

# Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

## Annual Return for a Trade Union

Name of Trade Union:	Nautilus International		
Year ended:	31 December 2023		
List no:	T151		
Head or Main Office address:	Nautilus House		
	Mariners' Park		
	Wallasey		
	Wirral		
Postcode	CH45 7PH		
Website address (if available)	<a href="http://www.nautilusint.org">www.nautilusint.org</a>		
Has the address changed during the year to which the return relates?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	('X' in appropriate box)
General Secretary:	Anthony Mark Dickinson		
Telephone Number:	020 8989 6677		
Contact name for queries regarding the completion of this return	Olu Tunde		
Telephone Number:	020 8989 6677		
E-mail:	accounts@nautilusint.org		

**Please follow the guidance notes in the completion of this return**

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

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

[returns@certoffice.org](mailto: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
	10,572	244	224	7,078	18,118
<b>Total</b>	10,572	244	224	7,078	A 18,118

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

18,118
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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
Chair of Council	Wilco van Hoboken	Wilco van Hobeken	27 April 2023
Vice Chair of Council	Iain Mackenzie	Iain Mackenzie	27 April 2023
Deputy Vice Chair	Henk Eijkenaar	Henk Eijkenaar	27 April 2023

State whether the union is:

a. A branch of another trade union?

Yes

No

If yes, state the name of that other union:

N/A

b. A federation of trade unions?

Yes

No

If yes, state the number of affiliated unions:

and names:

N/A

## NAUTILUS INTERNATIONAL

HEAD OFFICE: NAUTILUS HOUSE, MARINERS' PARK, WALLASEY, CH45 7PH

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### MEMBERS OF THE COUNCIL as 31<sup>st</sup> DECEMBER 2023

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Wilco van Hoboken - Chair of Council  
Iain MacKenzie - Vice Chair of Council  
Henricus Eijkenaar - Deputy Vice Chair of Council

Mark Dickinson - General Secretary

Alex Day - Member  
Allan Dickson - Member  
Catherine Wannell - Member  
Christine McLean - Member  
Dawn Franklyn - Member  
Frank Broeksma - Member  
Fraser Matthew - Member  
Fraser McNally - Member  
Gary Calderwood - Member  
Geert Feikema - Member  
Harold Ludwig - Member  
Hein Hiemstra - Member  
Jan van der Zee - Member  
Jessica Tyson - Member  
John Wainman - Member  
Richard Johnson - Member  
Ross Cleland - Member  
Russell Downs - Member  
Sean Turner - Member  
Sieto de Vries - Member  
Stephen Gudgeon - Member  
Terence Warner - Member

Steve Clinch - Trustee  
Jim McAuslan - Trustee  
Lesley Mercer - Trustee  
Theresa Crossley - Trustee

## NAUTILUS INTERNATIONAL

### REFERENCE AND ADMINISTRATION INFORMATION

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**Members of Nautilus  
International Council during  
the year ended 31 December  
2023**

**Term ended 27<sup>th</sup> April 2023**

W van Hoboken  
I MacKenzie  
H Eijkenaar

Chair  
Vice Chair  
Deputy Vice Chair

S Belfitt  
J Cameron  
T Cardy  
C Caseman  
R Cleland  
G Feikema  
M Graves - deceased 6<sup>th</sup> April 2023  
N Groen  
S Gudgeon  
U Jurgens  
T Latter  
M Leemhuis  
P Lok  
H Ludwig  
W Jackson

F Matthew  
G Scarlett  
J Tyson  
J Wainman  
P Wilson  
J van der Zee

**Term commenced 27<sup>th</sup> April 2023**

W van Hoboken  
I MacKenzie  
H Eijkenaar

Chair  
Vice Chair  
Deputy Vice Chair

A M Dickinson

General Secretary

F Broeksma  
G Calderwood  
R Cleland  
A Day  
A Dickson  
R Downs  
G Feikema  
D Franklyn  
S Gudgeon  
H Hiemstra  
R Johnson  
H Ludwig  
F Matthew  
C McLean  
F McNally

S Turner  
J Tyson  
S de Vries  
J Wainman  
C Wannell  
T Warner  
J van der Zee

# General Fund

(see notes 13 to 18)

	£	£
<b>Income</b>		
<b>From Members:</b> Contributions and Subscriptions		3,232,309
<b>From Members:</b> Other income from members (specify)		
<b>Total other income from members</b>		
<b>Total of all income from members</b>		3,232,309
<b>Investment income (as at page 12)</b>		205,292
<b>Other Income</b>		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	4,349,448	
<b>Total of other income (as at page 4)</b>		4,349,448
	<b>Total income</b>	7,787,049
	<b>Interfund Transfers IN</b>	
<b>Expenditure</b>		
Benefits to members (as at page 5)		
Administrative expenses (as at page 10)		6,613,826
<b>Federation and other bodies (specify)</b>		
TUC		40,107
ITF		20,769
Others		178,603
<b>Total expenditure Federation and other bodies</b>		239,479
<b>Taxation</b>		112,639
	<b>Total expenditure</b>	6,965,944
	<b>Interfund Transfers OUT</b>	
	<b>Surplus (deficit) for year</b>	821,105
	<b>Amount of general fund at beginning of year</b>	12,162,761
	<b>Amount of general fund at end of year</b>	12,983,866

## Analysis of income from federation and other bodies and other income

(see notes 19 and 20)

Description	£
<b>Federation and other bodies</b>	
<b>Total federation and other bodies</b>	
<b>Any Other Sources</b>	
Gain from disposal of investment	4,100
Gain on revaluation of investment	1,470,217
Advertising Revenue	107,776
Other Income	390,643
Income from Agreements	2,376,712
<b>Total other sources</b>	<b>4,349,448</b>
<b>Total of all other income</b>	<b>4,349,448</b>

## Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

		£
Representation – Employment Related Issues		<b>brought forward</b>
	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)	
<b>carried forward</b>		<b>Total (should agree with figure in General Fund)</b>



(See notes 21 and 23)

Fund 2		Fund Account	
Name:	Legal Defence Fund	£	£
<b>Income</b>			
	From members		262,079
	Investment income (as at page 12)		
	Other income (specify)		
	From Agreements		192,706
	<b>Total other income as specified</b>		192,706
	<b>Total Income</b>		454,785
	Interfund Transfers IN		
<b>Expenditure</b>			
	Benefits to members		760,627
	Administrative expenses and other expenditure (as at page 10)		
	<b>Total Expenditure</b>		760,627
	Interfund Transfers OUT		
	<b>Surplus (Deficit) for the year</b>		-305,842
	<b>Amount of fund at beginning of year</b>		2,050,998
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		1,745,156
	<b>Number of members contributing at end of year</b>		N/A

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

(See notes 21 and 23)

Fund 4		Fund Account	
Name:		£	£
<b>Income</b>	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	<b>Total other income as specified</b>		
	<b>Total Income</b>		
	Interfund Transfers IN		
<b>Expenditure</b>	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	<b>Total Expenditure</b>		
	Interfund Transfers OUT		
	<b>Surplus (Deficit) for the year</b>		
	<b>Amount of fund at beginning of year</b>		
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		
	<b>Number of members contributing at end of year</b>		

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

(See notes 21 and 23)

<b>Fund 6</b>		<b>Fund Account</b>		
<b>Name:</b>		<b>£</b>	<b>£</b>	
<b>Income</b>	From members			
	Investment income (as at page 12)			
	Other income (specify)			
	<b>Total other income as specified</b>			
	<b>Total Income</b>			
	Interfund Transfers IN			
<b>Expenditure</b>	Benefits to members			
	Administrative expenses and other expenditure (as at page 10)			
		<b>Total Expenditure</b>		
		Interfund Transfers OUT		
		<b>Surplus (Deficit) for the year</b>		
	<b>Amount of fund at beginning of year</b>			
	<b>Amount of fund at the end of year (as Balance Sheet)</b>			
	<b>Number of members contributing at end of year</b>			

<b>Fund 7</b>		<b>Fund Account</b>		
<b>Name:</b>		<b>£</b>	<b>£</b>	
<b>Income</b>	From members			
	Investment income (as at page 12)			
	Other income (specify)			
	<b>Total other income as specified</b>			
	<b>Total Income</b>			
	Interfund Transfers IN			
<b>Expenditure</b>	Benefits to members			
	Administrative expenses and other expenditure (as at page 10)			
		<b>Total Expenditure</b>		
		Interfund Transfers OUT		
		<b>Surplus (Deficit) for the year</b>		
	<b>Amount of fund at beginning of year</b>			
	<b>Amount of fund at the end of year (as Balance Sheet)</b>			
	<b>Number of members contributing at end of year</b>			

(See notes 21 and 23)

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

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

## Political fund account

(see notes 24 to 33)

£

£

Political fund account 1		To be completed by trade unions which maintain their own political fund	
	<b>Income</b>	Members contributions and levies	
		Investment income (as at page 12)	
Other income (specify)			
		Total other income as specified	
		Total income	

**Expenditure under section (82) of the Trade Union and Labour Relations (Consolidation) Act 1992 on purposes set out in section (72) (1) where consolidation of expenditures from the political funds exceeds £2,000 during the period**

Expenditure A (as at page i)	
Expenditure B (as at page ii)	
Expenditure C (as at page iii)	
Expenditure D (as at page iv)	
Expenditure E (as at page v)	
Expenditure F (as at page vi)	
Non-political expenditure (as at page vii)	
	Total expenditure
	Surplus (deficit) for year
	Amount of political fund at beginning of year
	Amount of political fund at the end of year (as <u>Balance Sheet</u> )
	Number of members at end of year contributing to the political fund
	Number of members at end of the year not contributing to the political fund
	Number of members at end of year who have completed an exemption notice and do not contribute to the political fund

**Political fund account 2 To be completed by trade unions which act as components of a central trade union**

<b>Income</b>	Contributions and levies collected from members on behalf of central political fund		
	Funds received back from central political fund		
	Other income (specify)		
		Total other income as specified	
		Total income	
<b>Expenditure</b>			
	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)		
	Administration expenses in connection with political objects(specify)		
	Non-political expenditure		
		Total expenditure	
		Surplus (deficit) for year	
		Amount held on behalf of trade union political fund at beginning of year	
		Amount remitted to central political	
		Amount held on behalf of central political fund at end of year	
		Number of members at end of year contributing to the political fund	
		Number of members at end of the year not contributing to the political fund	
		Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund	

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

**Political fund account expenditure (a)**

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

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

Contribution to the funds of, or on the payment of expenses incurred directly or indirectly by a political party	
Name of political party in relation to which money was expended	Total amount spent during the period £
<b>Total</b>	



### Political fund account expenditure (c)

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

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

Expenditure in connection with the registration of electors, the candidature of any person, the selection of any candidate or the holding of any ballot by the union in connection with any election to a political office			
Title and Date of election	Name of political party/organisation	Name of candidate, organisation or political party (see 33(iii))	£
<b>Total</b>			







### Political fund account expenditure (f)

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

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

On the production, publication or distribution of any literature, document, film, sound recording or advertisement the main purpose of which is to persuade people to vote for a political party or candidate or to persuade them not to vote for a political party or candidate
--

Name of organisation or political party	£
<b>Total</b>	

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

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

(a) the nature of each cause or campaign for which money was expended, and the total amount expended in relation to each one	£

Total expenditure

(b) the name of each organisation to which money was paid (otherwise than for a particular cause of campaign), and the total amount paid to each one

£


Total expenditure

£

(c) the total amount of all other money expended


Total expenditure

**Total of all expenditures**

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

(see notes 34 and 35)

		£
<b>Administrative Expenses</b>		
Remuneration and expenses of staff		
Salaries and Wages included in above	<input type="text"/>	4,132,307
Auditors' fees		47,365
Legal and Professional fees		421,478
Occupancy costs		298,012
Stationery, printing, postage, telephone, etc.		218,882
Expenses of Executive Committee (Head Office)		40,608
Expenses of conferences		10,330
Other administrative expenses (specify)		
Strategic Campaigning		23,740
Travel and Organising		443,808
Telegraph Cost		326,947
<b>Other Outgoings</b>		
Depreciation		120,132
Computer cost		372,848
Gain on disposal of Assets		-3,100
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
Foreign Exchange movement		160,469
tretert		
<b>Total</b>		6,613,826
Charged to:	General Fund (Page 3)	6,613,826
	Legal Defence Fund	
<b>Total</b>		6,613,826

## Analysis of officials' salaries and benefits

(see notes 36 to 46 below)

Office held	Gross Salary  £	Employers N.I. contributions  £	Pension Contributions  £	Benefits		Total  £
				Other Benefits		
				Description	Value £	
General Secretary	103,884	13,598	21,736	Car	18,029	157,247
				LWA	4,496	4,496
				Telephone	300	300

# Analysis of investment income

(see notes 47 and 48)

	Political Fund £		Other Fund(s) £
Rent from land and buildings			
Dividends (gross) from:			185,321
Equities (e.g. shares)			19,971
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			
Other investment income (specify)			
			205,292
		Total investment income	205,292
		Credited to:	
		General Fund (Page 3)	205,292
		Legal Defence Fund	
		Political Fund	
		Total Investment Funds	205,292

**Balance sheet as at**

31 December 2023

(see notes 49 to 52)

Previous Year		£	£
596,583	Fixed Assets (at page 14)		545,219
	Investments (as per analysis on page 15)		
16,046,143	Quoted (Market value £ ( ) )		16,175,632
276,007	Unquoted		276,007
16,322,150	<b>Total Investments</b>		16,451,639
	<b>Other Assets</b>		
	Loans to other trade unions		
257,191	Sundry debtors		733,175
1,048,051	Cash at bank and in hand		684,495
	Income tax to be recovered		
	Stocks of goods		
	Others (specify)		
	<b>Total of other assets</b>		1,417,670
18,223,975	<b>Total assets</b>		18,414,528
12,162,761	General fund (page 3)		12,983,866
2,050,998	Legal Defence Fund		1,745,156
	Political Fund Account		
2,127,029	Investment Revaluation Reserves		2,127,029
257,386	Revaluation Reserves		257,386
	<b>Liabilities</b>		
	Amount held on behalf of central trade union political fund		
£1,698,465	Creditor		1,268,702
-£72,664	Deferred taxation		32,389
£1,625,801	<b>Total liabilities</b>		1,301,091
£18,223,975	<b>Total assets</b>		18,414,528



## Fixed assets account

(see notes 53 to 57)

	Land and Buildings		Furniture and Equipment £	Motor Vehicles £	Not used for union business £	Total £
	Freehold £	Leasehold £				
<b>Cost or Valuation</b>						
At start of year	454,987		1,767,673	319,094		2,541,754
Additions	28,962		40,628			69,590
Disposals			-2,016	-31,261		-33,277
Revaluation/Transfers						
At end of year	483,949		1,806,285	287,833		2,578,067
<b>Accumulated Depreciation</b>						
At start of year	62,177		1,610,843	272,151		1,945,171
Charges for year	5,160		98,220	16,752		120,132
Disposals			-3,388	-29,067		-32,455
Revaluation/Transfers						
At end of year	67,337		1,705,675	259,836		2,032,848
<b>Net book value at end of year</b>	416,612		100,610	27,997		545,219
<b>Net book value at end of previous year</b>	392,810		156,830	46,943		596,583

## Analysis of investments

(see notes 58 and 59)

	All Funds Except Political Funds £	Political Fund £
<b>Quoted</b>		
Equities (e.g. Shares) Equity	4,852,362	
Government Securities (Gilts) Unit & Investment Trust	11,323,270	
Other quoted securities (to be specified)		
<b>Total quoted (as Balance Sheet)</b>	<b>16,175,632</b>	
<b>Market Value of Quoted Investment</b>		
<b>Unquoted</b>		
Equities Equity Holding	276,007	
Government Securities (Gilts)		
Mortgages		
Bank and Building Societies		
Other unquoted investments (to be specified)		
<b>Total unquoted (as Balance Sheet)</b>	<b>276,007</b>	
<b>Market Value of Unquoted Investments</b>	<b>276,007</b>	

## Analysis of investment income (controlling interests)

(see notes 60 and 61)

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

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

If YES name the relevant companies:

Company name	Company registration number (if not registered in England & Wales, state where registered)
Oceanair Services Ltd	1572658
NUMAST Pension Trustees (Section226)	0232373
Nautilus Trustees Ltd	1829326
Webster Trustees Ltd	15221404

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

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

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

Company name	Names of shareholders

## Summary sheet

(see notes 62 to 73)

	All funds except Political Funds £	Political Funds £	Total Funds £
<b>Income</b>			
From Members	3,494,388		3,494,388
From Investments	205,292		205,292
Other Income (including increases by revaluation of assets)	4,542,154		4,542,154
<b>Total Income</b>	<b>8,241,834</b>		<b>8,241,834</b>
<b>Expenditure</b> (including decreases by revaluation of assets)			
<b>Total Expenditure</b>	<b>7,726,571</b>		<b>7,726,571</b>
<b>Funds at beginning of year</b> (including reserves)	16,598,174		16,598,174
<b>Funds at end of year</b> (including reserves)	17,113,437		17,113,437
<b>Assets</b>			
Fixed Assets			545,219
Investment Assets			16,451,639
Other Assets			1,417,670
		<b>Total Assets</b>	<b>18,414,528</b>
<b>Liabilities</b>		<b>Total Liabilities</b>	<b>1,301,091</b>
<b>Net Assets (Total Assets less Total Liabilities)</b>			<b>17,113,437</b>

# Summary sheet

(see notes 62 to 73)

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

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

(see notes 74 to 80)

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

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

**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



**Annual Report and Accounts  
For the year ended  
31 December 2023**

**Address  
ITF House  
49-60 Borough Road  
London  
SE1 1DR**

**Head Office  
Nautilus House  
Mariners' Park  
Wallasey  
CH45 7PH**

**NAUTILUS INTERNATIONAL**

**ACCOUNTS**

**FOR THE YEAR ENDED 31 DECEMBER 2023**

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## NAUTILUS INTERNATIONAL

### REFERENCE AND ADMINISTRATION INFORMATION

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#### HEAD OFFICE

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CH45 7PH

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E-mail: [enquiries@nautilusint.org](mailto:enquiries@nautilusint.org)  
Web site: [www.nautilusint.org](http://www.nautilusint.org)

#### CUSTODIAN TRUSTEE

Nautilus Trustees Limited  
Nautilus House  
Mariners' Park  
Wallasey  
CH45 7PH

#### INVESTMENT ADVISER

James Hambro & Partners LLP  
45 Pall Mall  
London  
SW1Y 5JG

#### INVESTMENT CUSTODIAN

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London Branch  
100 Bishopsgate  
London  
EC2N 4AA

#### AUDITORS

Haysmacintyre LLP  
10 Queen Street Place  
London EC4R 1AG

#### ASSURER

Haysmacintyre LLP  
10 Queen Street Place  
London EC4R 1AG

#### PRINCIPAL BANKERS

Unity Trust Bank Plc  
Ninebrindley Place  
Birmingham B1 2HB

Natwest Bank  
City of London Office  
P O Box 12258  
1 Princes Street  
London EC2R 8BP

ABN Amro  
Parklaan 1  
3016 BA Rotterdam  
The Netherlands

FNV GBF  
Nz. Voorburgwal 225  
1012 TL Amsterdam  
The Netherlands

Bank Coop AG  
Aeschenplatz 3  
4002 Basel

# NAUTILUS INTERNATIONAL

## REFERENCE AND ADMINISTRATION INFORMATION

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### Members of Nautilus International Council during the year ended 31 December 2023

#### Term ended 27<sup>th</sup> April 2023

W van Hoboken  
I MacKenzie  
H Eijkenaar

Chair  
Vice Chair  
Deputy Vice Chair

S Belfitt  
J Cameron  
T Cardy  
C Caseman  
R Cleland  
G Feikema  
M Graves - deceased 6<sup>th</sup> April 2023  
N Groen  
S Gudgeon  
U Jurgens  
T Latter  
M Leemhuis  
P Lok  
H Ludwig  
W Jackson

F Matthew  
G Scarlett  
J Tyson  
J Wainman  
P Wilson  
J van der Zee

#### Term commenced 27<sup>th</sup> April 2023

W van Hoboken  
I MacKenzie  
H Eijkenaar

Chair  
Vice Chair  
Deputy Vice Chair

A M Dickinson

General Secretary

F Broeksma  
G Calderwood  
R Cleland  
A Day  
A Dickson  
R Downs  
G Feikema  
D Franklyn  
S Gudgeon  
H Hiemstra  
R Johnson  
H Ludwig  
F Matthew  
C McLean  
F McNally

S Turner  
J Tyson  
S de Vries  
J Wainman  
C Wannell  
T Warner  
J van der Zee

NAUTILUS INTERNATIONAL

STATEMENT OF FINANCIAL POSITION  
AT 31 DECEMBER 2023

	Notes	2023		2022	
		£	£	£	£
<b>PROPERTY, PLANT AND EQUIPMENT</b>					
Freehold land and buildings	3	416,612		392,810	
Motor vehicles	3	27,997		38,291	
Equipment	3	100,610		165,482	
		-----		-----	
		545,219		596,583	
<b>INVESTMENTS</b>	4		16,451,639		16,322,150
			-----		-----
			16,996,858		16,918,733
<b>CURRENT ASSETS</b>					
Debtors and prepayments		733,175		257,191	
Cash and cash equivalents					
Current accounts		664,355		872,098	
Deposit accounts		20,140		175,953	
		-----		-----	
		1,417,669		1,305,242	
Less: Creditors	5	(1,268,702)		(1,698,465)	
		-----		-----	
<b>Net assets</b>			148,968		(393,223)
Deferred taxation	6		(32,389)		72,664
			-----		-----
<b>Net assets excluding pension asset</b>			17,113,437		16,598,174
SPF pension liability	7		-		-
			-----		-----
<b>NET ASSETS</b>			£17,113,437		£16,958,174
			=====		=====
<b>RESERVES</b>					
General Fund			12,983,866		12,162,761
Legal Defence Fund			1,745,156		2,050,998
Revaluation Reserve – land and buildings			257,386		257,386
Revaluation Reserve – listed investments			2,127,029		2,127,029
			-----		-----
			£17,113,437		£16,598,174
			=====		=====

The financial statements were approved and authorised for issue by the Council on 16 April 2024 and were signed below on its behalf by:



W van Hoboken Chair



A M Dickinson General Secretary

NAUTILUS INTERNATIONAL

STATEMENT OF COMPREHENSIVE INCOME  
FOR THE YEAR ENDED 31 DECEMBER 2023

	Note	General Fund £	Legal Defence Fund £	Total £	2022 £
<b>INCOME</b>					
Subscription income from individual Members		3,232,309	262,079	3,494,388	3,507,581
Agreements with employers		2,376,712	192,706	2,569,418	2,554,404
Investment income		205,292	-	205,292	192,747
Advertising revenue		107,776	-	107,776	112,026
Other income		390,643	-	390,643	186,733
		<u>6,312,732</u>	<u>454,785</u>	<u>6,767,517</u>	<u>6,533,491</u>
<b>EXPENDITURE</b>					
Travel and general organising		443,808	-	443,808	524,997
Elections and BGM costs		10,330	-	10,330	119,106
Legal defence costs		-	760,627	760,627	615,932
Affiliations and council expenses		280,087	-	280,087	291,543
Telegraph – net cost		326,947	-	326,947	295,347
Phone, post, printing and stationery		218,882	-	218,882	210,945
Professional fees and bank charges		468,843	-	468,843	309,621
Strategic campaigning		23,740	-	23,740	58,184
Donations		-	-	-	29,150
Staff costs		4,132,307	-	4,132,307	4,125,854
Pension fund asset and costs	7	-	-	-	(9,000)
Building costs		298,012	-	298,012	356,476
Computer and equipment costs		372,848	-	372,848	435,456
Gain on disposal of fixed assets		(3,100)	-	(3,100)	(23,153)
Depreciation - Freehold buildings		5,160	-	5,160	5,160
Motor vehicles		16,752	-	16,752	16,703
Computers and equipment		98,220	-	98,220	90,528
		<u>6,692,836</u>	<u>760,627</u>	<u>7,453,463</u>	<u>7,453,180</u>
<b>TOTAL OPERATING SURPLUS/(DEFICIT)</b>		<b>(380,104)</b>	<b>(305,842)</b>	<b>(685,946)</b>	<b>(899,689)</b>
(Losses)/gains on disposal of investments		4,100	-	4,100	(307,708)
(Loss)/gain on revaluation of investments		1,470,217	-	1,470,217	(2,198,101)
		<u>1,094,213</u>	<u>(305,842)</u>	<u>788,371</u>	<u>(3,405,498)</u>
<b>SURPLUS/(DEFICIT) BEFORE TAXATION</b>					
Taxation credit/(charge)	9	(112,639)	-	(112,639)	151,428
		<u>981,574</u>	<u>(305,842)</u>	<u>675,732</u>	<u>(3,254,070)</u>
<b>OTHER COMPREHENSIVE INCOME</b>					
Actuarial gains/(losses) on SPF scheme				-	(74,000)
Foreign exchange gains/(losses)				(160,469)	569,247
				<u>£515,263</u>	<u>£(2,758,823)</u>
<b>TOTAL COMPREHENSIVE INCOME</b>				<u><u>£515,263</u></u>	<u><u>£(2,758,823)</u></u>



**NAUTILUS INTERNATIONAL**

**STATEMENT OF CASH FLOWS**

**FOR THE YEAR ENDED 31 DECEMBER 2023**

	<b>2023</b>	<b>2023</b>	<b>2022</b>	<b>2022</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>OPERATING ACTIVITIES</b>				
Operating surplus / (deficit)	(685,947)		(898,769)	
Depreciation	120,136		112,721	
Investment income	(205,292)		(192,747)	
SPF contributions	-		(65,000)	
SPF costs	-		(9,000)	
Decrease/(increase) in debtors	(475,983)		(98,803)	
Increase/(decrease) in creditors	(436,409)		462,994	
	-----		-----	
Net cash outflow from operations	(1,683,495)		(688,604)	
Taxation	(34,060)		(159,499)	
	-----	(1,717,555)	-----	(848,103)
<b>INVESTING ACTIVITIES</b>				
Interest and dividends received	205,292		192,747	
Payments to acquire tangible fixed assets	(69,590)		(282,520)	
Proceeds from disposal of tangible fixed assets	3,100		23,153	
Payments to acquire investments	(3,749,815)		(3,115,447)	
Proceeds from disposal of investments	5,125,481		2,198,168	
	-----	1,514,468	-----	(983,899)
Impact of foreign exchange movements		(160,469)		513,757
		-----		-----
Net cash outflow for the year		(363,556)		(1,318,245)
Net funds at 1 January		1,048,051		2,366,296
		-----		-----
Net funds at 31 December		£684,495		£1,048,051
		=====		=====
<b>ANALYSIS OF CHANGES IN NET FUNDS</b>				
		<b>At 1 January</b>	<b>Cash</b>	<b>At 31 December</b>
		<b>2023</b>	<b>Flows</b>	<b>2023</b>
		<b>£</b>	<b>£</b>	<b>£</b>
Cash at bank and in hand		1,048,051	(363,556)	684,495
		-----	-----	-----
		1,048,051	(363,556)	684,495
		=====	=====	=====

**NAUTILUS INTERNATIONAL**

**STATEMENT OF CHANGES IN FUNDS**

**FOR THE YEAR ENDED 31 DECEMBER 2023**

<b>2023</b>	<b>General</b>	<b>Legal</b>	<b>Revaluation reserves</b>		<b>Total</b>
	<b>Fund</b>	<b>Defence Fund</b>	<b>Land and</b>	<b>Listed</b>	
	<b>£</b>	<b>£</b>	<b>buildings</b>	<b>investments</b>	
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Balance as at 1 January 2023	12,162,761	2,050,998	257,386	2,127,029	16,598,174
Surplus/(deficit) for the period	981,574	(305,842)	-	-	675,732
Other comprehensive gain	(160,469)	-	-	-	(160,469)
Balance as at 31 December 2023	<u>£12,983,866</u>	<u>£1,745,156</u>	<u>£257,386</u>	<u>£2,127,029</u>	<u>£17,113,437</u>
<b>2022</b>	<b>General</b>	<b>Legal</b>	<b>Revaluation reserves</b>		<b>Total</b>
	<b>Fund</b>	<b>Defence Fund</b>	<b>Land and</b>	<b>Listed</b>	
	<b>£</b>	<b>£</b>	<b>buildings</b>	<b>investments</b>	
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Balance as at 1 January 2022	14,760,301	2,212,281	257,386	2,127,029	19,356,997
Surplus/(deficit) for the period	(3,092,787)	(161,283)	-	-	(3,254,070)
Other comprehensive loss	495,247	-	-	-	495,247
Balance as at 31 December 2022	<u>£12,162,761</u>	<u>£2,050,998</u>	<u>£257,386</u>	<u>£2,127,029</u>	<u>£16,598,174</u>

**1. ACCOUNTING POLICIES**

**1.1 BASIS OF ACCOUNTING**

The financial statements have been prepared under the historical cost convention, as modified by the revaluation of freehold land and buildings and of listed investments, and in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992 (amended) and FRS102 *The financial reporting standard applicable in the UK and Ireland*.

The members of Council consider the Union to be a going concern and have prepared the financial statements on that basis.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgment in applying the Union's accounting policies (see note 2).

The following principal accounting policies have been applied:

**1.2 REVENUE**

Revenue mainly comprises subscriptions, investment income and advertising income.

Revenue is recognised to the extent that it is probable that the economic benefit will flow to the Union and the revenue can be reliably measured. Revenue is measured as the fair value of the consideration received, or receivable, excluding VAT where applicable.

**1.3 GOVERNMENT GRANT INCOME**

Grants are accounted under the accruals model as permitted by FRS 102.

Grants of a revenue nature are recognised in the Statement of Comprehensive Income in the same period as the related expenditure.

**1.4 PROPERTY, PLANT AND EQUIPMENT**

Property, plant and equipment under the cost model are stated at historical cost less accumulate depreciation and any accumulated impairment losses. Historical cost includes expenditure that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management. Freehold land and buildings are held under the valuation model, with full market valuations being carried out on a periodic basis to ensure that the carrying value of these assets is not materially different from their fair value.

Depreciation is provided using the following rates to reduce by annual instalments the cost or value of the tangible assets over their useful lives:

Freehold buildings	2% straight line
Equipment	10% to 33.33% straight line
Software	6 years straight line
Motor vehicles	25% straight line

The assets' residual values, useful lives and depreciation methods are reviewed, and adjusted where necessary, if there is an indication of a significant change since the last reporting date.

**1.5 DEBTORS**

Short term debtors are measured at transaction price, less any impairment.

**1.6 CASH AND CASH EQUIVALENTS**

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

**1. ACCOUNTING POLICIES (continued)**

**1.7 FINANCIAL INSTRUMENTS**

The Union only enters into basic financial instruments transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable.

Debt instruments that are payable or receivable within one year, typically trade payables or receivables, are measured, initially and subsequently, at the undiscounted amount of the cash or other consideration, expected to be paid or received.

Investments in non-convertible preference shares and in non-puttable ordinary and preference shares are measured:

- At fair value with changes recognised in the Income statement if the shares are publicly traded or their fair value can otherwise be measured reliably;
- At cost less impairment for all other investments.

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 in the Income statement. Any impairment loss is measured as the difference between an asset's carrying amount and best estimate, which is an approximation of the amount that the union would receive for the asset if it were to be sold at the reporting date.

**1.8 CREDITORS**

Short term creditors are measured at the transaction price.

**1.9 LEGAL DEFENCE FUND**

The annual transfer of members' contributions to the Legal Defence Fund is 7.5% per annum. In 2023 the reserve was £1.8million. The level of the Fund is kept under review by the Council which has in 2023 determined that the Fund should not be allowed to fall below £1.5million

**1.10 PENSION COSTS**

The Union participates in two multi-employer pension schemes; namely the MNOPF and Ensign Retirement plan. Contributions to the Schemes are charged to the Union's Statement of Comprehensive Income as they fall due.

The Union accounts for these schemes as though they were defined contribution schemes as permitted by Section 28 of FRS102 and the required disclosures are included in note 7 to the financial statements.

The MNAOA Supplementary Pension Scheme (SPF), a defined benefit scheme, which is administered by Trustees, provides pension benefits for certain members of staff.

The deficit on the SPF defined benefit pension scheme is shown on the Statement of Financial Position. Current service costs, curtailments, settlement gains and losses and net financial returns are included in the Statement of Comprehensive Income in the period to which they relate. Actuarial gains and losses are recognised as Other Comprehensive Income. Surpluses on the SPF defined benefit pension scheme are not recognised as they are not due back to the employer.

**1.11 VAT**

The Union is registered for VAT on a partially exempt basis and therefore irrecoverable VAT has been allocated proportionately against the relevant expense heading.

**1. ACCOUNTING POLICIES (continued)**

**1.12 TAX**

The majority of the Union's income is exempt from taxation under the mutual trading exemption. Where income is not covered by this exemption, which largely represents investment income, provision for taxation has been made in the accounts.

Deferred tax is provided on all timing differences where the ultimate crystallization of a gain is expected to give rise to a tax liability, primarily being unrealised gains on listed equity and unit trust investments.

Tax is recognised in the Statement of Comprehensive Income. A change attributable to an item of income and expense recognised as other comprehensive income is also recognised in other comprehensive income.

The current income tax charge is calculated on the basis of tax rates and laws that have been enacted or substantively enacted by the reporting date in the countries where the Union operates and generates income.

**1.13 PROVISIONS FOR LIABILITIES**

Provisions are made where an event has taken place that gives the Union a legal or constructive obligation that probably requires settlement by a transfer of economic benefit, where a reliable estimate can be made of the amount of the obligation.

Provisions are charged as an expenses in the Statement of Comprehensive Income in the year that the Union becomes aware of the obligation, and are measured at the best estimate at the reporting date of the expenditure required to settle the obligation, taking into account relevant risks and uncertainties.

**1.14 FOREIGN CURRENCY TRANSACTIONS**

The Union has operations in the Netherlands and Switzerland, which are conducted through branches established in those territories. Branch activities are included in the Union's financial statements on a consolidated basis as follows: income and expenditure amounts are translated from their local currency into sterling at the average rate for the year; assets and liabilities are translated at the rate ruling at the year-end date. Foreign currency gains and losses arising on the consolidation of branch activities are recognised in Other Comprehensive Income.

**1.15 OPERATING LEASE RENTALS**

Rental charges under operating leases are recognised as expenditure on a straight-line basis over the period of the lease.

**1.16 MEMORANDUM OF AGREEMENT**

The Union concludes agreements with shipowners who operate UK, NL and CH registered vessels with the aim of regulating the conditions of non-domiciled seafarers. It does this in compliance with general trade union organising principles, a recruitment policy approved by the Council and in compliance with the policies and practices of the International Transport Workers' Federation (ITF) applied globally by affiliated seafarer trade unions.

Nautilus also concludes bilateral and multilateral arrangements with fellow seafarer unions worldwide to ensure inter alia that seafarers covered by the agreements it concludes are protected and supported appropriately and in accordance with ITF Policy where that applies. Such arrangements date back to the 1920's – Nautilus has a long and proud history of extending the hand of solidarity and mutual support to fellow seafarer unions and their members and this continues today including via the Nautilus Federation.

Nautilus secures payments from the shipowners, operators and managers with whom it concludes agreements. This income is a contribution to the wider welfare activities of Nautilus and ensures that at no time are members subscriptions, as defined in the Rules of the Union, used for purposes other than for which the Rules provide.

**2. JUDGEMENTS IN APPLYING ACCOUNTING POLICIES AND KEY SOURCES OF ESTIMATION UNCERTAINTY**

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. Although these estimates are based on management's best knowledge of the amount, events or actions, actual results ultimately may differ from those estimates.

Council Members consider the provision for the Legal Defence Fund liabilities and the valuation of the MNAOA SPF to be critical estimates and judgements applicable to the financial statements.

Legal Defence Fund liabilities are accrued on the basis of management's expectations of the costs which are likely to be incurred on a case-by-case basis. The nature of each case is different and accordingly costs can vary significantly from original estimates. Such variations are taken into account in the remeasurement of the provision at each year end date.

The valuation of the MNAOA SPF is subject to significant judgement relating to each of the key assumptions set out in note 7 below.

<b>3. FIXED ASSETS</b>	<b>Freehold land and buildings £</b>	<b>Motor Vehicles £</b>	<b>Computers And Equipment £</b>	<b>Total £</b>
<b>Cost or valuation</b>				
At 1st January 2023	454,987	319,094	1,767,673	2,541,754
Additions	28,962	-	40,628	69,590
Disposals	-	(31,261)	(2,016)	(33,277)
	-----	-----	-----	-----
At 31st December 2023	483,949	287,833	1,806,285	2,578,067
	-----	-----	-----	-----
<b>Depreciation</b>				
At 1st January 2023	62,177	272,151	1,610,843	1,945,171
Charge for the year	5,160	16,752	98,220	120,132
Foreign exchange difference	-	-	(1,750)	(1,750)
On Disposals	-	(29,067)	(1,638)	(30,705)
	-----	-----	-----	-----
At 31st December 2023	67,337	259,836	1,705,675	2,032,848
	-----	-----	-----	-----
<b>Net book value</b>				
31st December 2023	£416,612	£27,997	£100,610	£545,219
	=====	=====	=====	=====
31st December 2022	£392,810	£46,943	£156,830	£596,583
	=====	=====	=====	=====

**NAUTILUS INTERNATIONAL****NOTES TO THE FINANCIAL STATEMENTS (continued)****FOR THE YEAR ENDED 31 DECEMBER 2023**

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<b>4. INVESTMENTS</b>	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Market value of quoted investments at 1st January	16,046,143	17,598,972
Additions at cost	3,749,815	3,115,447
Disposal proceeds	(5,125,481)	(2,198,168)
Realised (losses)/gains	4,100	(307,708)
Unrealised (losses)/gains	1,470,217	(2,198,101)
Impact of foreign exchange	30,838	35,701
	-----	-----
Market value of quoted investments at 31st December	16,175,632	16,046,143
Unquoted investments	276,007	276,007
	-----	-----
Total investments at market value	<u>£16,451,639</u>	<u>£16,322,150</u>
<b>5. CREDITORS</b>		
Legal Defence Fund costs	52,500	99,000
Corporation tax	8,833	2,187
Other creditors	1,207,639	1,597,278
	-----	-----
	<u>£1,268,702</u>	<u>£1,698,465</u>
<b>6. DEFERRED TAXATION</b>		
Liability as at 1 January	(72,664)	83,159
Increase in year	105,053	(155,823)
	-----	-----
(Asset)/liability as at 31 December	<u>£32,389</u>	<u>£(72,664)</u>

**7. PENSION COMMITMENTS**

The Union operates a defined benefit pension scheme, the MNAOA Supplementary Pension Scheme (SPF) for certain members of staff. This scheme is now closed to new entrants. It is funded by the payment of contributions to a separately administered trust fund. The assets of the scheme are held separately from those of Nautilus International.

The Union adopts the valuation and disclosure requirements of section 28 of FRS102. The Union includes the assets and liabilities of the SPF in the Union's statement of financial position, with a consequent effect on reserves.

The pension contributions are determined with the advice of a qualified actuary on the basis of triennial valuations using the aggregate method. The most recent full valuation was conducted as at 31 December 2020. The principal assumptions used by the actuaries were Discount Rate of 4.5% for Pre Retirement and 2.3% for Post Retirement and salaries would increase by 3.0% per annum. The market value of the assets at 31 December 2020 was £5,569,000.

Nautilus International ceased in 2023 to contribute to the SPF pension deficit. (2022: £65,000). This is because the SPF was fully funded due to the performance of the investment portfolio. The funding situation will be reviewed again following the actuarial valuation at 31 December 2023.

Nautilus International pension contribution into the MNAOA SPF for the year was £NIL (2022: £65,000). Contributions to the scheme will be £65,000 each year from 2018 to 2022 with no further contributions required to eliminate the funding shortfall.

The most recent valuation has been updated to reflect conditions at the balance sheet date. The key assumptions were as follows:

Main assumptions	% per annum	
	2023	2022
RPI inflation	3.20	3.00
CPI inflation	2.60	2.40
Discount rate	4.50	1.20
Gross pension increases (in deferment and payment)	3.20	3.00
	<b>Value at</b>	<b>Value at</b>
	<b>31st December</b>	<b>31st December</b>
	<b>2023</b>	<b>2022</b>
	<b>£'000s</b>	<b>£'000s</b>
Market value of assets	4,747	4,800
Present value of scheme liabilities	(4,743)	(4,677)
Net pension scheme surplus	£4	£123
Analysis of scheme assets		
Equities	732	550
Bonds	3,550	3,650
Cash and other asset types	465	600
	£4,747	£4,800



**NAUTILUS INTERNATIONAL**

**NOTES TO THE FINANCIAL STATEMENTS (continued)**

**FOR THE YEAR ENDED 31 DECEMBER 11**

<b>7. PENSION COMMITMENTS (continued)</b>	<b>2023</b>	<b>2022</b>
	<b>£'000s</b>	<b>£'000s</b>
Reconciliation of present value of defined benefit obligation:		
Present value of defined benefit obligation at the start of the period	4,677	5,658
Current service cost	-	-
Interest on defined benefit obligation	218	100
Past service cost	-	-
Employee contributions	-	-
Loss on change of assumptions	111	(864)
Experience gain on liabilities	-	-
Benefits paid	(263)	(217)
	-----	-----
Present value of defined benefit obligation at the end of the period	<u>£4,743</u>	<u>£4,677</u>
Reconciliation of fair value of scheme assets:		
	<b>2023</b>	<b>2022</b>
	<b>£'000s</b>	<b>£'000s</b>
Fair value of scheme assets at the beginning of the period	4,800	6,129
Interest income (at discount rate)	224	109
Actual return on assets greater than discount rate	(14)	(1,286)
Employer contributions	-	65
Employee contributions	-	-
Benefits paid	(263)	(217)
	-----	-----
Fair value of scheme assets at the end of the period	<u>£4,747</u>	<u>£4,800</u>

In the opinion of the actuary the resources of the scheme are likely in the normal course of events, to meet in full the liabilities of the scheme as they fall due. The next actuarial valuation is to be carried out as at 31 December 2023 is currently being carried out.

In addition Nautilus International has financial commitments to pay employer contributions and as laid down in legislation and the trust deeds and rules, to two multi employer pension schemes – the MNOPF, a defined benefit scheme, and the Ensign Retirement Plan formerly the MNOPP, a defined contribution scheme.

The actuarial valuations in March 2003, 2006, 2009 and 2012 of the MNOPF identified significant deficits in the New Section of the industry wide scheme. This is now being funded by the relevant employers. In 2013 Nautilus International paid off the balance due (£154,815) from both the 2003 and 2006 deficit. The 2009 deficit of some £1,308,670 was paid off in 2010 and 2011. A further deficit of £415,424 as disclosed in the March 2012 Valuation was fully paid off in 2013. These contributions were charged to the statement of comprehensive income when they became payable. There were no further deficit collections for either the 2014, 2017 or 2020 MNOPF actuarial valuations.

NAUTILUS INTERNATIONAL

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 12

7. PENSION COMMITMENTS (continued)

The Trustees of the pension scheme cannot identify the Union's share of the underlying assets and liabilities of the MNOFP defined benefit scheme on a consistent and reasonable basis. As explained above, the Union's pension contributions are assessed in accordance with the advice of a qualified independent actuary whose calculations are based upon the total scheme membership of the MNOFP.

In accordance with section 28 of FRS102 the scheme is therefore included in the financial statements as if it was a defined contribution scheme.

8. KEY MANAGEMENT PERSONNEL

The aggregate remuneration for the six individuals identified as key management personnel during the year was £621,049 (2022: £616,070).

9. TAXATION

	2023 £	2022 £
Current year taxation		
UK corporation tax	-	-
Foreign corporation tax	8,833	2,208
Adjustment for prior year periods	945	2,187
	-----	-----
	9,778	4,395
Deferred tax (credit)	102,861	(155,823)
	-----	-----
	£112,639	£(151,428)
	=====	=====
<b>Reconciliation of tax charge</b>		
(Deficit)/surplus on ordinary activities	788,371	(3,405,498)
	=====	=====
Corporation tax at 23.52% (2022: 19%)	185,425	(647,044)
Effects of:		
Non-taxable income and non-deductible expenditure	(280,902)	725,123
Chargeable gains/(losses)	96,422	(78,079)
Foreign tax paid	8,833	2,208
Prior year adjustments	-	2,187
Deferred tax adjustment	102,861	(155,823)
	-----	-----
Corporation tax (credit)/charge	£112,639	£(151,428)
	=====	=====

10. WELFARE FUND

The Balance Sheet and Statement of Financial Activities of the Nautilus Welfare Fund, which operate under a Charity Commission Scheme, are published separately.

11. OPERATING LEASE COMMITMENTS

	2023 £	2022 £
At the year end date, the Union had the following commitments in respect of non-cancellable operating leases:		
Land and buildings		
Payable within one year	106,995	106,995
Payable after more than one year but not later than five years	106,995	213,990
	-----	-----
<b>Total</b>	£213,990	£320,985
	=====	=====

Operating lease costs recognised in expenditure were £106,995 (2022: £106,995).

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2023

13. STATEMENT OF COMPREHENSIVE INCOME - 2022

	Note	General Fund £	Legal Defence Fund £	2022 £
<b>INCOME</b>				
Subscription income from individual members		3,244,512	263,069	3,507,581
Subscription income from Memorandum Agreements with employers		2,362,824	191,580	2,554,404
Investment income		192,747	-	192,747
Advertising revenue		112,026	-	112,026
Other income		186,733	-	186,733
		-----	-----	-----
		6,098,842	454,649	6,553,491
		-----	-----	-----
<b>EXPENDITURE</b>				
Travel and general organising		524,997	-	524,997
Elections and BGM costs		119,016	-	119,016
Legal defence costs		-	615,932	615,932
Affiliations and council expenses		291,543	-	291,543
Telegraph – net cost		295,347	-	295,347
Phone, post, printing and stationery		210,945	-	210,945
Professional fees and bank charges		309,621	-	309,621
Strategic campaigning		58,184	-	58,184
Donations		29,150	-	29,150
Staff costs		4,125,854	-	4,125,854
Pension fund asset and costs	7	(9,000)	-	(9,000)
Building costs		356,476	-	356,476
Computer and equipment costs		435,456	-	435,456
Gain on disposal of fixed assets		(23,153)	-	(23,153)
Depreciation - Freehold buildings		5,160	-	5,160
Motor vehicles		16,703	-	16,703
Computers and equipment		90,858	-	90,858
Fixtures and Fittings		-	-	-
		-----	-----	-----
		6,837,248	615,932	7,453,180
		-----	-----	-----
<b>TOTAL OPERATING SURPLUS/(DEFICIT)</b>		(738,406)	(161,283)	(899,689)
(Losses) / gains on disposal of investments		(307,708)	-	(307,708)
Gains on revaluation of investments		(2,198,101)	-	(2,198,101)
		-----	-----	-----
<b>SURPLUS/(DEFICIT) BEFORE TAXATION</b>		(3,244,215)	(161,283)	(3,405,498)
Taxation	9	151,428	-	151,428
		-----	-----	-----
<b>TOTAL SURPLUS/(DEFICIT) FOR THE YEAR</b>		(3,092,787)	(161,283)	(3,254,070)
<b>OTHER COMPREHENSIVE INCOME</b>				
Actuarial (losses) on SPF scheme				(74,000)
Foreign exchange gains / (losses)				569,247
				-----
<b>TOTAL COMPREHENSIVE INCOME</b>				<u>£(2,758,823)</u>

**STATEMENT OF THE COUNCIL AND GENERAL SECRETARY'S RESPONSIBILITIES**

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Rule 10 of the Unions Rules provides that the Council is responsible for the absolute control and administration of the affairs and property of the Union and thus for safeguarding the assets of the Union. Rule 22.2 provides that the General Secretary shall provide Council with such financial statements as it may require.

The General Secretary is responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Union and for ensuring that the financial statements comply with the Trade Union and Labour Relations (Consolidation) Act 1992 as amended and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Law applicable to Trade Unions requires the preparation of financial statements for each financial year which give a true and fair view of the Union's activities during the year and of its financial position at the end of the year. In preparing those financial statements, the General Secretary is required to;

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Union will continue in operation.

# INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF NAUTILUS INTERNATIONAL

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## **Opinion**

We have audited the financial statements of Nautilus International ('the Union') for the year ended 31 December 2023, which comprise the Statement of Comprehensive Income, the Statement of Financial Position, the Statement of Cash Flows and the 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 Financial Reporting Standard 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Union's affairs as at 31 December 2023 and of its transactions 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 Council's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

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

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

## **Other information**

The Council is responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF  
NAUTILUS INTERNATIONAL (continued)**

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**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 Act 1992 requires us to report to you if, in our opinion:

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

**Responsibilities of the Council**

As explained more fully in the Statement of Council and General Secretary's Responsibilities set out on page 14, the Council 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 they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

In preparing the financial statements, the Council 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 they either intend to liquidate the union or to cease operations or have no realistic alternative but to do so.

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

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

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

Based on our understanding of the Union and industry, we identified that the principal risks of non-compliance with laws and regulations related to the valuation of certain estimates, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Trade Union and Labour Relations Act 1992, corporation tax, payroll tax and sales tax.

## INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF

### NAUTILUS INTERNATIONAL (continued)

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We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to posting inappropriate journal entries to revenue and management bias in accounting estimates. Audit procedures performed by the engagement team included:

- Inspecting correspondence with the tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular journal entries posted with unusual account combinations, postings by unusual users or with unusual descriptions; and
- Challenging assumptions and judgements made by management in their critical accounting estimates

#### Use of our report

This report is made solely to the Union's members as a body. Our 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, or for the opinion we have formed.



**Haysmacintyre LLP**  
**Chartered Accountants**  
**Registered Auditors**

**10 Queen Street Place**  
**London**  
**EC4R 1AG**

**31 May 2024**

# Accounting policies

(see notes 84 and 85)

## Signatures to the annual return

(see notes 86 & 87)

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

Secretary's Signature: <i>AM Dickinson</i> <hr/> Name: Anthony Mark Dickinson <hr/> Date: 31/05/2024	AGS Signature: <i>Oluwale Tunde</i> (or other official whose position should be stated) <hr/> Name: Oluwale Samuel Tunde <hr/> Date: 31/05/2024
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## Checklist

(see notes 88 to 89)

(please tick as appropriate)

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



# Checklist for auditor's report

(see notes 90 and 96)

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

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

Please explain in your report overleaf or attached.

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

a. kept proper accounting records with respect to its transactions and its assets and liabilities; and

b. established and maintained a satisfactory system of control of its accounting records, its cash holding and all its receipts and remittances. (See section 36(4) of the 1992 Act set out in note 92)

Please explain in your report overleaf or attached


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

**In our opinion the financial statements:**

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

**Auditor's report (continued)**

See attached

Signature(s) of auditor or auditors:		
Name(s):	haysmacintyre	
Profession(s) or Calling(s):	Chartered Accountants	
Address(es):	10 Queens Street Place	
	London	
Postcode	EC4R 1AG	
Date	31/05/2024	
Contact name for inquiries and telephone number:	Tom Brain 0202 7969 5500	

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

## Membership audit certificate

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

(See notes 97 to 103)

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

### Yes

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

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

## Membership audit certificate

### Section one

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

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

### Yes

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

### Yes

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

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

**Membership audit certificate (continued)**

Signature of assurer	<i>Haysmacintyre LLP</i>
Name	haysmacintyre LLP
Address	10 Queens Street Place London EC4R 1AG
Date	31/05/2024
Contact name and telephone number	Tom Brain 020 7969 5500

## Membership audit certificate

### Section two

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

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

**Yes / No**

If "No" Please explain below:

Signature	
Name	
Office held	
Date	



# Document

Double-click on icon to open guidance