

## MUSICIANS' UNION

Statement to Members as required under the Trade Union and  
Labour Relations (Consolidation) Act 1992 (Amended)  
for the year ended 31 December 2023

### SUMMARY FINANCIAL INFORMATION EXTRACTED FROM THE FULL ACCOUNTS

<u>Main Fund and Benevolent Fund</u>	<u>2023</u>	<u>2022</u>
<u>Summary Income and Expenditure Account</u> <u>For The Year Ended 31 December 2023</u>	<u>£'000</u>	<u>£'000</u>
Subscription Income	6,751	6,228
Other Income	2,056	1,717
Total Income	<u>8,807</u>	<u>7,945</u>
Total Expenditure	<u>(9,055)</u>	<u>(8,508)</u>
Operating Deficit	<u>(248)</u>	<u>(563)</u>
Other Items	(745)	3,206
Investment Operations	609	(476)
Taxation	(270)	(186)
<b>Surplus For The Year</b>	<u>(654)</u>	<u>1,981</u>
Remeasurement of defined benefit liability	19	(4,231)
Transfer from Hardship Fund	-	327
<b>Comprehensive Result For The Year</b>	<u>(635)</u>	<u>(1,923)</u>
<u>Political Fund</u>	<u>2023</u>	<u>2022</u>
<u>Summary Income &amp; Expenditure Account</u> <u>For The Year Ended 31 December 2023</u>	<u>£'000</u>	<u>£'000</u>
Total Income	65	63
Total Expenditure	(40)	(41)
<b>Surplus For The Year</b>	<u>25</u>	<u>22</u>

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<b><u>Hardship Fund</u></b>	<b><u>2023</u></b>	<b><u>2022</u></b>
<u>Summary Movement in Hardship Fund</u> <u>For The Year Ended 31 December 2023</u>	<b>£'000</b>	<b>£'000</b>
Total Donations in to Fund	-	-
Total Grants paid to members	-	(9)
<b>Net Movement For The Year</b>	-	(9)
Balance transferred to Benevolent Fund	-	(327)
Accumulated Fund Brought Forward	-	336
Accumulated Fund Carried Forward	<u>-</u>	<u>-</u>
<b><u>Combined Funds</u></b>	<b><u>2023</u></b>	<b><u>2022</u></b>
<u>Balance Sheet Summary</u> <u>As at 31 December 2023</u>	<b>£'000</b>	<b>£'000</b>
<b>Fixed Assets</b>	<b>601</b>	<b>441</b>
<b>Investments</b>	<b>16,670</b>	<b>16,492</b>
<b>Current Assets</b>	<b>3,429</b>	<b>3,473</b>
<b>Current Liabilities</b>	<b>(3,613)</b>	<b>(3,585)</b>
<b>Pension Scheme Asset</b>	<b>390</b>	<b>1,116</b>
<b>Net assets</b>	<b><u>17,477</u></b>	<b><u>18,087</u></b>
<b>Accumulated Funds</b>		
Main fund	<b>16,806</b>	<b>17,388</b>
Benevolent fund	<b>524</b>	<b>577</b>
Political fund	<b>147</b>	<b>122</b>
Hardship Fund	-	-
	<b><u>17,477</u></b>	<b><u>18,087</u></b>

## MUSICIANS' UNION

### Statement to Members as required under the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended) for the year ended 31 December 2023

#### STATUTORY DECLARATION

We are required by the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended) to include the following declaration in this statement to all members. The wording is as prescribed by the Act.

*"A member who is concerned that some irregularity may be occurring, or have occurred, in the conduct of the financial affairs of the union may take steps with a view to investigating further, obtaining clarification and, if necessary, securing regularisation of that conduct.*

*The member may raise any such concern with one or more of the following as it seems appropriate to raise it with: the officials of the union, the trustees of the property of the union, the auditor or auditors of the union, the Certification Officer (who is an independent officer appointed by the Secretary of State), the Certification Officer of Northern Ireland (who is an independent officer appointed by the Department of Economic Development) and the police.*

*Where a member believes that the financial affairs of the union have been or are being conducted in a breach of the law or in breach of rules of the union and contemplates bringing civil proceedings against the union or responsible officials or trustees, he should consider obtaining independent legal advice".*

#### SUMMARY OF SALARIES AND BENEFITS PROVIDED FOR THE YEAR ENDED 31 DECEMBER 2023

Naomi Pohl, the General Secretary, received a gross salary of £119,484 and Employers' pension contribution of £19,270.

The General Secretary is reimbursed for any expenditure incurred by him or her in the performance of his duties on behalf of the Union.

The members of the Executive Committee are reimbursed for any expenditure incurred by them in the performance of their duties on behalf of the Union. They are also reimbursed for their loss of earnings whilst on Union business and this is listed below. In certain cases these amounts are reimbursed directly to the employer of the Executive member.

<u>Name</u>	<u>Amount</u>	<u>Name</u>	<u>Amount</u>
	<u>£</u>		<u>£</u>
Alex Gascoine	NIL	Emily Saunders	NIL
Nigel Braithwaite	NIL	Robert Scott	NIL
Mark Concar	720	Eileen Spencer	NIL
Stephen Done	3,732	James Topp	NIL
Rick Finlay	1,432	Daniel Whitehouse	NIL
Andy Gleadhill	1,969	Andrew Whiteside	NIL
Andi Hopgood	375	Sarah Williams	433
Xenia Horne	1,050	Sarah-Jane Dale	NIL
Jacquelyn Hynes	NIL		
Richard Lightman	NIL		

# MUSICIANS' UNION

## Statement to Members as required under the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended) for the year ended 31 December 2023

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### REPORT OF THE INDEPENDENT AUDITORS

*Set out below is the report of the independent auditors to the members as contained in the accounts of the Union for the year ended 31 December 2023.*

#### **Opinion**

We have audited the financial statements of Musicians' Union (the 'Union') for the year ended 31 December 2023 which comprise the Income and Expenditure Account - Combined Funds, the Income and Expenditure Account Main Fund, the Income and Expenditure Account - Benevolent Fund, the Income and Expenditure Account - Political Fund, the Income and Expenditure Account - Hardship Fund, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Union's affairs as at 31 December 2023 and of its income and expenditure for the year then ended; and
- have been properly prepared in accordance with 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 are independent of the Union in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### **Conclusions relating to going concern**

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

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

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

#### **Other information**

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Executive Committee is responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in

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## Statement to Members as required under the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended) for the year ended 31 December 2023

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

We have nothing to report in this regard.

### **Matters on which we are required to report by exception**

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

- a satisfactory system of control over transactions has not been maintained; or
- the Union has not kept proper accounting records; or
- the financial statements are not in agreement with the books of account; or
- we have not received all the information and explanations we need for our audit.

### **Responsibilities of the Executive Committee**

As explained more fully in the Statement of Executive Committee's responsibilities, the Executive Committee 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 Committee determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the Executive Committee is responsible for assessing the Union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Executive Committee either intends to liquidate the Union or to cease operations, or has no realistic alternative but to do so.

### **Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

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### Statement to Members as required under the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended) for the year ended 31 December 2023

As part of our planning process:

- We enquired of management the systems and controls the Union has in place, the areas of the financial statements that are mostly susceptible to the risk of irregularities and fraud, and whether there was any known, suspected or alleged fraud. The Union did not inform us of any known, suspected or alleged fraud.
- We obtained an understanding of the legal and regulatory frameworks applicable to the Union. We determined that the following were most relevant: FRS 102 and the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended).
- We considered the incentives and opportunities that exist in the Union, including the extent of management bias, which present a potential for irregularities and fraud to be perpetuated, and tailored our risk assessment accordingly.
- Using our knowledge of the Union, together with the discussions held with the Union at the planning stage, we formed a conclusion on the risk of misstatement due to irregularities including fraud and tailored our procedures according to this risk assessment.

The key procedures we undertook to detect irregularities including fraud during the course of the audit included:

- Identifying and testing journal entries and the overall accounting records, in particular those that were significant and unusual.
- Reviewing the financial statement disclosures and determining whether accounting policies have been appropriately applied.
- Reviewing and challenging the assumptions and judgements used by management in their significant accounting estimates, particularly in relation to the valuation of the defined benefit pension scheme.
- Assessing the extent of compliance, or lack of, with the relevant laws and regulations.
- Testing key revenue lines, in particular cut-off, for evidence of management bias.
- Performing a physical verification of key assets.
- Obtaining third-party confirmation of material bank and investment balances.
- Documenting and verifying all significant related party balances and transactions.
- Reviewing documentation such as minutes of the meetings of the Executive Committee.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements even though we have properly planned and performed our audit in accordance with auditing standards. The primary responsibility for the prevention and detection of irregularities and fraud rests with those charged with governance of the Union.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

# MUSICIANS' UNION

## Statement to Members as required under the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended) for the year ended 31 December 2023

### Use of our report

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

*HW Fisher LLP*

**HW Fisher LLP**  
**Chartered Accountants**  
**Statutory Auditor**

Acre House  
11-15 William Road  
London  
NW1 3ER  
United Kingdom

Date: 10 Jun 2024

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This is a quick note about your political fund contribution

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MEMBERSHIP / POLITICAL FUND

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## Your Political Fund Contribution

Dear Marcia,

This is a quick note about your political fund contribution.

Under the Trade Union Act 2016, all members who've joined since 1 March 2018 and contribute to the MU political fund, have the right to opt out.

You can change your political fund options by [logging into My MU](#), or via any of the options listed below.

Thank you for your membership of the MU, a growing community of musicians campaigning for a fairer music industry.

Kind regards

The MU

### How to update your political fund contribution options

1. Log into [MyMU](#) and click Payments & Subscriptions to find your political fund contribution options.



2. Email [membership@theMU.org](mailto:membership@theMU.org) and include your name, membership number, and preferred contribution option.
3. Call the membership team on 0207 840 5570.
4. Send a letter to Musicians' Union HQ, 30 Snowsfields, London SE1 3SU.

You can find all MU Rules by visiting [theMU.org/rules](https://theMU.org/rules).

Visit [theMU.org/insurances](https://theMU.org/insurances) for important insurance related information.



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- We consider is in their legitimate interests, and/or
- We are required to in order to comply with UK legislation, and/or
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