

Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	International Transport Workers' Federation		
Year ended:	31 December 2023		
List no:	1225		
Head or Main Office address:	ITF House		
	49 - 60 Borough Road		
	London		
Postcode	SE1 1DR		
Website address (if available)			
Has the address changed during the year to which the return relates?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input checked="" type="checkbox"/> X
General Secretary:	Stephen Cotton		
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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
	9		2	719	730
Total	9		2	719	A 730

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

730

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

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
See attached list			

State whether the union is:

a. A branch of another trade union?

Yes		No	x
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If yes, state the name of that other union:

b. A federation of trade unions?

Yes	x	No	
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If yes, state the number of affiliated unions:

730

and names:

See attached list

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 Board member	Mick Cash		April 2023
Executive Board member		Eddie Dempsey	October 2023
Executive Board member		Ismo Kokko	April 2023
Executive Board member	Valerie Latron		October 2023
Executive Board member	Epitacio Antonio dos Santos		October 2023

Names of affiliated unions

Affiliated unions at 31st December 2023	Country
Abidjan FHB International Airport Staff Union	Côte d'Ivoire
ACOD/CGSP Telecom Vliegwezen/Aviation	Belgium
ACV Puls	Belgium
Aeronautical Staff Association	Argentina
Aerospace, Digital and Transportation Workers' Union (The)	Indonesia
AEROTHAI State Enterprise Union	Thailand
Air Line Pilots Association	Argentina
Air Line Pilots' Association International	USA
Air Line Pilots' Association, International - Canada	Canada
Air Traffic Controllers' Association of Uruguay	Uruguay
Air Traffic Controllers' Union of Côte d'Ivoire	Côte d'Ivoire
Air Transport Services Senior Staff Association	Nigeria
Aircraft Pilots' Union Association	Mexico
Aircraft Technicians' Independent Trade Union	Hungary
Aircraft Workers League	Bangladesh
Airport Assistance Personnel Union of Cote d'Ivoire	Côte d'Ivoire
Airport Industry and Amalgamated Workers' Union of El Salvador	El Salvador
Airport Workers' Union	Mali
Airports of Mauritius Ltd Employees Union	Mauritius
Airports of Thailand Public Company Limited State Enterprise Worker Union	Thailand
Airways and Allied Workers' Union of Zambia	Zambia
Alba Trade Union	Bahrain
All India Metro Rail Employees Federation	India
All India Railwaymen's Federation	India
All Pakistan Civil Transport Workers' Union	Pakistan
All Transport Workers' Union of Turkey	Türkiye
Allied Pilots Association (The)	USA
All-Japan Federation of Transport Workers' Unions	Japan
All-Japan Prefectural and Municipal Workers Union	Japan
All-Japan Seamen's Union	Japan
Amalgamated Transit Union	USA
Amalgamated Transport and General Workers' Union	Uganda
Amalgamated Union of Seafarers, Hong Kong	Hong Kong
American Maritime Officers	USA
Antigua & Barbuda Workers' Union	Antigua & Barbuda
APM Terminals Quetzal Workers' Union	Guatemala
Argentine Association of Fishing Captains, Pilots & Skippers	Argentina
Argentine Association of Merchant Navy Employees	Argentina
Argentine Flight Crew Association	Argentina
Artisans and General Workers' Union (The)	Mauritius
ASECNA Staff Union of Côte d'Ivoire	Côte d'Ivoire
Asry Labour Union	Bahrain
Associated Labour Unions	Philippines
Associated Marine Officers' and Seamen's Union of the Philippines	Philippines
Associated Philippine Seafarers' Union (ALU-TUCP)	Philippines
Associated Society of Locomotive Engineers & Firemen	Great Britain
Association of Aviation Protection and Safety Technicians and Employees	Argentina
Association of Flight Attendants (AFA) - Communications Workers of America (CWA)	USA
Association of Inland Navigation Captains and Pilots and Overseas Captains - Rio de la Plata	Paraguay
Association of Multimodal Sector Unions and Workers of Gabon	Gabon
Association of Nigeria Aviation Professionals	Nigeria
Association of Skippers	Iceland
Association of Workers in GOCCs and GFIs - Transport Group	Philippines
Australian Institute of Marine & Power Engineers	Australia
Australian Licensed Aircraft Engineers' Association	Australia
Australian Manufacturing Workers' Union (The)	Australia
Australian Maritime Officers Union	Australia
Australian Rail, Tram & Bus Industry Union	Australia

Names of affiliated unions

Affiliated unions at 31st December 2023	Country
Australian Services Union	Australia
Australian Workers' Union	Australia
Auto, Taxi & Private Sector Transport Workers HMS Federation	India
Autonomous Union of Young Independent Freight Forwarders of Benin	Benin
Aviation & Marine Engineers Association Incorporated	New Zealand
Aviation Industry Employees' Guild	India
Aviation Workers' Trade Union of Uzbekistan	Uzbekistan
B C Ferry & Marine Workers' Union	Canada
Bahrain Airport Services (BAS) Union	Bahrain
Bambai Mazdoor Union	India
Bangladesh Biman Cabin Crew Union	Bangladesh
Bangladesh Biman Officers' Association	Bangladesh
Bangladesh Inland Water Transport Corporation Workers' Union	Bangladesh
Bangladesh Merchant Marine Officers' Association	Bangladesh
Bangladesh Railway Employees' League	Bangladesh
Bangladesh Railway Workers League	Bangladesh
Bangladesh Road Transport Workers' Federation	Bangladesh
Bangladesh Seamen's Association	Bangladesh
Bangladesh Shipping Workers Federation	Bangladesh
Barbados Workers' Union (The)	Barbados
Batumi Seaport's Trade Union	Georgia
Beirut Port Employees' Union	Lebanon
Belgian Transport Workers' Union	Belgium
Benin Municipal Taxi Drivers' Organisation	Benin
Bermuda Industrial Union	Bermuda
Bolivarian Federation of Transport and Amalgamated Workers	Venezuela
Botswana Transport & General Workers Union	Botswana
British Airline Pilots' Association	Great Britain
Bulgarian Seafarers' Trade Union	Bulgaria
Bustamante Industrial Trade Union	Jamaica
Cabin Crew Union Norway	Norway
Calcutta Port Shramik Union	India
Callao Port United Maritime and Port Workers' Union	Peru
Cambodia Informal Economy Reinforce Association	Cambodia
Cambodian Transportation Workers' Federation	Cambodia
Canadian Merchant Service Guild	Canada
Canadian Union of Postal Workers	Canada
Captains' and Deck Officers' Union	Panama
Cathay Pacific Airways Flight Attendants' Union	Hong Kong
CCOO Citizenship Services Federation	Spain
CCT Workers' Union	Panama
Central Organization Maritime	Denmark
Ceylon Mercantile, Industrial & General Workers' Union (The)	Sri Lanka
CGT National Federation of Maritime Unions	France
CGT National Federation of Transport Unions	France
CGT Rail Workers' Federation	France
Chennai Container Terminal Employees Union	India
Chilean Merchant Navy Crew Federation	Chile
Christian Federation of Transport Personnel	Luxembourg
Civil Air Operations Officers' Association of Australia (The)	Australia
Civil Aviation Labour Union	Kuwait
Civil Aviation Workers' Union	Congo, DR
Civil Servants' Union	Sweden
Clerical and Commercial Workers' Union	Guyana
Clerical, Technical and Executive Staff Union of Belgium	Belgium
Cochin Port Staff Association (The)	India
Colombian Air Traffic Controllers' Association	Colombia
Colombian Association of Flight Attendants and other Colombian Aviation Industry Workers	Colombia

Names of affiliated unions

Affiliated unions at 31st December 2023	Country
Colombian Aviation Mechanics' Association	Colombia
Colombian Aviation Workers', Services, Logistics and Amalgamated Union	Colombia
Colombian Civil Aviators' Association	Colombia
Colombian Merchant Seafarers' and Fishers' Union	Colombia
Commercial Transport Union	Norway
Communication & Transport Workers' Union of Tanzania	Tanzania
Communication and Transport Workers' Union of Zanzibar	Tanzania
Confederation of Christian Trade Unions (CSC) - Public Services	Belgium
Confederation of Christian Trade Unions (CSC) - Transcom	Belgium
Congo Union Federation of Transport Professionals	Congo
Congo Workers and Managers Union Solidarity - SOLIDARITY	Congo, DR
Côte d'Ivoire Drivers Union	Côte d'Ivoire
Crew and Allied Workers Union of Zambia	Zambia
CUPE National Airline Division	Canada
Curitiba and Metropolitan Region Bus Drivers' and Conductors' Union	Brazil
Czech Railway Workers' Trade Union	Czechia
Czech Trade Union of Seafarers	Czechia
Danish Aviation and Railway Federation	Denmark
Danish Engineers' Union	Denmark
Danish Maritime Officers	Denmark
Democratic Union of Dakar Dem Dikk Workers	Senegal
Democratic Union of Road Transport Workers	Senegal
Democratic Union of Technicians of Senegal - Professional/Civil Aviation	Senegal
Democratised Transport Logistics and Allied Workers' Union	South Africa
DHL Bahraini Trade Union	Bahrain
DHL Employees Union	India
DHL World Wide Express (I) Pvt. Ltd. Employees' Union	India
Dighi Port Sthanik Kantrati Kamgar	India
Dock Workers' Union of Liberia	Liberia
Dock, Maritime, Shipyard and Warehouse Workers' Union of Turkey	Türkiye
Dockworkers' Union Kenya	Kenya
Dominica Public Service Union	Dominica
Dominican Air Traffic Controllers' Association	Dominican Republic
Dominican Federation of Free Zone, Service and Miscellaneous Industrial Workers	Dominican Republic
Dominican Tourist Taxi Drivers' Confederation Inc.	Dominican Republic
Doraleh Port Workers Union	Djibouti
DTC Employees Congress	India
E tū	New Zealand
ELA-Services	Spain
Employees and Workers Syndicate of Yemen Airways	Yemen
Ernakulam District Waterways Employees' Association (The)	India
Estonian Seamen's Independent Union	Estonia
Estonian Transport & Road Workers Trade Union	Estonia
Executive Association - Sri Lankan Airlines	Sri Lanka
Faroe Islands Fishers' Association (The)	Faroe Islands
Faroese Union of Shipmasters and Navigators (The)	Faroe Islands
Federated Airlines Staff Association	Fiji
Federation of Airport and Aviation Workers of Peru	Peru
Federation of All India Aviation	India
Federation of Asecna Workers' Unions	Benin
Federation of Hong Kong Transport Workers' Organizations	Hong Kong
Federation of Korean Seafarers' Unions	South Korea
Federation of Korean Taxi Transport Workers' Unions	South Korea
Federation of Mongolian Railway Workers Trade Union	Mongolia
Federation of Oil Unions in Iraq	Iraq
Federation of Port Workers' and Amalgamated Unions	Nicaragua
Federation of Transport Trade Unions in Bulgaria	Bulgaria
Federation of Transport Workers	Algeria

Names of affiliated unions

Affiliated unions at 31st December 2023	Country
Federation of Transport Workers - PODKREPA	Bulgaria
Federation of Transport, Petroleum and Agricultural Workers	Cyprus
Fiji Longshoremen & Staff Association	Fiji
Fiji Public Service Association	Fiji
Finnish Engineers Association	Finland
Finnish Seafarers' Union	Finland
Finnish Ship's Officers' Union (The)	Finland
Finnish Transport Workers' Union (The)	Finland
First Union (Inc)	New Zealand
Fishermen's Union of Côte d'Ivoire	Côte d'Ivoire
Flight Attendants' Association of Australia	Australia
Flight Attendants General Trade Union	Bahrain
Flight Attendants Union (Cabin Crew Welfare Society)	Sri Lanka
FNV	Netherlands
FO Equipment, Environment, Transport and Services Federation	France
FO Rail Workers' Union Federation	France
Force Ouvrière National Transport and Logistics Federation	France
Foreign Airlines Employees Union	Malaysia
Fórsa - (aka Irish Municipal, Public and Civil Trade Union (IMPACT))	Ireland
Forward Seamen's Union of India	India
Free trade union of locomotive engineers of Ukraine	Ukraine
Free Trade Union of Railway Workers	Mali
Free Trade Union of Railway Workers Solidarity	Hungary
Free Union Federation of Transport and Mechanical Maintenance Workers of Guinea	Guinea-Conakry
Freight Forwarders' and Transport Agents' Union of Togo	Togo
Friendly Fraternity of Seamen	Guinea-Bissau
Gabon Port Management Workers' Union	Gabon
Gambia Maritime and Seafarers Workers Unions (The)	Gambia
GARMCO Trade Union	Bahrain
Garuda Indonesia Flight Attendant Association	Indonesia
General Confederation of Drivers and Transport Workers in Lebanon	Lebanon
General Federation of Bahrain Trade Unions	Bahrain
General Federation of Oman Workers	Oman
General Federation of Ports and Dock Workers	Tunisia
General Federation of Private Railway & Bus Workers' Unions of Japan	Japan
General Federation of Tunisian Railways Workers	Tunisia
General Maritime Union of Madagascar	Madagascar
General Mazdoor Sabha, Thane	India
General Professional Union of Sudanese Seafarers	Sudan
General Syndicate for Engineering equipment Transport Workers and Chemicals	Iraq
General Syndicate of Oil and Gas Workers in Basrah	Iraq
General Trade Union of Air Transport and Tourism	Jordan
General Trade Union of Land Transport Workers	Egypt
General Trade Union of Maritime Transport Workers	Egypt
General Transport and Environment Federation - CFTD	France
General Transport Industry and Amalgamated Workers' Union of El Salvador	El Salvador
General Transport Union	Gambia
General Transport, Petroleum & Chemical Workers' Union of TUC	Ghana
General Union For Transport and Transportation Workers	Yemen
General Union for Transport Workers	Palestine
General Union of Air Transport Workers	Libya
General Union Of Iraq Ports Workers	Iraq
General Union of Iraq Southern Railways Workers (The)	Iraq
General Union Of Iraqi Air Transport	Iraq
General Union of Port Workers	Jordan
General Union of Public Transport Authority Workers in Greater Cairo	Egypt
General Union of Transport & Telecommunication - FWUCI	Iraq
General Union of Transport Workers and Services	Egypt

Names of affiliated unions

Affiliated unions at 31st December 2023	Country
General Workers' Union	Malta
General Workers' Union State Federation of Services, Mobility & Consumption	Spain
Georgian Seafarers' Union	Georgia
Ghana Merchant Navy Officers' Association	Ghana
Ghana Private Road Transport Union	Ghana
GMB	Great Britain
Government Services Employees Association	Mauritius
Government Transport Corporations Employees Progressive Unions' Federation	India
Grenada Technical and Allied Workers Union	Grenada
Gulf Air Pilots Trade Union	Bahrain
Guyana Labour Union	Guyana
HK/Privat	Denmark
Hong Kong International Terminals Group Employees General Union	Hong Kong
Hong Kong Seamen's Union	Hong Kong
Hong Kong Storehouses, Transportation & Logistics Staff Association	Hong Kong
Hotel Catering Tourism and Allied Workers Union of Zambia	Zambia
Iceland Seaman's Union	Iceland
Icelandic Airline Pilots' Association	Iceland
Icelandic Union of Marine Engineers and Metal Technicians	Iceland
Independent Democracy of Informal Economy Association	Cambodia
Independent Dockers' Union	Lithuania
Independent Federation of Myanmar Seafarers	Myanmar
Independent Mano River Transport Union of Liberia (The)	Liberia
Independent Pilots' Association	USA
Independent Professional Drivers' and Truckers' Union	Côte d'Ivoire
Independent Transport Workers' Association of Nepal	Nepal
Independent Union of Maritime and Related Workers	Mauritius
Independent Union of Transport and Amalgamated Workers of Gabon	Gabon
Independent Union of Workers in Maritime Shipping Trade and Transport of Montenegro	Montenegro
Indian National Port & Dock Workers' Federation	India
Indian National Transport Workers' Federation	India
Indonesia Railway Workers Union	Indonesia
Indonesian Airport Workers' Federation	Indonesia
Indonesian Port Workers Federation	Indonesia
Indonesian Seafarers' Union	Indonesia
Industri Energi	Norway
Industrial and Artisanal Fisheries Mariners Union	Guinea-Bissau
Industrial Union of Port Workers of Panama and Similar Companies	Panama
Inter-Company Merchant Navy Officers' Union	Chile
Inter-Company National Merchant Navy Engineer Officers' Union	Chile
Inter-Company Shipping Line Workers' Union	Chile
International Association of Machinists & Aerospace Workers	USA
International Brotherhood of Electrical Workers - Local 2228	Canada
International Brotherhood of Teamsters	USA
International Longshore and Warehouse Union	USA
International Longshore and Warehouse Union Canada	Canada
International Longshoremen's Association	USA
International Organization of Masters, Mates & Pilots, AFL-CIO	USA
International Union, United Automobile, Aerospace & Agricultural Implement Workers of America	USA
Iranian Merchant Mariners Syndicate	Iran
Iraqi Syndicate of Marine	Iraq
Israeli Sea Officers' Union	Israel
Italian Federation of Commercial and Related Services and Tourism (The)	Italy
Italian Federation of Transport Workers FILT-CGIL	Italy
Italian Transport Federation - CISL	Italy
Ivorian Commercial Seafarers' Union	Côte d'Ivoire
Jakarta Transportation Workers Union	Indonesia
Japan Confederation of Railway Workers' Unions	Japan

Names of affiliated unions

Affiliated unions at 31st December 2023	Country
Japan Federation of Aviation Industry Unions	Japan
Japan Federation of Aviation Workers' Unions	Japan
Japan Federation of Service & Tourism Industries Workers' Unions	Japan
Japan Federation of Transport Workers' Unions	Japan
Japan Railway Trade Unions' Confederation	Japan
JAPDEVA & Amalgamated Port Workers' Union	Costa Rica
Jathika Sevaka Sangamaya	Sri Lanka
Kapers Cabin Crew Union	Switzerland
Karachi Dock Labour Board	Pakistan
Karachi International Container Terminal Labour Union	Pakistan
Karachi Port Trust Democratic Workers Union	Pakistan
Karnataka State Private School Driver's Union	India
Kenya Bodaboda, Tuktuk and Taxi Workers Union	Kenya
Kenya Hotels and Allied Workers' Union	Kenya
Kenya Long Distance Truck Drivers & Allied Workers Union	Kenya
Kiribati Overseas Fishermen Union	Kiribati
Koja Container Terminal Workers Union	Indonesia
Korea Expressway Corp. Labour Union	South Korea
Korean Air Labour Union	South Korea
Korean Automobile & Transport Workers' Federation	South Korea
Korean Construction Industry Workers Union	South Korea
Korean Federation of Port & Transport Workers' Unions	South Korea
Korean Postal Workers' Union	South Korea
Korean Public & Social Industry Trade Union	South Korea
Korean Public Service and Transport Workers' Union	South Korea
Kowloon Canton Railway Workers' Union	Hong Kong
Kurdistan Transport Unions	Iraq
Kuwait Ports Foundation Workers Union	Kuwait
La Fraternidad ("Fraternity") Trade Union	Argentina
Labor Trade Union Aviation Sector	Spain
Labour Committee of Aden Container Terminal	Yemen
LAN Perú S.A. Cabin Crew Union	Peru
Latvian Federation of Water Transport Workers' Trade Unions	Latvia
Latvian Railway and Transport Industry Trade Union	Latvia
Latvian Seafarers' Union of Merchant Fleet	Latvia
Latvian Trade Union of Public Services and Transport Workers LAKRS	Latvia
Lebanese Cabin Crew Association	Lebanon
Lebanese Seaman's Syndicate	Lebanon
LEDARNA	Sweden
Libyan General Federation of Trade Unions	Libya
Lithuanian Carriers Trade Union	Lithuania
Lithuanian Seafarers' Union	Lithuania
Lithuanian Transport Workers' Federation	Lithuania
Loading, Unloading Coolie By Road Workers Union	Pakistan
Lomé Independent Port Workers' Union	Togo
Machinists' Association (The)	Faroe Islands
Madras Port Trust Employees' Union (The)	India
Maharashtra Rajya Rashtriya Kamgar Sangh (The)	India
Maharashtra S.T. Workers Congress	India
Maharashtra State Transport Kamgar Sanghatana	India
Malaysia Airports Employees Union	Malaysia
Marine Employees' Solidarity Association	Türkiye
Marine Engineers' Beneficial Association	USA
Marine Engineers' Union	Panama
Marine Officers Union	Egypt
Marine Production and Industrial Workers' Union	Panama
Marine Transport Workers' Trade Union of Ukraine	Ukraine
Maritime and Dockworkers' Union Ghana	Ghana

Names of affiliated unions

Affiliated unions at 31st December 2023	Country
Maritime Foremen, Tallymen & Amalgamated Union of the Argentine Republic	Argentina
Maritime Officers' Association	Sweden
Maritime Union of Australia	Australia
Maritime Union of India (The)	India
Maritime Union of New Zealand	New Zealand
Maritime Workers' Union of Ecuador	Ecuador
Maritime Workers' Union of Nigeria	Nigeria
Maritime, Air, Land and Amalgamated Transport Workers' Union	Uruguay
Matatu Workers Union	Kenya
Medium and Small Union Group for Transport Workers	Japan
Merchant Marine Captains' and Deck Officers' Union	Argentina
Merchant Navy Captains' and Deck Officers' Union	Uruguay
Merchant Navy Engineers' Union	Portugal
Merchant Navy Masters' and Officers' Union	Portugal
Merchant Navy Officers' Guild - Hong Kong	Hong Kong
Merchant Navy, Industries and Energy Union	Portugal
Metalworking, Transport, Tourism and Communications Union	Cabo Verde
Meteorology and Civil Aviation Officers' Union	Niger
Metro Unions Federation of S.A.	Chile
Mexican Air Traffic Controllers Union	Mexico
Mobile Crane Operators' and Mechanics' Union of the Argentine Republic	Argentina
Mongolian Transport, Communication & Petroleum Workers' Union	Mongolia
Montreal Longshoremen's Union, CUPE local section 375	Canada
Moroccan Workers' Union (The)	Morocco
Motorcyclists, Messengers and Services Union Association	Argentina
Mumbai Port Trust, Dock and General Employees' Union	India
Namibian Transport and Allied Workers' Union	Namibia
National Air Traffic Controllers' Association	USA
National Airline Employees' Association	Papua New Guinea
National Airways Workers' Unions	Zimbabwe
National Amalgamated Transport and Logistics Workers' Union of Colombia	Colombia
National Association of Aircraft Pilots and Engineers	Nigeria
National Association of Civil Aviation Department Officers	Chile
National Association of Independent Unions	France
National Aviation, Logistics and Amalgamated Workers' Union of the Republic of Panama	Panama
National Chinese Seamen's Union	Taiwan
National Civil Aviation, Post and Communications Workers' Union	Mozambique
National Confederation of Rail and Road Transport Workers	Brazil
National Confederation of Transport Workers' Union	Philippines
National Confederation of Workers in Transport and Logistics	Brazil
National Confederation of Workers in Waterway and Air Transport, Fisheries and Ports	Brazil
National Dockers' and Transit Dockers' Collective for the Protection of their Rights	Côte d'Ivoire
National Dockers' Union of Togo	Togo
National Drivers' and Road Hauliers' Union	Mali
National Federation of Algerian Port Workers -UGTA	Algeria
National Federation of Automobile Transport Workers' Unions	Japan
National Federation of Bus & Truck Drivers and Amalgamated Unions of Chile	Chile
National Federation of Civil Aviation Workers (The)	Brazil
National Federation of Dockworkers' Unions of Japan	Japan
National Federation of Indian Railwaymen	India
National Federation of Petroleum, Gas and Chemical Workers	Algeria
National Federation of Port Unions	Romania
National Federation of Port Workers of Chile	Chile
National Federation of Professional Drivers of Cameroon	Cameroon
National Federation of Rail and Transport Workers, Staff and Clerical Workers, Luxembourg	Luxembourg
National Federation of Railway Workers	Brazil
National Federation of Railway Workers	Algeria
National Federation of Road Haulage and Automotive Transport Loading, Logistics and Service Workers	Argentina

Names of affiliated unions

Affiliated unions at 31st December 2023	Country
National Federation of Taximen and Transport Sector Workers of Burkina	Burkina Faso
National Federation of Transport Drivers of Guinea-Bissau	Guinea-Bissau
National Federation of Transport Workers	Tunisia
National Federation of Transport Workers and Related activities of Central Africa	Central African Rep
National Federation of Transport, Social and Informal Workers	Burundi
National Federation of Workers in Companies and Intercompanies of the Latin American Holding - Network LAN	Chile
National Federation of Workers in Waterway and Related Transport	Brazil
National Industrial Federation of Tourism Hotel & General Service Workers	Ethiopia
National Light, Mixed and Medium Transport Federation of Ecuador	Ecuador
National Maritime Section NSZZ 'Solidarnosc'	Poland
National Merchant Navy Engineer Officers' Union Association	Mexico
National Port and Railway Workers' Union	Mozambique
National Port Dockers' Federation	Mauritania
National Port Pilots' Union	Mexico
National Professional Transport and General Mechanical Engineering Union Federation	Guinea-Conakry
National Rail Passenger, Freight and Amalgamated Transport Federation	Chile
National Railway Workers' Union	Japan
National Rickshaw Van Workers League	Bangladesh
National Seafarers' Union of Benin	Benin
National Section of Air Transport Workers and Airport Workers NSZZ "Solidarity" (The)	Poland
National Section of Port Workers NSZZ "Solidarnosc"	Poland
National Taxi and Bus Drivers' Union	Central African Rep
National Taxi Workers Alliance	USA
National Transport Workers' Federation	Mali
National Transport Workers' Union	Singapore
National Transport, Post & Telecommunications Federation	Niger
National Union of Air Traffic Controllers of Burkina	Burkina Faso
National Union of Air Transport Employees	Nigeria
National Union of Airport Administration Company Employees	Brazil
National Union of Airport Security Agents	Côte d'Ivoire
National Union of Aviation and Allied Workers	Zambia
National Union of Aviation Safety Employees	Cameroon
National Union of Aviation Workers of Cameroon	Cameroon
National Union of Aviation, Catering and Associated Workers of Cameroon	Cameroon
National Union of Bolloré Group Employees	Gabon
National Union of Commercial Marine Fishing Workers and Associated Branches of Senegal	Senegal
National Union of DHL Chile S.A. Workers (Union No. 1)	Chile
National Union of Extractive Industries Sector Workers	Gabon
National Union of Flight Attendants Malaysia	Malaysia
National Union of Hospitality, Catering & Tourism Industries Employees	Fiji
National Union of Industrial and Artisanal Fishermen of Senegal	Senegal
National Union of Land Transport Drivers of Côte d'Ivoire	Côte d'Ivoire
National Union of LATAM Airlines Group Cabin Crew	Chile
National Union of Merchant Marine Officers	Brazil
National Union of Merchant Navy Workers	Senegal
National Union of Metal Workers of South Africa (The)	South Africa
National Union of Passenger Transport, General Freight and Amalgamated Workers of the Republic of Panama	Panama
National Union of Professional Dockers and Related Professions	Mozambique
National Union of Public and General Employees	Canada
National Union of Public Transport System Workers	Mexico
National Union of Public, Private and Amalgamated Drivers and Moped Riders	Guinea-Bissau
National Union of Rail, Maritime and Transport Workers	Great Britain
National Union of Railway Workers - PODKREPA	Bulgaria
National Union of Registered and Associated Seafarers of Cameroon	Cameroon
National Union of Road Transport and Technical Assistance Workers	Mozambique
National Union of Road Transport Workers	Nigeria
National Union of Sailors and Machine Engineers in Maritime and River Transport	Brazil
National Union of Sailors United in Dignity	Guinea-Bissau

Names of affiliated unions

Affiliated unions at 31st December 2023	Country
National Union of Seafarers of India	India
National Union of Seafarers of Peninsular Malaysia	Malaysia
National Union of Seafarers Sri Lanka	Sri Lanka
National Union of Seamen of India	India
National Union of SODEXAM Officers	Côte d'Ivoire
National Union of Teamsters and General Workers	Ghana
National Union of Train Workers of Senegal	Senegal
National Union of Transport and Allied Workers	Zambia
National Union of Transport Workers of Zimbabwe	Zimbabwe
National Union of Truck Drivers of Cameroon	Cameroon
National Union of Truck Drivers of Niger	Niger
National Union of Urban, Interurban and Road Transport Drivers of Cameroon	Cameroon
National Union of Workers in the Hotel Industry, Tourism and Related Industries	Mozambique
National Union of Workers of Fiji	Fiji
National Union of Workers of Merchant Marine and Fisheries	Mozambique
National Workers Union	St Lucia
Nautilus International (NL)	Netherlands
Nautilus International (Switzerland)	Switzerland
Nautilus International (UK)	Great Britain
Naval Chief Engineers' and Engineer Officers' Union	Argentina
Naval Engineers' Union	Paraguay
Naval Radiocommunications Commanders' and Officers' Union	Argentina
Nepal Transport Labour Association	Nepal
New Maritime & General Kamgar Sanghatana	India
New Union Dynamique	Congo, DR
New Zealand Merchant Service Guild Industrial Union of Workers Inc.	New Zealand
Nigeria Merchant Navy Officers' and Water Transport Senior Staff Association	Nigeria
Nigeria Union of Railway Workers	Nigeria
Nord Maritime Union	France
Northport (M) Executive Association BHD	Malaysia
Norwegian Locomotive Drivers' Union	Norway
Norwegian Maritime Officers' Union	Norway
Norwegian Railway Workers Union	Norway
Norwegian Seafarers' Union	Norway
Norwegian Union of Marine Engineers	Norway
Norwegian Union of Municipal and General Employees	Norway
Official TransMilenio S.A. Workers' Union	Colombia
OGB-L (Independent Luxembourg Trade Union Confederation)	Luxembourg
Order of Naval Pilots and Captains and Allied Workers of the Mexican Republic	Mexico
Pakistan Airline Pilots Association	Pakistan
Pakistan Airlines Cabin Crew Association	Pakistan
Pakistan International Container Terminal Limited Democratic Employees Union	Pakistan
Pakistan Merchant Navy Officers' Association	Pakistan
Pakistan National Shipping Corporation Employees Workers Union	Pakistan
Pakistan Seamen's Union	Pakistan
Palestine Bus Drivers General Union	Palestine
Panama Area Metal Trades Council	Panama
Panama Canal Pilots' Union	Panama
Panamanian Air Traffic Controllers' Association	Panama
Panamanian Union of Commercial Aviators	Panama
Pan-Hellenic Seamen's Federation	Greece
Papua New Guinea Maritime and Transport Workers Union	Papua New Guinea
Paraguayan Road Transport Workers Federation	Paraguay
Parat	Norway
People's Unity of PIA Employees	Pakistan
Petrolera Transoceanica S.A. Workers' Union	Peru
Petroleum and Hydrocarbon Fleet Union	Argentina
Philippine Airline Employees' Association	Philippines

Names of affiliated unions

Affiliated unions at 31st December 2023	Country
PISTON Land Transport Coalition	Philippines
Polish Seafarers' Union	Poland
Port Industry Workers' Union of El Salvador	El Salvador
Port Officers' Union	Singapore
Port Workers' Union of the Philippines	Philippines
Port, Maritime and Amalgamated Workers' Union	Honduras
Private Sector Professionals' Union Erto	Finland
Professional Aviation Safety Specialists, AFL-CIO	USA
Professional Inter-Company Union of Merchant Navy Officers	Chile
Professional Syndicate of Seafarers	Egypt
Prospect	Great Britain
PSA Panama International Terminal, S.A. Workers' Union	Panama
PT Garuda Indonesia Tbk Employees Union	Indonesia
Public and Commercial Services Union	Great Britain
Public Transport Operators Union	Kenya
Quetzal Port Company Workers Union	Guatemala
Rail and Maritime Transport Union Inc.	New Zealand
Rail Union (UF)	Argentina
Rail Workers' Union	Mali
Rail Workers' Union	Côte d'Ivoire
Railroad Engineer Trade Union of Croatia (RETUC)	Croatia
Railway and Allied Workers' Union	Kenya
Railway and Transport Workers' Union	Germany
Railway Union - RAU	Finland
Railway Workers' Trade Union of Croatia	Croatia
Railway Workers' Trade Union of Turkey	Türkiye
Railway Workers' Union (Open Line)	Pakistan
Railway Workers' Union of Ghana	Ghana
Railway Workers' Union of Zambia	Zambia
Railwaymen's Union of Malaysia (The)	Malaysia
Railways Workers Union of Malawi	Malawi
Railworkers' Section of the General Public Services Union	Belgium
Rashtriya Mazdoor Sangh	India
Republican Committee of Maritime Transport Workers' Trade Union of Azerbaijan	Azerbaijan
Rio de Janeiro State Ports Loading and Unloading Checkers' Union	Brazil
Riverboat, Fishing and Maritime Cabotage Skippers' and Officers' Union	Argentina
Road Transport and Amalgamated Workers' Union of the Argentine Republic	Argentina
Road Transport Workers' Federation of the State of Paraná	Brazil
Road Transport Workers' Federation of the State of São Paulo	Brazil
Road Transport Workers' Union of Santos and Region	Brazil
Road Workers Union	Brazil
Romanian Seafarers' Free Union	Romania
Samoa First Union	Samoa
San Pedro Independent Port Staff Union	Côte d'Ivoire
San Pédro Port Dockers' Union	Côte d'Ivoire
Seafarers' International Union	USA
Seafarers' International Union of Canada	Canada
Seafarers' Union of Croatia	Croatia
Seafarers Union of Kenya	Kenya
Seafarers' Union of Turkey	Türkiye
Seamen and Waterfront Workers' Trade Union	Trinidad
Seamen's & Fishermen's Trade Unions Federation	Poland
Seamen's Syndicate	Bulgaria
Seamen's Union of Slovenia	Slovenia
Senior & Professional Commercial Aviation Staff Union	Argentina
Senior Aviation Cabin Crew Union Association of Mexico	Mexico
Seoul Metro Labour Union	South Korea
Service and Communications Employees' Union	Sweden

Names of affiliated unions

Affiliated unions at 31st December 2023	Country
Service Employees' International Union	USA
Services, Industrial, Professional and Technical Union	Ireland
Shipping and Customs Clearing Agents Trade Union	Malawi
Shipping, Aviation and Transit Company Workers' Union of Togo	Togo
Shivsangram Taxi and Rickshaw Union	India
Shree Kachchh General Mazdoor Sangh	India
Sierra Leone Seafarers Union	Sierra Leone
Singapore Maritime Officers' Union	Singapore
Singapore Organisation of Seamen	Singapore
Singapore Port Workers' Union	Singapore
Society of Aircraft Engineers of Biman	Bangladesh
Somali Fisheries Workers Union	Somalia
SOTRA Workers' Union	Côte d'Ivoire
South African Transport & Allied Workers' Union	South Africa
South Asia Pakistan Terminal Ltd Democratic Workers Union	Pakistan
Sri Lanka Nidahas Sewaka Sangamaya	Sri Lanka
St Lucia Seamen, Waterfront and General Workers' Trade Union	St Lucia
Staff Union of Aeronautical Activities in Senegal	Senegal
State Enterprise Electrified Train Workers' Union (The)	Thailand
State Enterprise Labour Union of Expressway Authority of Thailand	Thailand
State Railway Workers' Union of Thailand	Thailand
Swaziland Transport Communication & Allied Workers Union	eSwatini
Swedish Municipal Workers' Union	Sweden
Swedish Transport Workers' Union	Sweden
Swiss Association of Public Service Personnel	Switzerland
Swiss Transport Workers' Union	Switzerland
Syndicate of Middle East Airlines and Affiliate Companies	Lebanon
Syndicate of Workers of Tehran and Suburbs Bus Company	Iran
Taipei Travel Labour Union	Taiwan
Tamil Nadu Road Transport Workers' HMS Federation	India
Taxi Drivers' Union of Côte d'Ivoire	Côte d'Ivoire
Taxi Workers of the Federal Capital Union	Argentina
Teamsters Canada	Canada
Thai Airways International Union	Thailand
Thai Seafarer Association	Thailand
The Danish Metalworkers' Union	Denmark
Togo Truck Drivers' Union	Togo
Tourism, Hotel, Restaurant Workers Union, UMT	Morocco
Trade Union Action For Development	Congo, DR
Trade Union for the Public and Welfare Sectors (The)	Finland
Trade Union of Boatman and Seafarers of Serbia	Serbia
Trade Union of Georgian Railwaymen	Georgia
Trade Union of Jakarta International Container Terminal	Indonesia
Trade Union of Railwaymen and Transport Construction Workers of Ukraine	Ukraine
Trade Union of Railwaymen and Transport Construction Workers Union of Kyrgyz Republic	Kyrgyzstan
Trade Union of Railwaymen of Serbia	Serbia
Trade Union of Revolutionary Land Transportation Workers of Turkey	Türkiye
Trade Union of Sihanoukville Port	Cambodia
Trade Union of Transport and Communications	North Macedonia
Trade Union of Workmen of Transport, Road and Capital Construction, Construction Industry of Uzbekistan	Uzbekistan
Trade Union Pro	Finland
Trade Unions Federation of Transport and Telecommunication Workers of Albania	Albania
Train Driver 's Union of Slovenia	Slovenia
Tram Workers' Union of Mexico	Mexico
Transoceánica Shipping Company Crew Members' Union	Peru
Transport & Communication Workers' Unions Industrial Federation	Ethiopia
Transport & Communications Workers' Group - CSC	Congo, DR
Transport & Dock Workers' Union, Chennai	India

Names of affiliated unions

Affiliated unions at 31st December 2023	Country
Transport & Dockworkers' Union, Kandla	India
Transport & Dockworkers' Union, Mumbai	India
Transport & General Workers' Union	Malawi
Transport and General Workers' Union	Zimbabwe
Transport and Service Professions' Union	Austria
Transport Company Ltd State Enterprise Employees' Union	Thailand
Transport Employees Union Bihar	India
Transport Industry Trade Union of Rail, Road, Air and Inland Navigation Workers of the Kazakhstan Republic (The)	Kazakhstan
Transport Line Workers' Union of the Mexican Republic	Mexico
Transport Salaried Staffs' Association	Great Britain
Transport Workers' Union	Fiji
Transport Workers' Union Federation of Togo	Togo
Transport Workers Union Kenya	Kenya
Transport Workers' Union of America	USA
Transport Workers' Union of Australia	Australia
Transport Workers Union-Histadrut	Israel
Transport, Communications and Public Administration Union	Cabo Verde
Transport, Telecommunications, Hospitality and Tourism Union	Cabo Verde
Transportation Communications International Union	USA
Truck Drivers' Union of Burkina	Burkina Faso
Truck Drivers' Union of Senegal	Senegal
Turkish Civil Aviation Union	Türkiye
Tuticorin Port Mariners' and General Staff Union	India
Tuticorin PSA SICAL Container Terminal Staff Union	India
Tuvalu Overseas Seafarer's Union	Tuvalu
UDTS Transport Federation	Senegal
Uganda Fisheries and Allied Workers Union	Uganda
UGICT-CGT Merchant Navy Officers' Federation	France
UILTRASPORTI	Italy
UNIA	Switzerland
Unifor	Canada
Union Committee of Ezbet El Burj and Ras El Bar Fishermen (The)	Egypt
Union Committee of Suez Canal Authority in Port Said	Egypt
Union Federation of Transport Workers and Assistants of Burkina	Burkina Faso
Union for Active Solidarity	Congo, DR
Union of Dredging and Buoyage Personnel	Argentina
Union of Drivers and Employees in Cargo, Logistics Transport and Differentiated Companies in Belo Horizonte and Region	Brazil
Union of Drivers of Road Vehicles and Annexes of São José do Rio Preto and Region	Brazil
Union of Education Agriculture & General Services Workers	Ghana
Union of Employees in Commerce and Offices	Norway
Union of Employees of Port Ancillary Services Suppliers Port Klang	Malaysia
Union of Maritime, Tugboat, Barge and Amalgamated Service Workers of Panama	Panama
Union of Municipal Employees (and in the Media and Arts)	Austria
Union of Professional Truck Drivers of West Africa in Côte d'Ivoire (The)	Côte d'Ivoire
Union of Road Transport Workers and Annexes of Jales and Region	Brazil
Union of Road Transport Workers of Sorocaba and Region	Brazil
Union of Transport Department Workers of the Communications, Infrastructure and Housing Ministry	Guatemala
Union of Trekking Travels, Rafting and Airlines Workers, Nepal	Nepal
Union of Urban and Road Transport Drivers and General Workers of Pato Branco	Brazil
Union of Workers of the Panama Metro, S.A.	Panama
Union Section of the Merchant Navy	Congo
Unionen	Sweden
UNITE HERE	USA
Unite The Union	Great Britain
United APM Terminals Workers' Union	Peru
United Drivers' and Chauffeurs' Union of Chad	Chad
United EMPORNAC Workers' Union	Guatemala
United Federation of Trade Unions (The)	Norway

Names of affiliated unions

Affiliated unions at 31st December 2023	Country
United Federation of Workers in Denmark	Denmark
United Maritime Workers' Union	Argentina
United Meteorology and Civil Aviation Union	Niger
United Meteorology, Civil Aviation and Amalgamated Union	Burkina Faso
United Minibus Union	Guyana
United Seamen, Ports and General Workers' Union of Liberia	Liberia
United Services Union	Germany
United Tollworkers and Amalgamated Union	Argentina
United Transport Workers' Union	Türkiye
United Truck Drivers and Allied Workers Union of Zambia	Zambia
United Union of Abidjan Independent Port Workers	Côte d'Ivoire
United Union of Air Transport and Amalgamated Workers of Senegal	Senegal
United Union of Civil Aviation and Meteorology Workers	Benin
United Union of DP World Callao Workers	Peru
United Workers' Union of Liberia	Liberia
Urban Passenger and Freight Commercial Road Transport Drivers' Union of Pitangueiras, incorporating Sugar and Alcohol Mills and Distilleries, Condominiums, Small Farms and Estates	Brazil
Urban Road Transport, Haulage and Amalgamated Workers' Union of the North Coast	Brazil
Usukana Wa Massiwa	Comoros
Veracruz Port Stevedores' and Casual Labourers' Union	Mexico
Visakhapatnam Port Employees' Union (The)	India
Waterfront & Allied Workers' Union	Dominica
Wingspan Workers' Union and Airport Workers of Thailand	Thailand
Workers' Association of the Automotive Transport Industry Córdoba, Argentina	Argentina
Workers Union & Affiliation of Iraqi Ports Company	Iraq
Workers Union in the Ministry of Transportation	Kuwait
Workers Union of Kuwait Airways & Subsidiaries	Kuwait
Workers' Union of Tazara	Zambia
Workers' Union of Solomon Islands	Solomon Islands
Yemen Pilots & Flight Engineers Union	Yemen
Yemeni Aviation Engineers Syndicate	Yemen
Yilan Migrant Fishermen Union	Taiwan
Zambia Bus and Taxi Workers' Union	Zambia
Zanzibar Seafarers Union	Tanzania
Zimbabwe Amalgamated Railway Workers' Union	Zimbabwe

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
See attached list	

Officers in post

List of all officers in post at the end of the year to which this return relates.

Name of Officer	Position held	Appointed
Paddy Crumlin	Executive Board member - President	Before October 2018
Najeem Usman Yasin Alhaji	Executive Board member - Vice President	October 2018
John Baker	Executive Board member - Vice President	Before October 2018
Seddik Berrama	Executive Board member - Vice President	October 2018
Mary Liew	Executive Board member - Vice President	October 2018
Frank Moreels	Executive Board member - Vice President	Before October 2018
Pablo Moyano	Executive Board member - Vice President	October 2018
Toshihiko Sumino	Executive Board member - Vice President	October 2018
Stephen Cotton	Executive Board member - General Secretary	Before October 2018
Stephen Abima	Executive Board member	October 2018
Edwin Atema	Executive Board member	October 2020
Christine Behle	Executive Board member	Before October 2018
Sean O'Brien	Executive Board member	April 2022
Martin Burkert	Executive Board member	April 2020
Horacio Calculli	Executive Board member	October 2021
Eddie Dempsey	Executive Board member	October 2023
Tae Kil Chung	Executive Board member	October 2018
Janaina Fernandes	Executive Board member	October 2018
Remo di Fiore	Executive Board member	Before October 2018
Laurent Le Floch	Executive Board member	April 2021
Joe O'Flynn	Executive Board member	October 2018
Antonio Oviedo García	Executive Board member	October 2021
David Gobé	Executive Board member	October 2018
Sharon Graham	Executive Board member	April 2022
Meryem Halouani	Executive Board member	October 2018
Johnny Hansen	Executive Board member	Before October 2018
Roman Hebenstreit	Executive Board member	Before October 2018
Dave Heindel	Executive Board member	Before October 2018
Diana Holland	Executive Board member	Before October 2018
Kam Soon Huat	Executive Board member	October 2018
Richard Johnsen	Executive Board member	April 2022
Mykhailo Kiryeyev	Executive Board member	April 2023
Ismo Kokko	Executive Board member	April 2022
Edgardo Llano	Executive Board member	April 2022
David Massiah	Executive Board member	October 2018
Terri Mast	Executive Board member	Before October 2018
Mitsuharu Matsuura	Executive Board member	April 2022
Jack Mazibuko	Executive Board member	October 2018

Officers in post

List of all officers in post at the end of the year to which this return relates.

Name of Officer	Position held	Appointed
Neven Melvan	Executive Board member	Before October 2018
Juliana Mpanduji	Executive Board member	October 2018
Conrad Oca	Executive Board member	Before October 2018
Flemming Overgaard	Executive Board member	April 2022
Lana Payne	Executive Board member	October 2019
Henryk Piatkowski	Executive Board member	October 2018
Ajay Kumar Rai	Executive Board member	October 2018
C A Rajisridhar	Executive Board member	October 2018
Terje Samuelson	Executive Board member	April 2022
Epitacio Antonio dos Santos	Executive Board member	October 2019
Abdulgani Serang	Executive Board member	October 2018
Julio Sosa	Executive Board member	October 2018
Francisco Torrealba	Executive Board member	April 2022
Jan Villadsen	Executive Board member	Before October 2018
Ekaterina Yordanova	Executive Board member	October 2018
Marcel Zante	Executive Board member	Before October 2018
Dorotea Zec	Executive Board member	October 2018

General Fund

(see notes 13 to 18)

	£000	£000
Income		
From Members: Contributions and Subscriptions		6,764
From Members: Other income from members (specify)		
Total other income from members		
Total of all income from members		6,764
Investment income (as at page 12)		5
Other Income		
Income from Federations and other bodies (as at page 4)	1,013	
Income from any other sources (as at page 4)	1,449	
Total of other income (as at page 4)		2,462
	Total income	9,231
	Interfund Transfers IN	
Expenditure		
Benefits to members (as at page 5)		
Administrative expenses (as at page 10)		8,061
Federation and other bodies (specify)		
Affiliation fees written off		268
Other amounts written off		1
Total expenditure Federation and other bodies		269
Taxation		
	Total expenditure	8,330
	Interfund Transfers OUT	200
	Surplus (deficit) for year	901
	Amount of general fund at beginning of year	-3,041
	Amount of general fund at end of year	-2,340

Analysis of income from federation and other bodies and other income

(see notes 19 and 20)

Description	£000
Federation and other bodies	
Union building projects donor funding	1,013
Total federation and other bodies	
	1013
Any Other Sources	
Miscellaneous	1
Pension scheme actuarial adjustments	1,448
Total other sources	
	1,449
Total of all other income	
	2,462

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

			£000
Representation – Employment Related Issues		brought forward Advisory Services	
Representation – Non Employment Related Issues		Other Cash Payments	
		Education and Training services	
Communications			
		Negotiated Discount Services	
Dispute Benefits		Other Benefits and Grants (specify)	
carried forward		Total (should agree with figure in General Fund)	

(See notes 21 and 23)

Fund 2		Fund Account	
Name:	Seafarers' International Assistance, Welfare & Protection (Welfare)	£000	£000
Income			
	From members		
	Investment income (as at page 12)		2,420
	Other income (specify)		
	Welfare contributions (£55,012k) & miscellaneous (£118k)		55,130
	Unrealised gain on investments		8,788
	Pension scheme actuarial adjustments		5,794
	Total other income as specified		69,712
	Total Income		72,132
	Interfund Transfers IN		
Expenditure			
	Benefits to members		640
	Administrative expenses and other expenditure (as at page 10)		56,334
	Total Expenditure		56,974
	Interfund Transfers OUT		200
	Surplus (Deficit) for the year		15,158
	Amount of fund at beginning of year		125,953
	Amount of fund at the end of year (as Balance Sheet)		140,911
	Number of members contributing at end of year		

Fund 3		Fund Account	
Name:	Congress	£000	£000
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
	Interfund Transfers IN		400
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		3,695
	Total Expenditure		3,695
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		-3,695
	Amount of fund at beginning of year		9,858
	Amount of fund at the end of year (as Balance Sheet)		6,563
	Number of members contributing at end of year		

(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		

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		18,352
Salaries and Wages included in above	12,914	
Auditors' fees		174
Legal and Professional fees		2,557
Occupancy costs		1,351
Stationery, printing, postage, telephone, etc.		464
Expenses of Executive Committee (Head Office)		778
Expenses of conferences		8,989
Other administrative expenses (specify)		
General expenses		225
Computer systems maintenance		1,296
Publications & public relations		4,109
Investment & bank charges		259
Inspectorate representation		15,823
Other grants & membership fees		1,556
Other Outgoings		
Depreciation		1,362
Taxation		1,922
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
Foreign exchange loss		1,077
Donation to ITF Seafarers' Trust		1,000
Contributions to International Bargaining Forum (IBF)		7,356
tretert		
Total		68,650
Charged to:		
General Fund (Page 3)		8,061
Seafarers' International Assistance, Welfare & Protection (Welfare)		56,334
Congress		3,695
Priority Projects		560
Total		68,650

Analysis of investment income

(see notes 47 and 48)

	Political Fund £000		Other Fund(s) £000
Rent from land and buildings			80
Dividends (gross) from:			
Equities (e.g. shares)			2,273
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			72
Other investment income (specify)			
			2,425
Total investment income			2,425
Credited to:			
		General Fund (Page 3)	5
		Seafarers' International Assistance, Welfare & Protection (Welfare)	2,420
		Congress	
		Priority Projects	
		Political Fund	
Total Investment Funds			2,425

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	26,812	12,629	7,332	103		46,876
Additions		1,846	202			2,048
Disposals						
Revaluation/Transfers						
At end of year	26,812	14,475	7,534	103		48,924
Accumulated Depreciation						
At start of year	4,635	2,010	5,974	103		12,722
Charges for year	536	304	522			1,362
Disposals						
Revaluation/Transfers						
At end of year	5,171	2,314	6,496	103		14,084
Net book value at end of year	21,641	12,161	1,038			34,840
Net book value at end of previous year	22,177	10,619	1,358			34,154

Analysis of investments

(see notes 58 and 59)

Quoted

All Funds Except
Political Funds

Political Fund

£000

£000

Equities (e.g. Shares)
Equities

70,416

Government Securities (Gilts)
Government Securities

46,817

Other quoted securities (to be specified)

Total quoted (as Balance Sheet)

117,233

Market Value of Quoted Investment

117,233

Unquoted

Equities

Government Securities (Gilts)

Mortgages

Bank and Building Societies

Other unquoted investments (to be specified)
Cash held by investment managers

2,018

Summary sheet

(see notes 62 to 73)

	All funds except Political Funds £000	Political Funds £000	Total Funds £000
Income			
From Members	6,764		6,764
From Investments	2,425		2,425
Other Income (including increases by revaluation of assets)	72,174		72,174
Total Income	81,363		81,363
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	69,559		69,559
Funds at beginning of year (including reserves)	134,051		134,051
Funds at end of year (including reserves)	145,855		145,855
Assets			
Fixed Assets			34,840
Investment Assets			119,251
Other Assets			13,215
		Total Assets	167,306
Liabilities		Total Liabilities	21,451
Net Assets (Total Assets less Total Liabilities)			145,855

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)

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

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

Ballot 4

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

1-3 should total "Number of votes cast"

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

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

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

Ballot 5

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

1-3 should total "Number of votes cast"

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

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

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

Ballot 6

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

1-3 should total "Number of votes cast"

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

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

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

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

(see note 81)

***Categories of Nature of Trade Dispute**

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

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

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

Industrial Action 1

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 2

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 3

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

use a continuation page if necessary

Industrial Action 4

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 5

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 6

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 7

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 8

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

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

Notes to the accounts

(see notes 82 and 83)

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

See attached notes to the accounts

Notes to the Financial Statements for the year ended 31 December 2023**2. General Fund****- Group Statement of Income for the year ended 31 December 2023**

	<u>Notes</u>	2023 £'000	2022 <u>£'000</u>
Total income		7,783	7,598
Expenditure			
Activities		3,646	3,558
Staff		3,848	4,717
Professional fees		455	611
Office and administration expenditure		13	50
Other assistance and donations		213	206
Investment and bank charges		18	25
Foreign currency exchange loss/(gain)		137	(82)
Total expenditure		8,330	9,085
Net operating expenditure		(547)	(1,487)
Transfer to Congress Fund	4	(200)	(200)
Net expenditure after taxation and fund transfers		(747)	(1,687)

Notes to the Financial Statements for the year ended 31 December 2023**3. Welfare Fund****- Group Statement of Income for the year ended 31 December 2023**

	<u>Notes</u>	2023 £'000	2022 £'000
Total income		57,550	53,704
Expenditure			
Activities		6,445	4,616
Staff		14,305	15,606
Professional fees		2,274	2,148
Office and administration expenditure		3,323	3,406
Inspectorate		15,823	14,272
Contributions to IBF Fund		7,356	6,894
Donations to ITF Seafarers' Trust		1,000	1,000
Other assistance and donations		1,983	1,998
Investment and bank charges		241	209
Foreign currency exchange loss/(gain)		940	(592)
Fixed assets disposal loss		-	1
Depreciation		1,362	1,439
Total expenditure		55,052	50,997
Net operating income		2,498	2,707
Investments revaluation gain/(loss)		8,788	(12,161)
Net income/(expenditure) before taxation		11,286	(9,454)
Taxation		(1,922)	3,232
Net income/(expenditure) after taxation		9,364	(6,222)
Transfer to Congress Fund	4	(200)	(200)
Net income/(expenditure) after taxation and fund transfers		9,164	(6,422)

Notes to the Financial Statements for the year ended 31 December 2023**4. Congress Fund****- Group Statement of Income and Retained Earnings for the year ended 31 December 2023**

		2023	2022
		£'000	£'000
Total Income		<u>-</u>	<u>15</u>
Expenditure			
Activities		3,695	1,181
Staff		-	2
Total expenditure		<u>3,695</u>	<u>1,183</u>
Net operating expenditure		(3,695)	(1,168)
Transfer to General Fund	2	200	200
Transfer to Welfare Fund	3	200	200
Net expenditure after taxation and fund transfers		<u>(3,295)</u>	<u>(768)</u>

5. Priority Project Fund**- Group Statement of Income and Retained Earnings for the year ended 31 December 2023**

		2023	2022
		£'000	£'000
Expenditure			
Activities		357	361
Staff		199	109
Professional fees		3	38
Office and administration expenditure		1	-
Total expenditure		<u>560</u>	<u>508</u>
Net expenditure after taxation and fund transfers		<u>(560)</u>	<u>(508)</u>

Notes to the Financial Statements for the year ended 31 December 2023

6. Income	2023	2022
	£'000	£'000
Affiliation fees	6,764	6,580
Remitted by ship owners and collecting unions:		
Welfare contributions and crew membership fees	55,012	52,083
Union Building projects: Donor funding	1,013	1,001
Interest and dividends received from investment portfolio	2,318	1,508
Bank interest received	27	2
Rental income	80	64
External project funding	116	77
Other income	3	2
	65,333	61,317
7. Activities	2023	2022
	£'000	£'000
Meetings, conferences and activities:		
Fares	3,525	2,435
Hotel and subsistence	2,864	1,751
Translations	402	287
Invitations and hospitality	181	194
Interpretation	555	424
Other meeting costs	1,915	1,258
	9,442	6,349
Publications and public relations:		
Publication subscriptions	217	181
Printing and production	144	185
Library purchases	2	-
Graphic design and creative	36	161
Despatching costs	8	4
Other publications and research	3,320	2,361
Audio visual	319	297
Promotional material	386	40
	4,432	3,229
Amounts written off:		
Affiliation fees income written-off	268	125
Other amounts written-off	1	13
	269	138
	14,143	9,716

Notes to the Financial Statements for the year ended 31 December 2023

8. Staff		2023	2022
	<u>Notes</u>	<u>£'000</u>	<u>£'000</u>
Salaries		12,914	11,991
Employers national insurance		1,570	1,436
Normal employer pension contributions: Pension scheme	22	2,386	2,166
Other benefits		1,624	1,147
Training and recruitment		32	109
		<u>18,526</u>	<u>16,849</u>
Pension scheme:			
Current service cost, excluding normal employer pension contributions	22	(577)	2,658
Administration expenses	22	1	-
Net interest cost	22	402	927
		<u>18,352</u>	<u>20,434</u>

The General Secretary and other Officers are considered to be the key management personnel of ITF.

Remuneration in respect of the General Secretary:

Salaries and employers national insurance	277	318
Normal employer pension contributions	28	26
	<u>305</u>	<u>344</u>

Remuneration in respect of other Officers:

Salaries and employers national insurance	2,623	2,431
Normal employer pension contributions	310	274
	<u>2,933</u>	<u>2,705</u>

9. Professional fees

	2023	2022
	<u>£'000</u>	<u>£'000</u>
Fees payable to auditors for audit services: Current year audit	130	116
Fees payable to auditors for audit services: Previous year audit	44	37
General legal fees	719	847
Payroll bureau, including modified payroll	319	389
Secondees from affiliated union	414	431
Tax & accountancy advice	76	136
Pension administration	304	215
IT Consultancy	447	282
Communications & public relations consultancy	71	60
Project management	156	210
Other	52	74
	<u>2,732</u>	<u>2,797</u>

A significant part of the work of the Welfare Fund is concerned with taking legal action on behalf of seafarers in the pursuance of claims against employers and others including injury, unpaid wages, unfair dismissal and other cases. Where necessary the ITF will also advance monies to seafarers pending the outcome and resolution of any action to be taken on their behalf. The ITF will also defend itself against certain ship owners and others who would seek to prevent it pursuing its objectives of helping seafarers. At any time the ITF has many ongoing legal cases and often these will have been active for several years. Wherever possible the ITF will seek to recover legal and other costs from ship owners.

Notes to the Financial Statements for the year ended 31 December 2023

10. Office and administration expenditure	2023	2022
	<u>£'000</u>	<u>£'000</u>
Rent, rates, services and building maintenance	1,221	1,158
Computer systems licenses, hosting & maintenance	776	1,043
Computer hardware maintenance & repairs	6	4
Website costs	76	149
Computer hardware costs	129	168
Computer software costs	104	60
Office equipment costs	205	187
Stationery and office supplies	71	93
Data communications, telephone and postage	393	347
Insurance	130	113
Other	226	134
	<u>3,337</u>	<u>3,456</u>

11. Inspectorate	2023	2022
	<u>£'000</u>	<u>£'000</u>
Reimbursement of staff costs	11,391	10,939
Hotel and travel	1,574	1,387
Office and other costs	1,578	974
Head office inspectorate support	740	492
Other	540	480
	<u>15,823</u>	<u>14,272</u>

12. Contributions to IBF Fund

The Seafarers' International Assistance, Welfare and Protection Fund ("Welfare Fund") section of the Executive Board Report on page 6 includes an explanation of the Contributions to IBF Fund. During 2023, Contributions to IBF Fund were £7,356,000 (2022 £6,894,000).

13. Other assistance & donations	2023	2022
	<u>£'000</u>	<u>£'000</u>
Support to European Transport Workers' Federation	1,556	1,192
Assistance to seafarers	253	703
Weeks of action costs	141	44
Disaster relief funds	165	200
Affiliate project funding	12	-
Social justice projects	46	45
Other	23	20
	<u>2,196</u>	<u>2,204</u>

Notes to the Financial Statements for the year ended 31 December 2023

14. Investment and bank charges	2023	2022
	£'000	£'000
Bank charges and interest	130	127
Investment management fees	129	107
	259	234

During 2023, Investment management fees of £129,000 (2022 £107,000) were charged directly to the investment portfolios.

15. Net operating expenditure - Shown by regional office and other (including Head Office)

	2023	2022
<u>Notes</u>	£'000	£'000
Regional office branches:		
Africa - Abidjan	340	330
Arab World - Amman	419	544
Asia Pacific - Delhi	315	330
Asia Pacific - Hong Kong (FOC)	341	306
Asia Pacific - Tokyo	282	256
Europe - Geneva	125	144
Latin America & Caribbean - Rio	734	758
	2,556	2,668
Regional office subsidiaries:		
Africa - Nairobi	634	680
Asia Pacific - Singapore	227	275
Asia Pacific - Sydney	334	353
Latin America & Caribbean - Panama	480	482
North America - Montreal	108	156
	1,783	1,946
Total regional office net operating expenditure	4,339	4,614
Other net operating income (including Head Office)	(2,035)	(4,158)
Total net operating expenditure	2,304	456

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Regional office branches are branches of ITF, consolidated in ITF group. Regional office subsidiaries are subsidiaries of International Transport Workers Federation (Nominees) Limited ("ITFNL"), where ITF controls 100% of voting rights (except for Panama which is 99%), consolidated in ITF group.

There was no income or expenditure for regional offices in the Congress Fund, Priority Project Fund and Sustainable Transport Fund. FOC office is Flags Of Convenience office.

Notes to the Financial Statements for the year ended 31 December 2023

16. Tax on ordinary activities	<u>Notes</u>	2023	2022
		£'000	£'000
Current tax		-	205
Adjustments in respect of prior periods		23	(63)
Deferred tax		1,899	(3,374)
UK tax charge/(credit)		1,922	(3,232)
Profit/(loss) on ordinary activities multiplied by the standard rate of UK tax of 23.5% (2022: 19.00%)		1,461	(87)
Non-taxable income/(expenditure) net of unrelieved operating losses		(1,461)	292
Adjustments in respect of prior periods		23	(63)
		23	142
Deferred tax:			
Balance at cost at 1 January		3,494	6,868
Deferred tax charge/(credit)		1,899	(3,374)
Balance at 31 December	19	5,393	3,494

17. Tangible fixed assets

Group:	Land & buildings	Furniture & equipment	Computer systems	Motor vehicles	Total
	<u>£'000</u>	<u>£'000</u>	<u>£'000</u>	<u>£'000</u>	<u>£'000</u>
Cost:					
At 1 January 2023	39,442	2,495	4,837	102	46,876
Additions	1,846	58	144	-	2,048
At 31 December 2023	41,288	2,553	4,981	102	48,924
Accumulated depreciation:					
At 1 January 2023	(6,646)	(1,558)	(4,416)	(102)	(12,722)
Charge	(840)	(153)	(369)	-	(1,362)
At 31 December 2023	(7,486)	(1,711)	(4,785)	(102)	(14,084)
Net book value:					
At 1 January 2023	32,796	937	421	-	34,154
At 31 December 2023	33,802	842	196	-	34,840

Notes to the Financial Statements for the year ended 31 December 2023**17. Tangible fixed assets (continued)**

Parent organisation:	Land & buildings £'000	Furniture & equipment £'000	Computer systems £'000	Motor vehicles £'000	Total £'000
Cost:					
At 1 January 2023	39,442	2,495	4,837	102	46,876
Additions	1,846	58	144	-	2,048
At 31 December 2023	41,288	2,553	4,981	102	48,924
Accumulated depreciation:					
At 1 January 2023	(6,646)	(1,558)	(4,416)	(102)	(12,722)
Charge	(840)	(153)	(369)	-	(1,362)
At 31 December 2023	(7,486)	(1,711)	(4,785)	(102)	(14,084)
Net book value:					
At 1 January 2023	32,796	937	421	-	34,154
At 31 December 2023	33,802	842	196	-	34,840

18. Investments - Group and parent organisation

2023	2022
£'000	£'000

Investments excluding cash held by investment managers:**Change in market value:**

Investments at cost at 1 January	101,333	93,592
Investment revaluation reserve at 1 January	12,021	28,824
Market value at 1 January	113,354	122,416
Additions at cost	8,809	12,399
Disposals at cost	(10,676)	(4,658)
Unrealised gain/(loss)	5,746	(16,803)
Market value at 31 December	117,233	113,354

Market value at 31 December:

Fixed interest securities & bond funds	46,817	43,549
Equities & property unit trusts	70,416	69,805
	117,233	113,354

Change in investment revaluation reserve:

Investment revaluation reserve at 1 January	12,021	28,824
Unrealised gain/(loss)	5,746	(16,803)
Investment revaluation reserve at 31 December	17,767	12,021

Investments revaluation reserve gain:

Realised gain/(loss)	5,746	(16,803)
Unrealised gain/(loss)	8,788	(12,161)

Notes to the Financial Statements for the year ended 31 December 2023

18. Investments - Group and parent organisation (continued)	2023	2022
	<u>£'000</u>	<u>£'000</u>
Investments as cash held by investment managers:		
Cash held by investment managers at 1 January:	313	2,006
Interest received	45	22
Dividends received	1,837	1,486
Disposal proceeds	13,719	9,300
Additions at cost	(8,374)	(12,377)
Investment managers fees charged to the portfolio	(119)	(124)
Transfer to cash at bank	(5,403)	-
Cash held by investment managers at 31 December:	<u>2,018</u>	<u>313</u>
Total investments:		
Investments excluding cash held by investment managers	117,233	113,354
Investments as cash held by investment managers	<u>2,018</u>	<u>313</u>
	<u>119,251</u>	<u>113,667</u>

Notes to the Financial Statements for the year ended 31 December 2023

18. Investments - Group and parent organisation (continued)

Details of the investments in which ITF holds share capital are as follows, as well as other regional office entities where ITF is a controlling member of the entity or where ITF has financial and operational control of the entity:

(a) Branches of ITF. Consolidated in ITF group and the ITF parent organisation financial statements:

- Regional office in Africa - Abidjan
- Regional office in Arab World - Amman
- Regional office in Asia Pacific - Delhi
- Regional office in Asia Pacific - Tokyo
- Regional office in Europe - Geneva
- Regional office in Latin America & Caribbean - Rio

(b) Subsidiaries of ITF, where ITF controls 100% of voting rights. Consolidated in ITF group and in ITF parent organisation financial statements:

- International Transport Workers Federation (Nominees) Limited (Company Number 01426561)

(c) Subsidiaries of International Transport Workers Federation (Nominees) Limited ("ITFNL"), where ITF controls 100% of voting rights via ITFNL, ITFNL controls 100% of voting rights, and ITFNL owns 100% of the shares. Consolidated in ITF group, but not consolidated in ITF parent organisation financial statements:

- Regional office in Asia Pacific - Sydney: International Transport Federation Pty Ltd (Australia Company Number 612056372)

(d) Subsidiaries of International Transport Workers Federation (Nominees) Limited ("ITFNL"), where ITF controls 100% of voting rights via ITFNL, ITFNL controls 100% of voting rights, and ITFNL holds 100% membership. Consolidated in ITF group, but not consolidated in ITF parent organisation financial statements:

- Regional office in Africa - Nairobi: International Transport Workers' Federation (African Regional Office) Limited (Certificate of Incorporation Number CPR/2014/160631)
- Regional office in Asia Pacific - Singapore: International Transport Workers Federation Ltd (Certificate of Incorporation Number 201704703H)
- Regional office in North America - Montreal: Foundation International Transport Workers' Federation North America (Montreal) (Corporation Number 1055146-5)

(e) Subsidiaries of International Transport Workers Federation (Nominees) Limited ("ITFNL"), where ITF controls 99% of voting rights via ITFNL, ITFNL controls 99% of voting rights, and ITFNL owns 99% of the shares. Consolidated in ITF group, but not consolidated in ITF parent organisation financial statements:

- Regional office in Latin America & Caribbean - Panama: ITF Panama Holdings S.de R.L. (Company Number 155700042)

(f) ITF has financial and operational control of the entity. Consolidated in ITF group, but not consolidated in ITF parent organisation financial statements:

- Regional office in Asia Pacific - Hong Kong: Hong Kong ITF (FOC) Campaign Office Limited (Certificate of Incorporation Number 1436069)

Notes to the Financial Statements for the year ended 31 December 2023

19. Debtors - Group and parent organisation		At 31 Dec	At 31 Dec
		2023	2022
		£'000	£'000
	Notes		
Amounts owed by affiliated unions: Affiliation fees		119	52
Amounts owed by affiliated unions: Other		(20)	(18)
Amounts owed by ITF Seafarers' Trust	19	59	54
Inspectorate advances		2,016	2,067
Prepayments		2,357	725
Accrued income		170	272
Advances		54	54
Other debtors		285	220
		5,040	3,426

Amounts owed by affiliated unions: Affiliation fees - These are stated net of a provision of £145,000 (2022 £68,000), and are unsecured, interest free and repayable on demand.

20. Creditors: due within one year - Group and parent organisation		At 31 Dec	At 31 Dec
		2023	2022
		£'000	£'000
	Notes		
Amount owed to European Transport Workers' Federation	20	392	318
Accrued expenses		9,931	10,022
Deferred income		179	172
Trade creditors		3,052	1,178
Payroll taxes		365	389
Other creditors		1,388	1,217
		15,307	13,296

21. Provision for liabilities and charges - Group and parent organisation		At 31 Dec	At 31 Dec
		2023	2022
		£'000	£'000
	Notes		
Deferred liabilities		512	439
Deferred taxation	14	5,393	3,494
		5,905	3,933

Deferred liabilities is made up of a provision for end of service gratuities for ITF employees and FOC Campaign Inspectors which have been accrued in accordance with local legal requirements in ITF regional offices & FOC Inspectorate unions. Deferred tax has been provided on the potential gain on the investment portfolio which has been estimated as the market value of the investments at 31 December 2023 less the cost of the investments and indexation allowance. The potential gain is decreased by management expenses.

Notes to the Financial Statements for the year ended 31 December 2023**22. Pension - Group and parent organisation**

The ITF operates a defined benefits pension scheme, the ITF Retirement Benefits Scheme. The scheme funds are administered by trustees and are independent of ITF's financial statements. Benefits are based on employees' final remuneration and length of service. The pension cost is assessed in line with the advice of an independent qualified actuary on the basis of an annual valuation and charged to the Statement of Income and Retained Earnings. The FRS 102 figures are based on the results of the full actuarial Statutory Funding Valuation of the scheme as at 1 January 2023 and updated to 31 December 2023 using assumptions which are consistent with the requirements of FRS 102. In order to reflect the requirements of FRS 102 separately in the General Fund and Welfare Fund the defined benefit costs and the pension scheme asset or liability have been apportioned between the funds on the basis of the estimated proportion of pension costs applicable to each fund. The ITF expects to contribute approximately £4,600,000 to its defined benefit pension scheme in 2024.

Defined benefits pension liability:	2023	2022
	<u>£'000</u>	<u>£'000</u>
Fair value of scheme assets:		
At 1 January	48,036	53,038
Benefits paid	(1,438)	(1,401)
Normal employer contributions	2,386	2,166
Additional employer contributions to reduce the net pension liability	2,304	2,304
Member contributions	441	396
Administration expenses	(1)	-
Interest income	2,343	986
Remeasurement: Return on assets excluding interest income	2,602	(9,453)
At 31 December	<u>56,673</u>	<u>48,036</u>
Present value of scheme liabilities:		
At 1 January	57,995	104,384
Benefits paid	(1,438)	(1,401)
Member contributions	441	396
Current service cost	1,809	4,824
Interest cost	2,745	1,913
Remeasurement: Actuarial gains: Change of basis	(3,962)	(56,427)
Remeasurement: Actuarial (gains)/losses: Experience	(678)	4,306
At 31 December	<u>56,912</u>	<u>57,995</u>
Total defined benefits pension liability	<u>(239)</u>	<u>(9,959)</u>
Attributable to General Fund	20%	(48) (1,992)
Attributable to Welfare Fund	80%	(191) (7,967)
		<u>(239)</u> <u>(9,959)</u>

Notes to the Financial Statements for the year ended 31 December 2023**22. Pension - Group and parent organisation (continued)**

Amounts recognised in the Statement of Income, and note 7:		2023	2022
		£'000	£'000
Normal employer contributions		2,386	2,166
Current service cost, excluding normal employer pension contributions		(577)	2,658
Current service cost		1,809	4,824
Administration expenses		1	-
Net interest cost		402	927
		2,212	5,751
Attributable to General Fund	20%	442	1,150
Attributable to Welfare Fund	80%	1,770	4,601
		2,212	5,751

Amounts recognised in the Statement of Income, and Group Statement of Changes in Equity:		2023	2022
		£'000	£'000
Normal employer contributions		2,386	2,166
Additional employer contributions to reduce the net pension liability		2,304	2,304
Administration expenses		(1)	-
Interest income		2,343	986
Current service cost		(1,809)	(4,824)
Interest cost		(2,745)	(1,913)
		2,478	(1,281)
Attributable to General Fund	20%	496	(256)
Attributable to Welfare Fund	80%	1,982	(1,025)
		2,478	(1,281)

Notes to the Financial Statements for the year ended 31 December 2023**22. Pension - Group and parent organisation (continued)**

Amounts recognised in Other Comprehensive Income, and Group Statement of Changes in Equity:		2023	2022
		£'000	£'000
Defined benefit obligation actuarial gain		4,640	52,121
Actual return on assets less interest		2,602	(9,453)
		7,242	42,668
Defined benefit obligation actuarial gain:			
Attributable to General Fund	20%	928	10,425
Attributable to Welfare Fund	80%	3,712	41,696
		4,640	52,121
Actual return on assets less interest:			
Attributable to General Fund	20%	520	(1,891)
Attributable to Welfare Fund	80%	2,082	(7,562)
		2,602	(9,453)
Total:			
Attributable to General Fund	20%	1,448	8,534
Attributable to Welfare Fund	80%	5,794	34,134
		7,242	42,668
Major categories of scheme assets as a percentage of total scheme assets:		At 31 Dec 2023	At 31 Dec 2022
		£'000	£'000
Growth assets		90%	89%
LDI		4%	4%
Annuities		5%	5%
Cash		1%	2%
		100%	100%
Actual return on scheme assets from 1 January to 31 December		4,945	(8,467)

Notes to the Financial Statements for the year ended 31 December 2023**22. Pension - Group and parent organisation (continued)**

Principal assumptions used by the independent qualified actuary:	At 31 Dec 2023	At 31 Dec <u>2022</u>
Discount rate	4.55% pa	4.70% pa
RPI inflation	3.00% pa	3.10% pa
CPI inflation	2.70% pa	2.80% pa
Salary increase	4.00% pa	5.05% pa
CARE revaluation	2.70% pa	2.80% pa
Revaluation of deferred pensions in excess of GMP	2.70% pa	2.80% pa
Pension increases: RPI max 5% pa	2.95% pa	3.10% pa
Pension increases: RPI max 4% pa	2.75% pa	2.90% pa
Pension increases: CPI max 4% pa	2.60% pa	2.70% pa
Pension increases: CPI max 2.5% pa	2.05% pa	2.10% pa
Life expectancies: For a male aged 65	21.4 yrs	23.2 yrs
Life expectancies: For a female aged 65	23.9 yrs	24.8 yrs
Life expectancies: At age 65 for a male aged 45	22.6 yrs	24.5 yrs
Life expectancies: At age 65 for a female aged 45	25.3 yrs	26.2 yrs

23. Obligations under leases

	At 31 Dec 2023	At 31 Dec 2022
	£'000	<u>£'000</u>
Future minimum rentals payable under non-cancellable operating leases:		
Within 1 year	182	200
In 2 to 5 years	320	289
	502	<u>489</u>

At 31 December 2023 the ITF group had no future minimum rentals payable under non-cancellable operating leases of over 5 years, no finance leases and no hire purchase agreements (2022 none).

24. Capital commitment

At 31 December 2023 the ITF group and ITF parent had capital commitments of £13,000 (2022 £47,200).

25. Contingent liability

The 2011 ITF group and ITF parent Statement of Financial Position contained a liability of £4,094,000 for crew back pay and compensation awaiting distribution, plus an associated liability of £1,900,000 provision for interest on back pay. The source of the funds was unclaimed back pay recovered on behalf of seafarers and many of the balances dated back decades. Following a technical review of the balances, the ITF believed that it was holding the balances as an agent on behalf of the seafarers and that the liability for the back pay and corresponding cash balances should not appear in the ITF group or ITF parent Statement of Financial Position. In 2012, ITF donated the funds to The ITF Seafarers Trust, removed these liabilities from the Statement of Financial Position and included a contingent liability note. However, ITF acknowledges an ongoing contingent liability to pay out a back pay claim plus interest to the date of payment to any seafarer or their dependent who can establish a reasonable case to show that funds had been received on their behalf by ITF.

Notes to the Financial Statements for the year ended 31 December 2023**26. Related party transactions**

ITF receives affiliation fee income from affiliated unions. The ITF Executive Board members are elected at Congress, are made up of representatives from affiliated unions, and are unpaid except for expenses. Some affiliated unions are reimbursed for expenditure, including inspectorate expenditure. Affiliated unions are not considered to be related parties.

	2023	2023	At 31 Dec	At 31 Dec
	Income	Expend	2023	2023
<u>Related party (relationship)</u>	<u>£'000</u>	<u>iture</u>	<u>Assets</u>	<u>Liabilities</u>
		<u>£'000</u>	<u>£'000</u>	<u>£'000</u>
European Transport Workers' Federation (connected person):				
ITF support to European Transport Workers' Federation	-	1,497	-	-
Reimbursement of disaster relief costs	-	11	-	-
2023	-	1,508	-	392
2022	-	1,262	-	318
ITF Seafarers' Trust (connected person):				
Administrative support	80	-	-	-
Gift aid donation	-	1,000	-	-
2023	80	1,000	59	-
2022	80	1,000	54	-
Road Transport Due Diligence Foundation (connected person):				
Contribution to operating costs	-	161	-	-
2023	-	161	-	-
2022	-	271	-	-
Robert Johnston (connected person):				
Repayable loan in lieu of a relocation package	11	11	-	-
2023	11	11	50	-
2022	17	26	50	-
Seafarers Rights International (connected person):				
Consultancy services on projects including Fair Treatment of Seafarers	-	375	-	-
2023	-	375	-	-
2022	-	500	-	-
United Seamen's Service (connected person):				
Awards ceremony attendance & advertising	-	-	-	-
2023	-	-	-	-
2022	-	9	-	-

Accounting policies



(see notes 84 and 85)

See attached accounting policies

Signatures to the annual return

(see notes 86 & 87)

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

Secretary's Signature:		Chairman's Signature:	
			(or other official whose position should be stated)
Name:	Stephen Cotton, General Secretary	Name:	Adam Leadbetter, Finance Director
Date:	5 July 2024	Date:	5 July 2024

Checklist

(see notes 88 to 89)

(please tick as appropriate)

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

Notes to the Financial Statements

1. Accounting policies

The financial statements have been prepared under the historical cost convention, and are in accordance with applicable accounting standards including FRS 102. The group financial statements consolidate the financial statements of the ITF and all its subsidiary undertakings drawn up to 31 December 2023. These financial statements are presented in pounds sterling (GBP) and are rounded to the nearest thousand pounds.

Trade unions are governed by the Trade Union and Labour Relations (Consolidation) Act 1992 Amended. Under that act the accounts of trade unions are required to give a true and fair view, and are therefore, prepared under FRS 102. However, because a trade union is not a company, the regulations that form the basis of disclosures under FRS 102 have been adapted as considered necessary to ensure the accounts give a true and fair view to the members of the trade union.

The ITF is a public benefit entity.

The following principal accounting policies have been applied:

(a) Basis of consolidation

The consolidated financial statements include the financial statements of the organisation, and the entities where ITF is a controlling member of the entity or where ITF has financial and operational control of the entity. Control is achieved where the group has the power to govern the financial and operating policies of an entity so as to obtain benefits from its activities. The results of subsidiaries acquired or disposed of during the year are included in the consolidated statements of income and retained earnings from the effective date of acquisition and up to the effective date of disposal, as appropriate using accounting policies consistent with those of the parent. All intra-group transactions, balances, income and expenses are eliminated in full on consolidation.

(b) Going concern

The financial statements are drawn up on a going concern basis, which assumes ITF will continue in operational existence for the foreseeable future. Due consideration has been given to the working capital and cash flow requirements of ITF for at least 12 months from the date of signature of the accounts. The ITF's reserves policy is to maintain sufficient funds in the Welfare Fund that, should there be a significant downturn in the finances of the ITF, would cover 4 years operational expenditure for the Dockers, Fisheries, Inland Navigation, Inspectorate, Seafarers and Special Seafarers Department sections.

(c) Foreign currency

Foreign currency transactions are translated into Sterling at the rates ruling when they occur. Foreign currency assets and liabilities are translated into Sterling at the rates of exchange at the statement of financial position date, and any differences are shown in the statement of income and retained earnings.

(d) Key judgements, risks and uncertainties

In preparing these financial statements to conform to UK Generally Accepted Accounting Principles, and by applying the ITF's accounting policies, management are required to use judgements in applying estimates and assumptions which affect the reported amounts. The items in the financial statements where these judgements and estimates have been made include:

- Welfare contributions and crew membership fees income, where management accrues 85% of unallocated receipts because this is its best estimate based on knowledge and past behaviour.
- Revenue from ITF special agreements is recognised in full on receipt of the monies and when the income has been allocated against an agreement, which is when ITF's obligations under the ITF special agreement is fulfilled. This is on the basis that the certificate is issued on receipt and allocation of the income – the ITF has no further obligation to inspect the vessel until the agreement is due for renewal.
- ITF rebate to the IBF Seafarers' Support Fund, where management makes a best estimate of the liability based on the information available at the end of the financial year. Records are constantly updated so that when claims are received these might result in an under or over-accrual.
- Bad debt, where management assesses what it considers is not recoverable and makes a provision for this.
- Defined benefits contributory pension scheme, where management engage with an actuary, and valuations of the pension scheme are based on estimates provided by the actuary. In applying this to the funds, then it is judgement of management that 20% of the defined benefits pension asset or liability is attributable to the General Fund and the remainder to the Welfare Fund. For more details see note 22 to the financial statements.
- A provision for refunds in relation to welfare contributions is included in these financial statements at the Statement of Financial Position date. Refund requests are normally received within 2 months of the termination date and ITF aims to process theses within 14 days of receipt.

In preparing these financial statements, management have considered the uncertainty and economic environment as a result of the COVID-19 pandemic, and still consider it appropriate to draw up financial statements on a going concern basis, as noted in (b) above. Management considers that the ITF has sufficient reserves to mitigate any short-term loss of income or increase in expenditure.

(e) Affiliation fees income

Affiliation fees are accounted for on a receivable basis. The ITF's constitution allows affiliates in certain circumstances to request that their annual fee be calculated at concessionary rates, and this procedure has been applied during 2023. The total amount of affiliation fees receivable shown in the statement of income and retained earnings does not therefore represent the total amount due on declared membership calculated at the standard affiliation fee rate.

(f) Welfare contributions and crew membership fees income

On signing an ITF agreement with an ITF affiliate, a shipowner undertakes to make a yearly welfare contribution per head in advance; if appropriate, arranges for the crew to become members of the Special Seafarers' Department; and remits the appropriate membership fees on their behalf. Such contributions and fees are voluntary and are paid directly by the ship owners or collected by affiliated unions. In view of the uncertainty associated with the receipt of the income, it is recognised when received and has been matched

to an ITF special agreement. It is ITF's judgement that ITF's obligations under the agreement have been fulfilled upon receipt (see note (1)(d) above). If an agreement is terminated before its expiry date then entitlement to a partial refund exists providing certain criteria are met. A provision for refunds paid after the year-end for in-year agreements is therefore included at the Statement of Financial Position date, and is not considered to be material to the financial statements.

(g) Interest and dividends income

Interest on fixed interest investments is accrued on a receivable basis. Dividends on equities are recognised when receivable.

(h) Other income

Other income is recognised on a receivable basis.

(i) Administration charge

A proportion of the General Fund's employment and other administration costs have been charged to the Seafarers' International Assistance, Welfare and Protection Fund and the ITF Seafarers' Trust, over and above directly incurred expenditure, to reflect the activity carried out on their behalf by employees paid from the General Fund.

(j) Donations to ITF Seafarers' Trust under Gift aid

When donated to a third party, gift aid is treated as a donation cost.

(k) Current and deferred taxation

For United Kingdom taxation purposes, the ITF is treated as an unincorporated association and assessed for corporation tax on both its investment income and any net gains on the disposal of investments. The ITF mitigates its taxable income by way of a donation under gift aid to the ITF Seafarers' Trust, a registered charity in England and Wales, number 281936. Deferred tax is recognised in respect of all material timing differences that have originated but not reversed at the Statement of Financial Position date. Timing differences are differences between the ITF's taxable profit and its results as stated in the financial statements, that arise from inclusion of gains and losses in tax assessments in periods different from those in which they are recognised in the financial statements.

(l) Pension scheme

The ITF operates a defined benefits contributory pension scheme that is open to all UK based employees of the ITF. The pension scheme is independent of the ITF and is administered by trustees. Pension scheme costs, assets and liabilities are reflected in these financial statements in accordance with FRS 102. As noted in (d) above, pension scheme assets and liabilities are apportioned 20% to the General Fund and the remainder to the Welfare Fund. For more details see note 22 to the financial statements.

(m) Tangible fixed assets and depreciation

Tangible fixed assets, including land and buildings, are included in the financial statements at cost. Additions over £10,000 are capitalised. Tangible fixed assets are fully depreciated on a straight-line basis, where land

and buildings are depreciated over 50 years, furniture and equipment over 3 to 10 years, computer systems over 3 years and motor vehicles over 3 years.

(n) Investments

Quoted investments, being amounts held in portfolios with investment managers, are stated at fair value. Unrealised and realised investment gains and losses are shown in the statement of income and retained earnings. At 31 December 2023, cash held by investment managers, which is held as part of the Union's investment portfolios, is included within fixed asset investments as it is now held solely for use in the longer term (being a period of at least 12 months) in the Union's investment activities.

Investments in subsidiaries are accounted for at cost less impairment in the individual financial statements.

(o) Financial instruments

The Union only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like other debtors and creditors. Debt instruments that are payable or receivable within one year, typically other creditors or debtors, are measured, initially and subsequently, at the undiscounted amount of the cash or other consideration expected to be paid or received.

Financial assets that are measured at cost are assessed at the end of each reporting period for objective evidence of impairment. If objective evidence of impairment is found, an impairment loss is recognised within the operating surplus or loss. The impairment loss is measured as the difference between the asset's carrying amount and the present value of estimated cash flows discounted at the asset's original effective interest rate. If such a financial instrument has a variable interest rate, the discount rate for measuring any impairment loss is the current effective interest rate determined under the contract.

(q) Cash and cash equivalents

Cash and cash equivalents consist of cash on hand and balances with banks. Where applicable, cash and cash equivalents are revalued based on the relevant exchange rates at the reporting date.

In previous years, cash held by investment managers was also classified as a cash and cash equivalent on the basis that, at the previous balance sheet date, there was an expectation that funds would be required to meet operating liabilities as they fell due as a result of a significant deficit being forecast. At 31 December 2023, there is no expectation that cash held by investment managers will be required to meet short-term cash commitments either within a 12-month period or beyond. As it will be held exclusively for ongoing investment purposes, it is now classified as a fixed asset investment.

(q) Operating leases

Annual rentals are charged to operating profit on a straight-line basis over the lease term.

(r) Provision for liabilities and charges

Provisions are recognised when the ITF has a present obligation (legal or constructive) as a result of a past event, it is probable that the ITF will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation. 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. The ITF recognises a provision for annual leave accrued by

employees as a result of services rendered in the current period, and which employees are entitled to carry forward and use within the next 12 months, and the provision is measured at the salary cost payable for the period of absence.

(s) Financial Instruments

The ITF only has financial assets and financial liabilities that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value, representing amortised cost as follows: cash is measured on initial recognition at value of cash held; debtors are measured on initial recognition at value of settlement amount after any trade discounts; creditors are measured on initial recognition at value of settlement amount after any trade discounts (assuming normal credit terms apply); and investments (non-puttable unit trusts, i.e. without an option to sell the shares at a later date at an agreed price) are measured on initial recognition at value of transaction price (cost).

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.

Independent Auditor's Report to the International Transport Workers' Federation

Opinion

In our opinion, the financial statements:

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

We have audited the financial statements of the International Transport Workers' Federation ("the Union") and its subsidiaries ("the Group") for the year ended 31 December 2023 which comprise the Group Statement of Income, the Group Statement of Financial Position, Group Statement of Cash Flows, Parent Organisation Statement of Financial Position and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

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 believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We are independent of the Group and 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.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Executive Board'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 Group and 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 Executive Board with respect to going concern are described in the relevant sections of this report.

Other information

The Executive Board is responsible for the other information. The other information comprises the information included in the Executive Board 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 there is 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 to which the Trade Union and Labour Relations (Consolidation) Act 1992 requires us to report to you if, in our opinion:

- proper accounting records have not been kept in accordance with the requirements of the Act; or
- the Union has not maintained a satisfactory system of controls over its transactions; or
- the Union's financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of the Executive Board

As explained more fully in the Statement of Executive Board Members' Responsibilities, the Executive Board is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Executive Board determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Executive Board is responsible for assessing the Group and the Union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Executive Board either intend to liquidate the Group or 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.

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

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

Non-compliance with laws and regulations

We gained an understanding of the legal and regulatory framework applicable to the Union and the industry in which it operates, drawing on our broad sector experience, and considered the risk of acts by the Union that were contrary to these laws and regulations, including fraud. We focused on laws and regulations that could give rise to a material misstatement in the financial statements, including, but not limited to, the Trade Union and Labour Relations (Consolidation) Act 1992, UK tax legislation and equivalent local laws and regulations. As part of discussions with management, we identified the internal controls established to mitigate risks related to non-compliance with laws and regulations and how management monitor these processes.

Our procedures in respect of the above included:

- Review of minutes of meetings of those charged with governance for any instances of non-compliance with laws and regulations;
- Review of correspondence with regulatory and tax authorities for any instances of non-compliance with laws and regulations;
- Review of financial statement disclosures and agreeing to supporting documentation to assess compliance with applicable laws and regulations;
- Review of legal expenditure accounts to understand the nature of expenditure incurred; and
- Discussion with management, including consideration of known or suspected instances of non-compliance with laws and regulations.

Fraud

As part of designing our audit, we determined materiality and assessed the risks of material misstatement in the financial statements, including how fraud may occur by enquiring of management of its own consideration of fraud. In particular, we looked at where management made subjective judgements, for example in respect of significant accounting estimates that involved making assumptions and considering future events that are inherently uncertain. We also considered potential financial or other pressures, opportunity and motivations for fraud. As part of this discussion we identified the internal controls established to mitigate risks related to fraud and how management monitor these processes.

Audit procedures performed by the engagement team included:


- Reading minutes of meeting of those charged with governance for any evidence of fraud or suspected fraud;
- In addressing the risk of fraud through management override of controls, we tested journal entries and other adjustments for inappropriate or unusual journals outside of our expectations, as well as for any significant transactions outside the normal course of business, taking into consideration the scope for management to manipulate financial result;
- Assessing the design and operating effectiveness of controls and procedures relevant to the preparation of the financial statements and the detection and prevention of irregularities and fraud;
- Challenging the assumptions and judgements made by management for key estimates. We considered the key estimates to be the valuation of the defined benefit pension scheme liability and the calculation of the ITF rebate to the IBF Seafarers' Support Fund.

Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion. There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we are to become aware of it.

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

Use of our report

This report is made solely to the members of the International Transport Workers' Federation, as a body, in accordance with the provisions of the Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the Union those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Union as a body, for our audit work, for this report, or for the opinions we have formed.

DocuSigned by:

AF9E71C5233D451...

BDO LLP, Statutory Auditor

London, UK

Date 09 July 2024

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

BDO LLP is a limited liability partnership registered in England and Wales (with registered number OC305127)

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?

No

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

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

Membership audit certificate

Section one

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

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

Yes / No

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

Yes / No

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

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

Membership audit certificate (continued)

Signature of assurer	
Name	
Address	
Date	
Contact name and telephone number	

Membership audit certificate


Section two

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

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

Yes

If "No" Please explain below:

Signature	
Name	Adam Leadbetter
Office held	Finance Director
Date	5 July 2024