	No	No
1491	16	7	6	1	0	No	No
1492	5	3	0	3	0	Yes	No
1493	8	3	3	0	0	No	No
1494	26	6	2	4	0	No	No
1495	7	2	0	2	0	No	No
1496	3	2	1	1	0	Yes	No
1497	57	18	14	4	0	No	No
1498	67	17	15	2	0	No	No
1499	10	2	2	0	0	No	No
1500	26	20	19	1	0	Yes	No
1501	41	13	11	2	0	No	No
1502	14	7	5	2	0	Yes	No
1503	4	1	1	0	0	No	No
1504	7	4	1	3	0	Yes	No
1505	21	9	9	0	0	No	No
1506	13	3	3	0	0	No	No
1507	5	0	0	0	0	No	No
1508	15	2	2	0	0	No	No
1509	32	11	11	0	0	No	No
1510	8	2	2	0	0	No	No
1511	17	4	2	2	0	No	No
1512	23	9	9	0	0	No	No
1513	10	1	1	0	0	No	No
1514	8	4	2	2	0	Yes	No
1515	4	1	1	0	0	No	No
1516	2	0	0	0	0	No	No
1517	29	6	5	1	0	No	No

1518	44	8	4	4	0	No	No
1519	4	1	0	1	0	No	No
1520	10	0	0	0	0	No	No
1521	15	5	4	1	0	No	No
1522	48	33	32	1	0	Yes	No
1523	96	36	26	10	0	No	No
1524	11	7	7	0	0	Yes	No
1525	1	1	1	0	0	Yes	No
1526	22	14	13	1	0	Yes	No
1527	176	53	45	8	0	No	No
1528	6	1	1	0	0	No	No
1529	64	18	15	3	0	No	No
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1534	120	46	41	5	0	No	No
1535	35	11	11	0	0	No	No
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1540	4	3	3	0	0	Yes	No
1541	28	9	7	2	0	No	No
1542	170	38	30	8	0	No	No
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1544	9	3	3	0	0	No	No
1545	6	4	4	0	0	Yes	No
1546	38	22	21	1	0	Yes	No
1547	48	11	8	3	0	No	No
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1549	508	254	212	42	0	Yes	No
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1552	1	0	0	0	0	No	No
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1563	9	2	2	0	0	No	No
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1568	11	3	1	2	0	No	No
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1577	7	1	1	0	0	No	No
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1580	7	3	3	0	0	No	No
1581	10	6	5	1	0	Yes	No
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1584	2	1	1	0	0	Yes	No
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1591	10	5	3	2	0	Yes	No
1592	11	7	7	0	0	Yes	No
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1608	9	6	5	1	0	Yes	No
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1614	10	4	4	0	0	No	No
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1626	14	6	6	0	0	No	No
1627	8	4	3	1	0	Yes	No
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1630	45	7	4	3	0	No	No
1631	240	41	34	7	0	No	No
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1639	42	3	0	3	0	No	No
1640	4	0	0	0	0	No	No
1641	354	208	166	42	0	Yes	No
1642	6	3	3	0	0	Yes	No
1643	49	18	16	2	0	No	No
1644	53	18	17	1	0	No	No
1645	481	151	133	18	0	No	No
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1647	136	53	53	0	0	No	No
1648	227	93	89	4	0	No	No
1649	334	173	163	10	0	Yes	No
1650	485	275	247	28	0	Yes	No
1651	109	47	44	3	0	No	No
1652	74	29	27	2	0	No	No
1653	98	46	40	6	0	No	No
1654	404	213	205	8	0	Yes	No
1655	277	131	129	2	0	No	No
1656	29	9	8	1	0	No	No
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1658	9	5	5	0	0	Yes	No
1659	366	191	181	10	0	Yes	No
1660	119	37	35	2	0	No	No
1661	622	282	269	12	0	Yes	No

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1663	23	14	7	7	0	Yes	No
1664	23	14	8	6	0	Yes	No
1665	4	3	1	2	0	Yes	No
1666	4	3	1	2	0	Yes	No
1667	54	40	14	26	0	Yes	No
1668	54	40	17	21	2	Yes	No
1669	23	15	5	10	0	Yes	No
1670	23	15	6	8	1	Yes	No
1671	14	8	3	5	0	Yes	No
1672	14	8	3	5	0	Yes	No
1673	7	4	4	0	0	Yes	No
1674	7	4	4	0	0	Yes	No
1675	29	15	12	3	0	Yes	No
1676	507	344	291	51	2	Yes	No
1677	507	344	317	26	1	Yes	No
1678	23	20	20	0	0	Yes	No
1679	7	5	5	0	0	Yes	No
1680	53	48	48	0	0	Yes	No
1681	53	48	44	3	1	Yes	No
1682	4	1	0	1	0	No	No
1683	4	1	1	0	0	No	No
1684	24	20	18	2	0	Yes	No
1685	24	20	19	1	0	Yes	No
1686	5	4	2	2	0	Yes	No
1687	5	4	4	0	0	Yes	No
1688	12	3	3	0	0	No	No
1689	71	30	26	3	1	No	No
1690	71	30	26	2	2	No	No
1691	7	3	3	0	0	No	No
1692	7	3	2	0	1	No	No
1693	189	76	59	16	1	No	No
1694	70	49	44	5	0	Yes	No
1695	70	49	36	6	7	Yes	No
1696	82	22	11	10	1	No	No
1697	39	28	26	2	0	Yes	No
1698	10	4	1	3	0	No	No
1699	156	56	26	28	2	No	No
1700	156	56	37	17	2	No	No
1701	122	75	73	2	0	Yes	No
1702	122	75	71	2	2	Yes	No
1703	25	13	12	0	1	Yes	No
1704	25	13	13	0	0	Yes	No
1705	90	64	63	0	1	Yes	No
1706	90	64	63	0	1	Yes	No
1707	2	1	1	0	0	Yes	No
1708	2	1	1	0	0	Yes	No
1709	1	1	1	0	0	Yes	No

1710	1	1	1	0	0 Yes	No
1711	22	17	14	3	0 Yes	No
1712	22	17	13	4	0 Yes	No
1713	2	2	2	0	0 Yes	No
1714	2	2	2	0	0 Yes	No
1715	21	15	14	1	0 Yes	No
1716	21	15	12	1	2 Yes	No
1717	9	8	7	1	0 Yes	No
1718	9	8	6	1	1 Yes	No
1719	12	7	7	0	0 Yes	No
1720	12	7	6	0	1 Yes	No
1721	13	7	7	0	0 Yes	No
1722	13	7	7	0	0 Yes	No
1723	1	1	1	0	0 Yes	No
1724	1	1	1	0	0 Yes	No
1725	50	43	43	0	0 Yes	No
1726	50	43	41	1	1 Yes	No
1727	45	39	39	0	0 Yes	No
1728	45	39	36	3	0 Yes	No
1729	2	1	1	0	0 Yes	No
1730	2	1	1	0	0 Yes	No
1731	13	7	7	0	0 Yes	No
1732	13	7	7	0	0 Yes	No
1733	21	15	13	1	1 Yes	No
1734	21	15	11	3	1 Yes	No
1735	8	4	3	1	0 Yes	No
1736	8	4	3	1	0 Yes	No
1737	9	2	2	0	0 No	No
1738	9	2	2	0	0 No	No
1739	3	1	1	0	0 No	No
1740	3	1	0	0	1 No	No
1741	48	40	40	0	0 Yes	No
1742	48	40	38	0	2 Yes	No
1743	4	4	4	0	0 Yes	No
1744	4	4	4	0	0 Yes	No
1745	16	12	11	1	0 Yes	No
1746	16	12	11	1	0 Yes	No
1747	8	5	4	1	0 Yes	No
1748	8	5	4	1	0 Yes	No
1749	14	11	11	0	0 Yes	No
1750	14	11	11	0	0 Yes	No
1751	1	1	1	0	0 Yes	No
1752	1	1	1	0	0 Yes	No
1753	14	11	11	0	0 Yes	No
1754	14	11	11	0	0 Yes	No
1755	27	17	17	0	0 Yes	No
1756	27	17	17	0	0 Yes	No
1757	2	1	1	0	0 Yes	No

1758	2	1	1	0	0 Yes	No
1759	23	12	8	4	0 Yes	No
1760	23	12	9	3	0 Yes	No
1761	8	4	3	0	1 Yes	No
1762	8	4	4	0	0 Yes	No
1763	1	0	0	0	0 No	No
1764	1	0	0	0	0 No	No
1765	1	0	0	0	0 No	No
1766	1	0	0	0	0 No	No
1767	1	1	1	0	0 Yes	No
1768	1	1	1	0	0 Yes	No
1769	1	0	0	0	0 No	No
1770	1	0	0	0	0 No	No
1771	3	3	3	0	0 Yes	No
1772	3	3	3	0	0 Yes	No
1773	13	4	4	0	0 No	No
1774	13	4	4	0	0 No	No
1775	21	15	14	1	0 Yes	No
1776	21	15	14	1	0 Yes	No
1777	1	0	0	0	0 No	No
1778	1	0	0	0	0 No	No
1779	3	2	2	0	0 Yes	No
1780	3	2	2	0	0 Yes	No
1781	2	1	1	0	0 Yes	No
1782	2	1	1	0	0 Yes	No
1783	20	11	11	0	0 Yes	No
1784	20	11	10	1	0 Yes	No
1785	20	15	14	1	0 Yes	No
1786	20	15	15	0	0 Yes	No
1787	38	18	17	1	0 No	No
1788	38	18	17	1	0 No	No
1789	33	20	19	1	0 Yes	No
1790	33	20	19	1	0 Yes	No
1791	63	34	33	1	0 Yes	No
1792	63	34	27	3	4 Yes	No
1793	8	8	7	1	0 Yes	No
1794	8	8	7	1	0 Yes	No
1795	88	71	66	5	0 Yes	No
1796	3	0	0	0	0 No	No
1797	25	12	9	3	0 No	No
1798	150	132	128	4	0 Yes	No
1799	150	132	120	7	5 Yes	No
1800	5	4	4	0	0 Yes	No
1801	53	36	33	2	1 Yes	No
1802	53	36	33	1	2 Yes	No
1803	202	64	34	28	2 No	No
1804	202	64	42	22	0 No	No
1805	52	48	34	14	0 Yes	No

1806	4	4	4	0	0 Yes	No
1807	4	4	4	0	0 Yes	No
1808	39	25	25	0	0 Yes	No
1809	39	25	25	0	0 Yes	No
1810	76	49	47	2	0 Yes	No
1811	68	30	27	3	0 No	No
1812	48	36	32	4	0 Yes	No
1813	17	13	13	0	0 Yes	No
1814	37	31	30	1	0 Yes	No
1815	37	31	27	3	1 Yes	No
1816	53	33	25	8	0 Yes	No
1817	53	33	27	6	0 Yes	No
1818	19	18	18	0	0 Yes	No
1819	19	18	16	0	2 Yes	No
1820	47	32	28	4	0 Yes	No
1821	47	32	27	3	2 Yes	No
1822	17	12	11	1	0 Yes	No
1823	17	12	11	1	0 Yes	No
1824	86	75	69	5	1 Yes	No
1825	86	75	65	9	1 Yes	No
1826	118	67	66	1	0 Yes	No
1827	26	13	11	2	0 Yes	No
1828	35	26	23	1	2 Yes	No
1829	35	26	25	1	0 Yes	No
1830	71	52	43	9	0 Yes	No
1831	14	8	8	0	0 Yes	No
1832	25	15	10	5	0 Yes	No
1833	24	20	20	0	0 Yes	No
1834	8	7	7	0	0 Yes	No
1835	231	193	177	16	0 Yes	No
1836	68	47	42	5	0 Yes	No
1837	1817	655	462	190	3 No	No
1838	1817	655	517	126	12 No	No

No

NO

NO

NO

NO

YES

NO

YES

YES

YES

YES

YES

YES

NO

YES

Information on Industrial Action

Name of Organisation:		GMB		Reporting Period	01/01/23 - 31/12/23
Did Union members take industrial action during the return period in response to any inducement on the part of the union?			<u>Yes</u>	If YES, for each industrial action taken please complete the information below	
Industrial Action	Nature of the trade dispute for which action was taken	Dates of the industrial action taken	Number of days of industrial action	Nature of industrial action	Categories of nature of Trade Dispute
1	A	01/01/2023-20/01/2023	20	Strike Action	
2	A	01/01/2023-20/01/2023	20	Strike Action	
3	A	01/01/2023-20/01/2023	20	Strike Action	
4	A	09/01/2023-17/11/2023	12	Strike Action	
5	A	11/01/2023,06/02/2023,	2	Strike Action	
6	A	11/01/2023,06/02/2023,20/02/2023	3	Strike Action	
7	A	11/01/2023	1	Strike Action	
8	A	11/01/2023,6/02/2023,20/02/2023,06/03/2023	4	Strike Action	
9	A	11/01/2023,06/02/2023,20/02/2023	3	Strike Action	
10	A	11/01/2023,20/02/2023	2	Strike Action	

11	A	18/01/2023	1 Strike Action
12	A	24/01/2023	1 Strike Action
13	A	25/01/2023-24/11/2023	28 Strike Action
14	A	25/01/2023-28/03/2023	3 Strike Action
15	A	31/01/2023,01/02/2023,03/02/2023	3 Strike Action
16	A	06/02/2023	1 Strike Action
17	A	06/02/2023	1 Strike Action
18	A	07/02/2023	1 Strike Action
19	A	13/02/2023	1 Strike Action
20	A	20/02/2023	1 Strike Action
21	A	21/02/2023,26/04/2023,21/09/2023	3 Strike Action
22	A	21/02/2023,26/04/2023,21/09/2023	3 Strike Action
23	G	20/03/2023,21/03/2023,22/03/2023	3 Strike Action
24	A	06/04/2023,11/04/2023	2 Strike Action
25	A	20/04/2023-27/09/2023	12 Strike Action

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

Yes

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

Industrial Action 1

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 2

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 3

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

use a continuation page if necessary

Industrial Action 4

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 5

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 6

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 7

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 8

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

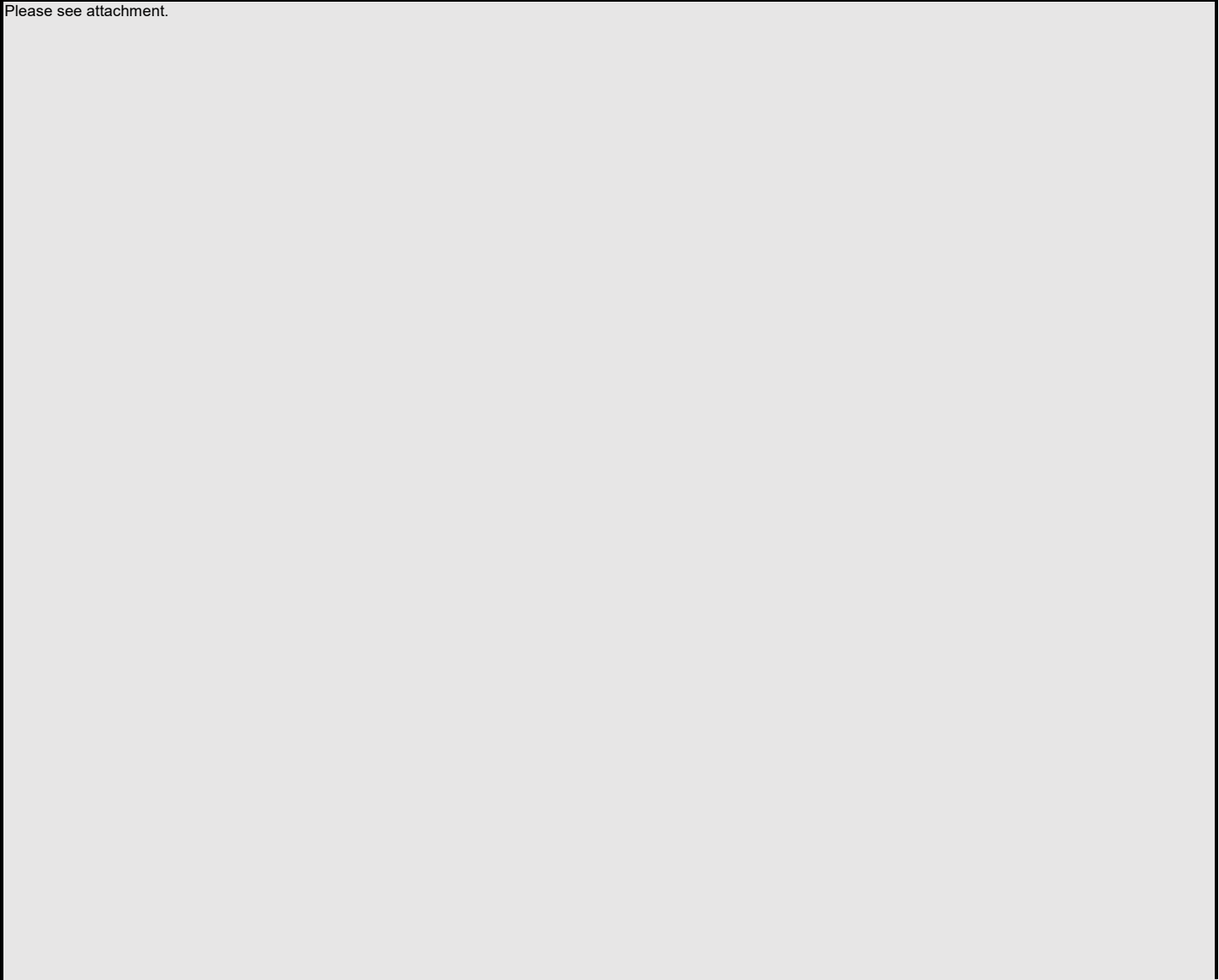
Ballots & Industrial Action- If you have 6 or more entries for either of these, please complete the Excel Spreadsheet

Notes to the accounts

(see notes 82 and 83)

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

Please see attachment.



Notes to Accounts

Notes

(1) STATEMENT OF ACCOUNTING POLICIES

Statement of Compliance

GMB is an independent Trade Union as listed by the Certification Officer for Trade Unions and Employers' Associations. The Registered Office is Mary Turner House, 22 Stephenson Way, London NW1 2HD.

The Union's financial statements have been prepared in compliance with applicable United Kingdom accounting standards, Financial Reporting Standard 102 (FRS 102), with the exception of the following:

- No Statement of Changes in Equity has been presented on the basis that further details have been provided in the notes which reconcile each fund
- The remuneration of key management personnel has not been duplicated in the financial statements as it is already disclosed in the AR21

These financial statements were approved for issue by the Union's Central Executive Council. They are presented in Sterling and rounded to the nearest £'000.

Going Concern

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

The Union, having reviewed both costs and operating structures, has budgeted for a surplus in 2024. The Central Executive Council are confident that through the strength and diversity of our membership, the Union's financial strength will be maintained.

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

Accounting Estimates

The preparation of the financial statements requires the Union's Central Executive Council to make reasonable and prudent judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the reporting date and the amounts reported for revenues and expenses during the year. The key estimates are considered to be the valuation of investment properties and defined benefit pension schemes which are detailed in these accounting policies, and the uncertain nature of the timing of the recoverability of some debtors which are detailed in the appropriate note.

Provisions

Provisions are recognised and are included in the accounts only where the Union has a present obligation as a result of a past event and that amount can be reliably measured. The amount recognised is the best estimate of the consideration required to settle the present obligation at the end of the reporting period, taking into account the risks and uncertainties surrounding the obligation.

Contributions

Membership contributions are shown in the financial statements on the basis of those amounts collected and due from members in respect of the year under review.

Depreciation

Depreciation is calculated so as to write off the cost of the following assets over their estimated useful lives as follows:

Leasehold Property	- 2% of cost less accumulated depreciation.
Freehold Property	- 2% of cost less accumulated depreciation excluding land.
Furniture and Equipment	- 15% of cost less accumulated depreciation.
Computer Equipment	- 33.3% of cost less accumulated depreciation.
Motor Vehicles	- Revalued to Glass's Guide value at 31st December each year.

Notes

Asset allocation

Fixed assets are shown at cost less depreciation as stated above and are not allocated to specific funds.

Taxation

Taxation for the year is chargeable on investment income and capital gains less provident benefits. There is no taxation charge for the year since provident benefits exceed the investment income and capital gains.

Deferred tax is provided on the liability method to take account of timing differences between the treatment of certain items for accounting purposes and their treatment for tax purposes. No deferred tax has been recognised in respect of the revaluation of listed investments to market value on the basis that sufficient provident benefits exist to cover the capital gains should the investments be sold.

Investments

Equity investments, held as fixed assets, are recognised at fair value at the reporting date. Any equity investments that are not publicly traded and whose fair value cannot otherwise be measured reliably are recognised at cost.

Investment properties

Certain of the Union's properties have been classified as investment properties. These have been valued at market value as determined by a professional valuation.

Any gains or losses recognised by way of revaluation to fair value, are recognised in the Statement of Comprehensive Income as Gain/(Loss) on Revaluation of Investments to Fair Value and Gain/(Loss) on Revaluation of Investment Properties to Fair Value. Where investments or investment properties are disposed of, any profit or loss on their disposal, being the difference between the proceeds of sale and the book value, are recognised in the Statement of Comprehensive Income as Realised Gain/(Loss) on Sale of Fixed Assets.

Legal

Legal costs are shown in the financial statements on the basis of those amounts paid and due in respect of the year under review.

Terminations

Costs in respect of terminations are charged to the Statement of Comprehensive Income in the year in which the termination occurred.

Pension scheme

The Union operates a defined benefit pension scheme.

The amounts charged to the Statement of Comprehensive Income are the current service costs. Actuarial gains and losses are recognised immediately in Other Comprehensive Income.

The assets of the scheme are held separately from those of the Union in a separate trustee-administered fund. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis.

Operating leases

Rental payments in respect of operating leases are charged to the Statement of Comprehensive Income over the term of the lease.

Funds of the Union

The Union holds its reserves and has allocated these to a number of individual funds, the nature of which are noted below:

- The General Fund is the principal fund through which the Union's business is transacted and the balance of the funds held other than as specified in any other fund.
- The Dispute Fund is held for the purpose of recording the direct financial support to members in dispute in accordance with rule. Any costs incurred are met by way of a transfer from the General Fund each year.

Notes

- The Political Fund is held to record both the contributions from members who have elected to contribute, and the qualifying expenditure of the Union and the balance held. This fund is governed both by the rule book of the GMB and current Trade Union legislation.
- The Branch Commission Fund is held to record both the balances held, and the transactions relating to direct activities of the branches of the Union.
- The MPO and ASU Reserve Funds are funds relating to the former members of these unions, to be used for expenditure specific to their activity. These funds were established under the relevant Transfer of Engagements.
- GMB maintains the Members' Superannuation Fund for former members of the Amalgamated Society of Boilermakers, Shipwrights, Blacksmiths and Structural Workers Full Benefit Section under the terms of the merger agreement. This Fund is now closed.
- Regional Benefit Funds are local funds created through additional voluntary contributions from members of these funds in return for specific benefits.

Branches and Regions

The transactions of the branches and regions during the year are included in the funds, as are the net assets held directly by them at the balance sheet date.

Accounting policies

(see notes 84 and 85)

Please see attachment

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: #UNKNOWN! Name: Gary Smith Date: 30 May 2024	Chairman's Signature: #UNKNOWN! Name: Alison Turtle - Head of Finance Date: 31 May 2024
(or other official whose position should be stated)	

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

Checklist for auditor's report

(see notes 90 and 96)

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

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

Please explain in your report overleaf or attached.

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

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

Please explain in your report overleaf or attached

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

In our opinion the financial statements:

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

Auditor's report (continued)

Please see attachment.

Signature(s) of auditor or auditors:	Crowe U.K. LLP	
Name(s):	CROWE U.K.LLP	
Profession(s) or Calling(s):	Chartered Accountant	
Address(es):	55 Ludgate Hill	
	London	
	Postcode EC4M 7JW	
Date	31-May-24	
Contact name for inquiries and telephone number:	Tina Allison	2078427276

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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF GMB FOR THE YEAR ENDED 31 DECEMBER 2023

Opinion

We have audited the financial statements of the GMB for the year ended 31 December 2023 which comprise the income and expenditure, balance sheet and related notes included within the AR21 as set out on pages 3 to 23 of the AR21. These financial statements have been prepared under the historical cost convention and the accounting policies set out therein.

The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of GMB's affairs as at 31 December 2023 and of its transactions 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 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 other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The Central Executive Council are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, 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.

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 this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

- proper accounting records have not been kept;
- a satisfactory system of control over its accounting records, cash holdings and receipts and remittances has not been maintained; or
- the financial statements are not in agreement with the accounting records and returns.

Responsibilities of Central Executive Council

As explained more fully in the statement of Central Executive Council responsibility, the Central Executive Council 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 Central Executive Council determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

We have been appointed as auditor under section 33 of the Trade Union and Labour Relations Act 1992 and report in accordance with section 36 of that Act.

In preparing the financial statements, the Central Executive Council 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 Central Executive Council 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.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

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

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 identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the union operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Trade Union and Labour Relations Act 1992 together with the financial reporting standards. We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the union's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the union for fraud. The laws and regulations we considered in this context for the UK operations were health and safety legislation, employment legislation and taxation legislation.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Central Executive Council and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management and the Executive Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and

cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

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

Crowe U.K. LLP

Crowe U.K. LLP

Statutory Auditor

London

31 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	Crowe U.K. LLP
Name	CROWE U.K.LLP
Address	55 Ludgate Hill, London, EC4M 7JW
Date	31-May-24
Contact name and telephone number	Mrs T Allison 02078427276

Membership audit certificate

Section two

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

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

Yes / No

If "No" Please explain below:

[Large greyed-out area for explanation]

Signature	
Name	
Office held	
Date	