

# Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

## Annual Return for a Trade Union

Name of Trade Union:	UNISON				
Year ended:	31st December 2023				
List no:	736/T				
Head or Main Office address:	130 Euston Road				
	London				
Postcode	NW1 2AY				
Website address (if available)	<a href="http://www.unison.org.uk">www.unison.org.uk</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:	Christina McAnea				
Telephone Number:	0800 0 857 857				
Contact name for queries regarding the completion of this return	Simon Hart				
Telephone Number:	0207 121 5465				
E-mail:	s.hart@unison.co.uk				

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

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

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

[returns@certoffice.org](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)	<b>Totals</b>
	1,353,802	49,990			1,403,792
<b>Total</b>	1,353,802	49,990			A 1,403,792

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

1,235,250
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Number of members included in totals box 'A' above for whom no home or authorised address is held:

44,849
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## 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
Members of the executive	See attachment 1	Pages 2 a, b, and c.	

State whether the union is:

a. A branch of another trade union?

Yes	<input type="checkbox"/>
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No	<input checked="" type="checkbox"/>
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If yes, state the name of that other union:

b. A federation of trade unions?

Yes	<input type="checkbox"/>
-----	--------------------------

No	<input checked="" type="checkbox"/>
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If yes, state the number of affiliated unions:

and names:



# NEC MEMBERSHIP

## DECEMBER 2023

Elected in June 2023
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1. ANTHONY, James
2. ASHLEY, April
3. BERRY, Jacqui
4. BIRCH, Rob
5. BIRKETT, Nathalie
6. BOUSKILL, Jayne
7. BRAND, Eddie
8. BROOKMAN, Becky
9. BUCKLY, Mandy
10. CARRINGTON, Glenn
11. COLLINS, Christine
12. CORRAN, Kevin
13. DOOLAN, Jane
14. EGAN, Andrea
15. ENGLAND, Michelle
16. EVANS, Sara
17. FIRMAN, Helen
18. FISHER, Mark
19. FORGAN, Julie
20. GRAY, John
21. GREEN, Janet
22. HAMILTON, Angie
23. HEMRAJ, Samantha
24. HOLDSWORTH, Abigail

25. **HOLMES, Greta**
26. **HOOD, Lorna**
27. **HOWARD, Sonya**
28. **JOHNSON, Caroline**
29. **JONES, David**
30. **JONES, Elaine**
31. **JONES, John**
32. **KUMARI, Manjula**
33. **KUSORO, Abiola**
34. **LE MARINEL, Maureen**
35. **LONG, Alastair**
36. **McKEE Margaret**
37. **McKENNA, Catherine**
38. **MINTO, James**
39. **MORAN, Nicola**
40. **MURRAY, Katrina**
41. **MWALUKE, Julia**
42. **NOLAN, Libby**
43. **NORTH, Steven**
44. **O'HARA, Lyn Marie**
45. **OWEN, Kath**
46. **RAMOS-TRACEY, Micaela**
47. **RANKIN, Davena**
48. **RIVERA, Jordan**
49. **ROWDEN, Debbie**
50. **SARTIN, Dan**
51. **SILVERSTONE, Ash**
52. **SMELLIE, Stephen**
53. **SMITH, Cameron**
54. **SOLERA, Antoinette**

- 55. TAPPER, Jo
- 56. THOMAS, Denise
- 57. THOMSON, Lorraine
- 58. VERRECCHIA, Andrew
- 59. VIPOND, Danielle
- 60. WAINWRIGHT, Tracey
- 61. WALKER, Wendy
- 62. WAREHAM, Mark
- 63. WHEATLEY, Liz
- 64. WHITBY, Ed
- 65. WILLIAMS, Paul
- 66. WILSON, Tony
- 67. WRIGHT, Tony

#### **LEAVERS JUNE 2023**

**BOULBY, Lilly; BYRON, Naomi; CROWE, Sarah; DAVIES, Helen; DINGLE, Alison;  
DIXON, Claire; DOLAN, Danielle; FANNING, Saoirse; HANRAHAN, Chris;  
HERON, Pat; HILDER, Keira; JACKSON, Kevin; JEFFRIES, Edwin; JONES, Stephen;  
LEACH, Diana; LITTLEWOOD, Sara; McFARLANE, James; McKAY, GORDON;  
NICOLL, Sandy; PIERRE, Hugo; POWELL, Jessica; PROCTOR, Emma; RAIT, Amanda;  
RAMSDEN, Kate; REISSMANN, Karen; ROLLINSON, Theresa; STOCKHAM, Sian;  
TANSLEY, Chris; TURNER, Rob; WARD, Denise; WILCOX, Jene.**

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# General Fund

(see notes 13 to 18)

	£000	£000
<b>Income</b>		
<b>From Members:</b> Contributions and Subscriptions		172,190
<b>From Members:</b> Other income from members (specify)		
Local levy		180
<b>Total other income from members</b>		180
<b>Total of all income from members</b>		172,370
<b>Investment income (as at page 12)</b>		1,179
<b>Other Income</b>		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	12,078	
<b>Total of other income (as at page 4)</b>		12,078
<b>Total income</b>		185,627
<b>Interfund Transfers IN</b>		
<b>Expenditure</b>		
Benefits to members (as at page 5)		7,538
Administrative expenses (as at page 10)		146,794
<b>Federation and other bodies (specify)</b>		
Affiliations		4,942
Other expenditure (as at Attachment 2 page 3a)		59,197
<b>Total expenditure Federation and other bodies</b>		64,139
<b>Taxation</b>		
<b>Total expenditure</b>		218,471
<b>Interfund Transfers OUT</b>		
Surplus (deficit) for year		-32,844
Amount of general fund at beginning of year		218,254
Amount of general fund at end of year		185,410

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

(see notes 19 and 20)

Description	£000
<b>Federation and other bodies</b>	
<b>Total federation and other bodies</b>	
<b>Any Other Sources</b>	
Distributions from joint ventures	168
Non membership income	10,353
Change in fair value of investments	1,557
<b>Total other sources</b>	<b>12,078</b>
<b>Total of all other income</b>	<b>12,078</b>

## Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

	£000		£000
Representation – Employment Related Issues		<b>brought forward</b>	6,387
Legal services	3,698	Advisory Services	
Representation – Non Employment Related Issues		Other Cash Payments	
		Education and Training services	
		Learning and organising services	376
Communications			
Communications	2,689	Negotiated Discount Services	
Dispute Benefits		Other Benefits and Grants (specify)	
		Death, accident and other benefits	495
		Gift aid to UNISON Welfare	280
<b>carried forward</b>	6,387	<b>Total (should agree with figure in General Fund)</b>	7,538

(See notes 21 and 23)

Fund 2		Fund Account	
Name:	Industrial Action fund	£000	£000
<b>Income</b>			
	From members		1,344
	Investment income (as at page 12)		493
	Other income (specify)		
	Donations by branch members		20
	Non membership income		116
	<b>Total other income as specified</b>		136
	<b>Total Income</b>		1,973
	Interfund Transfers IN		
<b>Expenditure</b>			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		8,702
	<b>Total Expenditure</b>		8,702
	Interfund Transfers OUT		
	<b>Surplus (Deficit) for the year</b>		-6,729
	<b>Amount of fund at beginning of year</b>		33,099
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		26,370
	<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)

<b>Fund 4</b>		<b>Fund Account</b>	
<b>Name:</b>		<b>£000</b>	<b>£000</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 5</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)

Fund 6		Fund Account		
Name:		£000	£000	
<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 7		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 8		Fund Account	
Name:		£000	£000
<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 9		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>		

## Political fund account

(see notes 24 to 33)

£000

£000

<b>Political fund account 1</b>		<b>To be completed by trade unions which maintain their own political fund</b>	
	<b>Income</b>	Members contributions and levies	6,803
		Investment income (as at page 12)	447
	Other income (specify)		
		Total other income as specified	
		Total income	7,250
<b>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</b>			
		Expenditure A (as at page i)	1,242
		Expenditure B (as at page ii)	
		Expenditure C (as at page iii)	145
		Expenditure D (as at page iv)	
		Expenditure E (as at page v)	391
		Expenditure F (as at page vi)	
		Non-political expenditure (as at page vii)	3,733
		Total expenditure	5,511
		Surplus (deficit) for year	1,739
		Amount of political fund at beginning of year	18,515
		Amount of political fund at the end of year (as <u>Balance Sheet</u> )	20,254
		Number of members at end of year contributing to the political fund	1,180,287
		Number of members at end of the year not contributing to the political fund	223,505
		Number of members at end of year who have completed an exemption notice and do not contribute to the political fund	4,973
<b>Political fund account 2</b>		<b>To be completed by trade unions which act as components of a central trade union</b>	
<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 £
Labour party	1,242
<b>Total</b>	<b>1,242</b>

**Political fund account expenditure (b)**

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

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

Expenditure of money on the provision of any services or property for use by or on behalf of any political party	
Name of political party to which payment was made	Total amount paid during the period
	£
<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))	£000
National Labour Link Committee elections	Labour party	Election costs	145
<b>Total</b>			145



### Political fund account expenditure (e)

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

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

The expenditure of money on the holding of any conference or meeting by or on behalf of a political party or of any other meeting the main purpose of which is the transaction of business in connection with a political party	
Name of political party	£000
Labour Party	391
<b>Total</b>	<b>391</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	£000
<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	£000
Campaigning to defend and promote jobs, pay, public services and tackle the cost-of-living crisis	594
Campaigning for social equality	388
<b>Total expenditure</b>	<b>983</b>

(b) the name of each organisation to which money was paid (otherwise than for a particular cause of campaign), and the total amount paid to each one	£000
Local Government Information Unit	31
Connect Public Affairs	142
<b>Total expenditure</b>	<b>173</b>

(c) the total amount of all other money expended	£000
Administration	429
Donation to Unison	2,148
<b>Total expenditure</b>	<b>2,577</b>
<b>Total of all expenditures</b>	<b>3,733</b>

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

(see notes 34 and 35)

	£000
<b>Administrative Expenses</b>	
Remuneration and expenses of staff	79,363
Salaries and Wages included in above	61,799
Auditors' fees	136
Legal and Professional fees	4,520
Occupancy costs	10,607
Stationery, printing, postage, telephone, etc.	3
Expenses of Executive Committee (Head Office)	352
Expenses of conferences	3,903
Other administrative expenses (specify)	
Staff travel and other costs	3,898
Insurance	1,224
<b>Other Outgoings</b>	
Bank charges	369
Depreciation	4,797
Deficit on pension scheme	37,622
Outgoings on land and buildings (specify)	
Other outgoings (specify)	
<b>Total</b>	<b>146,794</b>
Charged to:	
General Fund (Page 3)	146,794
Industrial Action fund	8,702
<b>Total</b>	<b>155,496</b>



## Analysis of officials' salaries and benefits

(see notes 36 to 46 below)

Office held	Gross Salary £000	Employers N.I. contributions £000	Benefits			Total £000
			Pension Contributions £000	Other Benefits		
				Description	Value £000	
General Secretary	118,454	15,529	37,366	Taxable subsistence and Car benefit	10,292	181,641
(After deduction of £13,269 Salary sacrifice).						
President	Nil	Nil	Nil			
Members of the executive	Nil	Nil	Nil		Nil	Nil

# Analysis of investment income

(see notes 47 and 48)

	Political Fund £000		Other Fund(s) £000
Rent from land and buildings			
Dividends (gross) from:			
Equities (e.g. shares)			
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies	447		1,672
Other investment income (specify)			
	447		1,672
		Total investment income	2,119
		Credited to:	
		General Fund (Page 3)	1,179
		Industrial Action fund	493
		Political Fund	447
		Total Investment Funds	2,119

**Balance sheet as at**

31st December 2023

(see notes 49 to 52)

Previous Year		£000	£000
94,274	Fixed Assets (at page 14)		91,256
	Investments (as per analysis on page 15)		
24	Quoted (Market value £ (      ) )		19
17,013	Unquoted		18,537
17,037	<b>Total Investments</b>		<b>18,556</b>
	<b>Other Assets</b>		
	Loans to other trade unions		
16,149	Sundry debtors		17,849
196,239	Cash at bank and in hand		193,000
	Income tax to be recovered		
	Stocks of goods		
	Others (specify)		
115	Loans		98
212,503	<b>Total of other assets</b>		<b>210,947</b>
323,814	<b>Total assets</b>		<b>320,759</b>
218,254	General fund (page 3)		185,410
33,099	Industrial Action fund		26,370
18,515	Political Fund Account		20,254
	<b>Liabilities</b>		
	Amount held on behalf of central trade union political fund		
£15,873	Sundry creditors		13,030
£38,073	Pension scheme liabilities		75,695
£53,946	<b>Total liabilities</b>		<b>88,725</b>
£323,814	<b>Total assets</b>		<b>320,759</b>

## Fixed assets account

(see notes 53 to 57)

	Land and Buildings		Furniture and Equipment £000	Motor Vehicles £000	Not used for union business £000	Total £000
	Freehold £000	Leasehold £000				
<b>Cost or Valuation</b>						
At start of year	113,404	2,602	15,069		10,052	141,127
Additions	403		1,900		91	2,394
Disposals			-356			-356
Revaluation/Transfers	2,040		1,025			3,065
At end of year	115,847	2,602	17,638		10,143	146,230
<b>Accumulated Depreciation</b>						
At start of year	32,733	2,561	10,598		4,679	50,571
Charges for year	1,974	32	2,413		340	4,759
Disposals			-356			-356
Revaluation/Transfers						
At end of year	34,707	2,593	12,655		5,019	54,974
Net book value at end of year	81,140	9	4,983		5,124	91,256
Net book value at end of previous year	83,231	41	5,629		5,373	94,274

## Analysis of investments

(see notes 58 and 59)

Quoted	All Funds Except Political Funds £000	Political Fund £000
Equities (e.g. Shares)		
Listed investments	19	
Government Securities (Gilts)		
Other quoted securities (to be specified)		
Total quoted (as Balance Sheet) Market Value of Quoted Investment	19	
Unquoted		
Equities		
Government Securities (Gilts)		
Mortgages		
Bank and Building Societies Unity Trust Bank	13,264	
Other unquoted investments (to be specified) Intangible Assets	5,273	
Total unquoted (as Balance Sheet) Market Value of Unquoted Investments	18,537	

# 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)
Unison Call Centre Ltd	03400457

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

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

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

Company name	Names of shareholders

# Summary sheet

(see notes 62 to 73)

	<b>All funds except Political Funds £000</b>	<b>Political Funds £000</b>	<b>Total Funds £000</b>
<b>Income</b>			
From Members	173,714	6,803	180,517
From Investments	1,672	447	2,119
Other Income (including increases by revaluation of assets)	12,214		12,214
<b>Total Income</b>	187,600	7,250	194,850
<b>Expenditure</b> (including decreases by revaluation of assets)			
<b>Total Expenditure</b>	227,173	5,511	232,684
<b>Funds at beginning of year</b> (including reserves)	251,353	18,515	269,868
<b>Funds at end of year</b> (including reserves)	211,780	20,254	232,034
<b>Assets</b>			
Fixed Assets			91,256
Investment Assets			18,556
Other Assets			210,947
		<b>Total Assets</b>	320,759
<b>Liabilities</b>		<b>Total Liabilities</b>	88,725
<b>Net Assets (Total Assets less Total Liabilities)</b>			232,035

# Summary sheet

(see notes 62 to 73)

	All funds except Political Funds £000	Political Funds £000	Total Funds £000
<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="Yes"/>
If Yes How many ballots were held: <input style="width: 50px;" type="text" value="4535"/>	
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"/> <sup>1</sup>
Number of individuals answering "No" to the question	<input style="width: 80px;" type="text"/> <sup>2</sup>
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px;" type="text"/> <sup>3</sup>
<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"/> <sup>1</sup>
Number of individuals answering "No" to the question	<input style="width: 80px;" type="text"/> <sup>2</sup>
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px;" type="text"/> <sup>3</sup>
<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"/> <sup>1</sup>
Number of individuals answering "No" to the question	<input style="width: 80px;" type="text"/> <sup>2</sup>
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px;" type="text"/> <sup>3</sup>
<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

### Information on Industrial Action

Name of Organisation:		UNISON			Reporting Period	2023
Did Union members take industrial action during the return period in response to any inducement on the part of the union?		<u>Yes</u>		<b>If YES, for each industrial action taken please complete the information below</b>		
Industrial Action	Nature of the trade dispute for which action was taken	Dates of the industrial action taken	Number of days of industrial action	Nature of industrial action	Categories of nature of Trade Dispute	
	A	12/12/2023-13/12/2023	2	Strike Action	<p>A: Terms and conditions of employment, or the physical conditions in which any workers are required to work</p> <p>B: Engagement or non-engagement, or termination or suspension of employment or the duties of employment, of one or more workers</p> <p>C: Allocation of work or the duties of employment between workers or groups of workers</p> <p>D: Matters of discipline</p> <p>E: A worker's membership or non-membership of a trade union</p> <p>F: Facilities for officials of trade unions</p> <p>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</p>	
2	A	10/11/2023-13/11/2023	4	Strike Action		
3	A	10/11/2023-17/11/2023	7	Action Short of a Strike		
4	A	06/11/2023-18/11/2023	13	Action Short of a Strike		
5	A	23/10/2023-27/10/2023	5	Strike Action		
6	A	02/11/2023-29/11/2023	2	Strike Action		
7	A	11/10/2023-01/12/2023	43	Strike Action		
8	A	11/12/2023-16/12/2023	6	Strike Action		
9	A	17/10/2023-17/11/2023	6	Strike Action		
10	A	26/09/2023-29/09/2023	3	Strike Action		
11	A	28/09/2023-08/11/2023	15	Strike Action		

12	A	26/09/2023-12/10/2023	6	Strike Action
13	A	31/08/2023-23/12/2023	32	Strike Action
14	A	21/08/2023-25/08/2023	5	Strike Action
15	A	24/07/2023-26/09/2023	64	Strike Action
16	A	11/09/2023-09/11/2023	6	Strike Action
17	A	17/08/2023-14/11/2023	8	Strike Action
18	A	11/09/2023-04/12/2023	11	Strike Action
19	A	04/11/2023-06/11/2023	3	Strike Action
20	A	05/06/2023-11/12/2023	189	Action Short of a Strike
21	A	28/06/2023-03/10/2023	7	Strike Action
22	A	16/05/2023-09/10/2023	32	Strike Action
23	A	20/04/2023-03/05/2023	3	Strike Action
24	A	18/04/2023-05/05/2023	10	Action Short of a Strike
25	A	04/04/2023-12/06/2023	6	Strike Action

trade union to represent workers in such negotiation or consultation or in the carrying out of such procedures

## Information on Industrial Action Ballots

Name of Organisation:		UNISON			Reporting Period	2023		
Did the union hold any ballots in respect of industrial action during the return period?				<u>Yes</u>	For each ballot held please complete the information below			
If yes, how many ballots were held?				<u>4535</u>				
Ballot	Number of individuals who were entitled to vote in the ballot	Number of votes cast in the ballot	Number of Individuals answering "Yes" to the question	Number of Individuals answering "No" to the question	Number of invalid or otherwise spoiled voting papers returned	Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot?	Does 226(2B) of the 1992 Act apply to this ballot?	If yes, were the number of individuals answering "Yes" to the question(or each question) at least 40% of the number of individuals who were entitled to vote in the ballot
1	3	3	3	0	0	Yes	No	
2	23	6	4	2	0	No	No	
3	187	124	93	31	0	Yes	No	
4	241	163	155	8	0	Yes	No	
5	45	31	23	8	0	Yes	No	
6	209	144	140	2	2	Yes	No	
7	1084	767	598	168	1	Yes	No	
8	11	9	6	3	0	Yes	No	
9	34	14	11	3	0	No	No	
10	71	44	40	4	0	Yes	No	
11	84	68	66	2	0	Yes	No	
12	99	71	71	0	0	Yes	No	
13	109	73	62	11	0	Yes	No	
14	467	350	345	5	0	Yes	No	

15	67	30	28	2	0	No	No
16	28	22	15	6	1	Yes	No
17	6	6	6	0	0	Yes	No
18	621	324	299	25	0	Yes	No
19	329	229	225	4	0	Yes	No
20	19	15	15	0	0	Yes	No
21	16	13	10	3	0	Yes	No
22	51	43	38	5	0	Yes	No
23	430	279	276	3	0	Yes	No
24	111	50	37	13	0	No	No
25	161	105	84	21	0	Yes	No
26	9	7	7	0	0	Yes	No
27	12	11	9	2	0	Yes	No
28	140	86	66	20	0	Yes	No
29	2030	975	815	159	1	No	No
30	26	10	9	1	0	No	No
31	23	7	5	2	0	No	No
32	300	137	107	30	0	No	No
33	6	2	2	0	0	No	No
34	93	61	55	6	0	Yes	No
35	249	112	98	13	1	No	No
36	119	87	87	0	0	Yes	No
37	368	283	274	9	0	Yes	No
38	638	230	189	40	1	No	No
39	419	159	110	49	0	No	No
40	127	73	61	12	0	Yes	No
41	39	35	35	0	0	Yes	No
42	631	347	311	36	0	Yes	No
43	19	14	14	0	0	Yes	No
44	19	14	14	0	0	Yes	No
45	90	50	45	4	1	Yes	No
46	188	105	102	3	0	Yes	No
47	10	1	1	0	0	No	No

48	10	3	2	0	1	No	No
49	114	52	43	9	0	No	No
50	2986	1645	1249	381	15	Yes	No
51	221	112	86	26	0	Yes	No
52	114	63	57	6	0	Yes	No
53	50	36	36	0	0	Yes	No
54	88	40	22	16	2	No	No
55	21	18	12	6	0	Yes	No
56	26	19	17	2	0	Yes	No
57	21	10	8	2	0	No	No
58	52	34	32	2	0	Yes	No
59	727	490	350	130	10	Yes	No
60	149	61	49	11	1	No	No
61	92	77	76	1	0	Yes	No
62	80	54	46	8	0	Yes	No
63	40	38	38	0	0	Yes	No
64	118	82	79	3	0	Yes	No
65	204	45	32	13	0	No	No
66	207	80	55	25	0	No	No
67	646	213	180	33	0	No	No
68	179	64	39	25	0	No	No
69	173	67	49	18	0	No	No
70	7937	2750	2467	226	57	No	No
71	225	154	121	33	0	Yes	No
72	37	17	5	12	0	No	No
73	261	151	116	35	0	Yes	No
74	54	37	23	14	0	Yes	No
75	74	39	32	7	0	Yes	No
76	162	86	69	17	0	Yes	No
77	178	95	82	13	0	Yes	No
78	99	96	52	10	34	Yes	No
79	180	114	95	19	0	Yes	No
80	109	77	64	13	0	Yes	No

81	251	134	120	14	0	Yes	No
82	6	3	1	2	0	Yes	No
83	47	25	21	4	0	Yes	No
84	90	72	62	10	0	Yes	No
85	12	6	1	5	0	Yes	No
86	40	21	9	12	0	Yes	No
87	50	23	18	5	0	No	No
88	100	60	54	6	0	Yes	No
89	125	74	64	10	0	Yes	No
90	218	120	98	22	0	Yes	No
91	65	43	39	4	0	Yes	No
92	344	194	167	26	1	Yes	No
93	1130	701	620	81	0	Yes	No
94	634	422	377	45	0	Yes	No
95	498	238	228	10	0	No	No
96	399	210	205	5	0	Yes	No
97	195	104	98	6	0	Yes	No
98	740	394	338	56	0	Yes	No
99	626	345	332	13	0	Yes	No
100	478	192	169	23	0	No	No
101	500	235	212	23	0	No	No
102	668	393	367	25	1	Yes	No
103	581	287	268	17	2	No	No
104	2025	1184	1077	107	0	Yes	No
105	3716	1952	1898	54	0	Yes	No
106	1169	695	621	74	0	Yes	No
107	633	380	371	9	0	Yes	No
108	641	320	291	29	0	No	No
109	465	256	220	36	0	Yes	No
110	583	333	310	23	0	Yes	No
111	2390	1132	1077	54	1	No	No
112	172	109	100	8	1	Yes	No
113	670	455	424	31	0	Yes	No

114	855	512	479	32	1	Yes	No
115	401	193	158	35	0	No	No
116	175	103	93	10	0	Yes	No
117	499	306	279	27	0	Yes	No
118	2585	1525	1462	62	1	Yes	No
119	499	272	247	25	0	Yes	No
120	36	11	10	1	0	No	No
121	1888	1175	1106	69	0	Yes	No
122	507	306	292	14	0	Yes	No
123	784	367	326	41	0	No	No
124	26	6	6	0	0	No	No
125	20	13	12	1	0	Yes	No
126	85	63	62	1	0	Yes	No
127	1697	494	335	159	0	No	No
128	281	183	150	33	0	Yes	No
129	146	95	53	42	0	Yes	No
130	563	337	265	70	2	Yes	No
131	44	26	20	6	0	Yes	No
132	460	259	193	66	0	Yes	No
133	101	56	53	3	0	Yes	No
134	108	59	42	17	0	Yes	No
135	44	24	20	4	0	Yes	No
136	46	25	21	4	0	Yes	No
137	420	226	190	36	0	Yes	No
138	154	81	65	16	0	Yes	No
139	250	125	108	17	0	Yes	No
140	62	31	18	13	0	Yes	No
141	128	63	47	16	0	No	No
142	156	76	63	13	0	No	No
143	43	20	17	3	0	No	No
144	241	112	85	27	0	No	No
145	405	175	118	56	1	No	No
146	547	233	197	36	0	No	No



147	364	151	101	49	1	No	No
148	191	78	55	23	0	No	No
149	45	18	14	3	1	No	No
150	187	69	32	36	1	No	No
151	214	76	47	29	0	No	No
152	482	170	115	54	1	No	No
153	61	21	13	8	0	No	No
154	33	9	6	3	0	No	No
155	96	46	43	3	0	No	No
156	56	11	11		0	No	No
157	1	0			0	No	No
158	8	4	2	2	0	Yes	No
159	1	0			0	No	No
160	20	4	4		0	No	No
161	8	4	2	2	0	Yes	No
162	586	148	121	27	0	No	No
163	277	81	70	11	0	No	No
164	9	4	3	1	0	No	No
165	6	2	2		0	No	No
166	18	4	2	2	0	No	No
167	3	1	1		0	No	No
168	14	3	3		0	No	No
169	9	3	3		0	No	No
170	23	8	7	1	0	No	No
171	80	24	21	3	0	No	No
172	40	8	4	4	0	No	No
173	10	6	5	1	0	Yes	No
174	2	0			0	No	No
175	22	7	6	1	0	No	No
176	1	1	1		0	Yes	No
177	178	69	62	7	0	No	No
178	12	0			0	No	No
179	2	2	2		0	Yes	No

180	2	0			0	No	No
181	21	5	3	2	0	No	No
182	171	67	41	26	0	No	No
183	126	28	21	7	0	No	No
184	26	8	7	1	0	No	No
185	8	0			0	No	No
186	9	3	3		0	No	No
187	15	6	5	1	0	No	No
188	3	2	1	1	0	Yes	No
189	1	0			0	No	No
190	3	1		1	0	No	No
191	5	0			0	No	No
192	3	2	2		0	Yes	No
193	11	1		1	0	No	No
194	59	18	18		0	No	No
195	5	3	3		0	Yes	No
196	62	40	36	4	0	Yes	No
197	25	2	1	1	0	No	No
198	8	3	3		0	No	No
199	10	4	3	1	0	No	No
200	7	1	1		0	No	No
201	13	4	1	3	0	No	No
202	4	0			0	No	No
203	11	6	4	2	0	Yes	No
204	5	3	3		0	Yes	No
205	2	0			0	No	No
206	5	0			0	No	No
207	6	0			0	No	No
208	4	2	2		0	Yes	No
209	7	1	1		0	No	No
210	4	1	1		0	No	No
211	3	2	2		0	Yes	No
212	3	2	1	1	0	Yes	No

213	6	3	3		0	Yes	No	
214	40	23	23		0	Yes	No	
215	10	2	1	1	0	No	No	
216	15	6	6		0	No	No	
217	68	8	4	4	0	No	No	
218	2	0			0	No	No	
219	7	4	4		0	Yes	No	
220	7	2	2		0	No	No	
221	1	0			0	No	No	
222	1	0			0	No	No	
223	3	0			0	No	No	
224	10	2	2		0	No	No	
225	12	3	1	2	0	No	No	
226	8	1	1		0	No	No	
227	5	0			0	No	No	
228	6	3	3		0	Yes	No	
229	1	0			0	No	No	
230	9	2	1	1	0	No	No	
231	11	5	5		0	No	No	
232	2	1	1		0	Yes	No	
233	10	3	2	1	0	No	No	
234	2	0			0	No	No	
235	32	7	4	3	0	No	No	
236	1	1	1		0	Yes	No	
237	3	0			0	No	No	
238	5	2	1	1	0	No	No	
239	8	3	3		0	No	No	
240	8	1		1	0	No	No	
241	1	0			0	No	No	
242	92	20	17	3	0	No	No	
243	1	0			0	No	No	
244	4	0			0	No	No	
245	1	0			0	No	No	

246	2	0			0	No	No	
247	6	2	1	1	0	No	No	
248	22	4	2	2	0	No	No	
249	8	3	2	1	0	No	No	
250	54	19	6	13	0	No	No	
251	12	4	3	1	0	No	No	
252	186	53	41	12	0	No	No	
253	125	32	28	4	0	No	No	
254	1	0			0	No	No	
255	2	0			0	No	No	
256	5	3	2	1	0	Yes	No	
257	3	0			0	No	No	
258	76	23	16	7	0	No	No	
259	10	0			0	No	No	
260	230	102	68	34	0	No	No	
261	6	0			0	No	No	
262	1	1	1		0	Yes	No	
263	1	1		1	0	Yes	No	
264	89	20	19	1	0	No	No	
265	4	1	1		0	No	No	
266	9	5	5		0	Yes	No	
267	13	9	7	2	0	Yes	No	
268	4	1		1	0	No	No	
269	9	0			0	No	No	
270	3	0			0	No	No	
271	2	0			0	No	No	
272	8	0			0	No	No	
273	6	5	4	1	0	Yes	No	
274	73	14	10	4	0	No	No	
275	15	5	3	2	0	No	No	
276	18	5	3	2	0	No	No	
277	6	3	3		0	Yes	No	
278	2	1	1		0	Yes	No	

279	5	2	2		0	No	No
280	7	0			0	No	No
281	2	0			0	No	No
282	6	0			0	No	No
283	2	1	1		0	Yes	No
284	6	3	3		0	Yes	No
285	25	8	5	3	0	No	No
286	178	40	35	5	0	No	No
287	44	6	5	1	0	No	No
288	22	8	5	3	0	No	No
289	57	16	10	6	0	No	No
290	1	1		1	0	Yes	No
291	199	38	29	9	0	No	No
292	28	10	10		0	No	No
293	2	1	1		0	Yes	No
294	87	31	18	13	0	No	No
295	3	0			0	No	No
296	4	0			0	No	No
297	6	1	1		0	No	No
298	5	1	1		0	No	No
299	1	1	1		0	Yes	No
300	159	49	18	31	0	No	No
301	62	18	14	4	0	No	No
302	1	1		1	0	Yes	No
303	8	3	3		0	No	No
304	1	0			0	No	No
305	2	0			0	No	No
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308	6	1		1	0	No	No
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310	135	50	41	9	0	No	No
311	131	38	31	7	0	No	No

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313	103	20	15	5	0	No	No
314	33	14	11	3	0	No	No
315	4	3	3		0	Yes	No
316	8	6	6		0	Yes	No
317	106	29	24	5	0	No	No
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321	8	3	2	1	0	No	No
322	17	1	1		0	No	No
323	1	1		1	0	Yes	No
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326	1	0			0	No	No
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328	2	0			0	No	No
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332	24	5	3	2	0	No	No
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353	2	1	1			0	Yes	No	
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492	7	5	3	2	0	Yes	No
493	49	21	18	3	0	No	No
494	130	37	29	8	0	No	No
495	3	2	2		0	Yes	No
496	45	19	19		0	No	No
497	14	3	3		0	No	No
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499	3	2	1	1	0	Yes	No
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508	130	23	19	4	0	No	No
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522	53	19	15	4	0	No	No
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525	44	5		5	0	No	No
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530	14	8	3	5	0	Yes	No
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568	26	9	7	2	0	No	No
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571	2274	955	780	174	1	No	No
572	56	12	5	7	0	No	No
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807	26	18	14	4	0	Yes	No
808	6	2	2		0	No	No
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991	12	7	7		0	Yes	No
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1277	13	10	10		0	Yes	No	
1278	18	5	4	1	0	No	No	
1279	6	1	1		0	No	No	
1280	9	6	6		0	Yes	No	
1281	20	5	4	1	0	No	No	
1282	45	20	17	3	0	No	No	
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1285	133	34	29	5	0	No	No	
1286	351	85	69	16	0	No	No	
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1293	4	1	1		0	No	No	
1294	2	1	1		0	Yes	No	
1295	5	2	1	1	0	No	No	
1296	22	12	9	3	0	Yes	No	
1297	5	0			0	No	No	
1298	1	1	1		0	Yes	No	
1299	4	0			0	No	No	
1300	2	0			0	No	No	
1301	25	5	5		0	No	No	

1302	17	5	5		0	No	No
1303	58	40	39	1	0	Yes	No
1304	1	1	1		0	Yes	No
1305	9	1		1	0	No	No
1306	5	0			0	No	No
1307	1	0			0	No	No
1308	10	9	9		0	Yes	No
1309	6	1	1		0	No	No
1310	2	0			0	No	No
1311	23	6	6		0	No	No
1312	2	1		1	0	Yes	No
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1315	1282	469	370	99	0	No	No
1316	6	1	1		0	No	No
1317	9	4	2	2	0	No	No
1318	7	0			0	No	No
1319	1	0			0	No	No
1320	32	9	7	2	0	No	No
1321	3790	966	685	281	0	No	No
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1323	39	21	21		0	Yes	No
1324	47	10	8	2	0	No	No
1325	352	70	50	20	0	No	No
1326	2	0			0	No	No
1327	23	4	2	2	0	No	No
1328	22	6	6		0	No	No
1329	2	2		2	0	Yes	No
1330	2	1	1		0	Yes	No
1331	36	9	2	7	0	No	No
1332	14	7	6	1	0	Yes	No
1333	2	1	1		0	Yes	No
1334	15	6	6		0	No	No

1335	5	4	3	1	0	Yes	No	
1336	30	14	14		0	No	No	
1337	59	24	11	13	0	No	No	
1338	21	6	6		0	No	No	
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1360	4	1		1	0	No	No	
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1362	9	5	5		0	Yes	No	
1363	81	32	17	15	0	No	No	
1364	10	5	5		0	Yes	No	
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1369	7	2	1	1	0	No	No
1370	2	1		1	0	Yes	No
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1376	8	3	2	1	0	No	No
1377	8	3	1	2	0	No	No
1378	1	0			0	No	No
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1386	35	16	12	4	0	No	No
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1390	44	31	26	5	0	Yes	No
1391	5	3	3		0	Yes	No
1392	2	0			0	No	No
1393	30	9	7	2	0	No	No
1394	51	19	13	6	0	No	No
1395	4	0			0	No	No
1396	685	224	154	70	0	No	No
1397	16	4	2	2	0	No	No
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1405	13	2	1	1	0	No	No	
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1430	7	4	2	2	0	Yes	No	
1431	5	2	2		0	No	No	
1432	3	0			0	No	No	
1433	6	2	2		0	No	No	

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1435	2	1		1	0	Yes	No
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1437	72	30	25	5	0	No	No
1438	3	1	1		0	No	No
1439	3	2	2		0	Yes	No
1440	9	3	3		0	No	No
1441	1	0			0	No	No
1442	2	0			0	No	No
1443	14	8	8		0	Yes	No
1444	1	1	1		0	Yes	No
1445	17	14	14		0	Yes	No
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1454	7	3	3		0	No	No
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1456	12	5	3	2	0	No	No
1457	22	7	5	2	0	No	No
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1465	3	0			0	No	No
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1469	8	6	6		0	Yes	No	
1470	6	4	4		0	Yes	No	
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1490	3	3	3		0	Yes	No	
1491	3	0			0	No	No	
1492	1	0			0	No	No	
1493	6	0			0	No	No	
1494	1	1	1		0	Yes	No	
1495	5	1	1		0	No	No	
1496	6	0			0	No	No	
1497	1	0			0	No	No	
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1517	93	51	37	14	0	Yes	No	
1518	3	1	1		0	No	No	
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1529	164	44	38	6	0	No	No	
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1536	28	2	2		0	No	No
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1538	12	4	2	2	0	No	No
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1545	23	13	10	3	0	Yes	No
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1548	3	0			0	No	No
1549	4	2	2		0	Yes	No
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1554	50	31	25	6	0	Yes	No
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1560	12	0			0	No	No
1561	59	10	7	3	0	No	No
1562	28	6	6		0	No	No
1563	69	25	21	4	0	No	No
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1565	45	13	8	5	0	No	No

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1567	2	2	2		0	Yes	No
1568	125	19	15	4	0	No	No
1569	48	11	7	4	0	No	No
1570	9	5	2	3	0	Yes	No
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1572	1	1	1		0	Yes	No
1573	28	10	9	1	0	No	No
1574	1	0			0	No	No
1575	33	6	6		0	No	No
1576	60	15	11	4	0	No	No
1577	3	1		1	0	No	No
1578	18	3	3		0	No	No
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1582	3	0			0	No	No
1583	3	2	2		0	Yes	No
1584	5	1	1		0	No	No
1585	13	3	2	1	0	No	No
1586	27	8	5	3	0	No	No
1587	161	30	24	6	0	No	No
1588	16	9	7	2	0	Yes	No
1589	1	1	1		0	Yes	No
1590	8	1	1		0	No	No
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1592	2	1	1		0	Yes	No
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1594	3	2	2		0	Yes	No
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1597	87	58	57	1	0	Yes	No
1598	14	6	6		0	No	No

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1607	7	3	1	2	0	No	No
1608	1	1	1		0	Yes	No
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1610	35	22	20	2	0	Yes	No
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1613	7	1	1		0	No	No
1614	17	10	9	1	0	Yes	No
1615	19	7	6	1	0	No	No
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1619	28	7	4	3	0	No	No
1620	2	0			0	No	No
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1622	2	1		1	0	Yes	No
1623	36	6	4	2	0	No	No
1624	6	1	1		0	No	No
1625	4	0			0	No	No
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1627	1	0			0	No	No
1628	12	6	6		0	Yes	No
1629	50	16	12	3	1	No	No
1630	7	5	3	2	0	Yes	No
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1651	6	4	2	2	0	Yes	No	
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1667	2	1	1		0	Yes	No	
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1672	612	141	117	24	0	No	No	
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1682	709	196	157	39	0	No	No	
1683	812	302	245	57	0	No	No	
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1685	1208	691	616	73	2	Yes	No	
1686	959	414	348	66	0	No	No	
1687	435	97	69	27	1	No	No	
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1690	228	91	77	14	0	No	No	
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1694	1033	202	170	32	0	No	No	
1695	445	114	90	24	0	No	No	
1696	197	56	45	11	0	No	No	
1697	6	2	2		0	No	No	

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1702	3	1	1		0	No	No
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1706	6	2	1	1	0	No	No
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1709	26	5	4	1	0	No	No
1710	8	3	3		0	No	No
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1714	157	63	28	35	0	No	No
1715	35	3	3		0	No	No
1716	8	3	1	2	0	No	No
1717	12	1		1	0	No	No
1718	1	0			0	No	No
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1720	1	1	1		0	Yes	No
1721	1	0			0	No	No
1722	1	1	1		0	Yes	No
1723	12	0			0	No	No
1724	19	8	8		0	No	No
1725	5	1	1		0	No	No
1726	24	8	7	1	0	No	No
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1729	2	2	2		0	Yes	No
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1735	3	2	2		0	Yes	No
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1737	35	9	7	2	0	No	No
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1739	36	4	4		0	No	No
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1743	51	12	9	3	0	No	No
1744	217	60	54	6	0	No	No
1745	142	37	34	3	0	No	No
1746	24	6	3	3	0	No	No
1747	98	26	22	4	0	No	No
1748	12	0			0	No	No
1749	2	2	2		0	Yes	No
1750	91	14	9	5	0	No	No
1751	42	18	11	7	0	No	No
1752	4513	1335	933	401	1	No	No
1753	4	0			0	No	No
1754	72	13	8	5	0	No	No
1755	30	8	7	1	0	No	No
1756	2250	685	511	174	0	No	No
1757	1965	505	359	146	0	No	No
1758	28	5	2	3	0	No	No
1759	12	8	8		0	Yes	No
1760	14	7	7		0	Yes	No
1761	8	2	1	1	0	No	No
1762	72	13	10	3	0	No	No
1763	2	0			0	No	No

1764	6	0			0	No	No
1765	6	4	4		0	Yes	No
1766	1	0			0	No	No
1767	55	16	16		0	No	No
1768	1	0			0	No	No
1769	14	1	1		0	No	No
1770	10	0			0	No	No
1771	60	14	9	5	0	No	No
1772	11	2	2		0	No	No
1773	5	1	1		0	No	No
1774	1	0			0	No	No
1775	1	0			0	No	No
1776	110	45	22	23	0	No	No
1777	40	5	4	1	0	No	No
1778	38	8	5	3	0	No	No
1779	191	61	46	15	0	No	No
1780	1	0			0	No	No
1781	2	0			0	No	No
1782	1819	419	255	164	0	No	No
1783	7	4		4	0	Yes	No
1784	3	0			0	No	No
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1786	107	32	20	12	0	No	No
1787	28	11	11		0	No	No
1788	10	2	2		0	No	No
1789	9	2	1	1	0	No	No
1790	77	17	16	1	0	No	No
1791	203	45	36	9	0	No	No
1792	1	1	1		0	Yes	No
1793	11	3	3		0	No	No
1794	2	0			0	No	No
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1797	1	0			0	No	No	
1798	4	1	1		0	No	No	
1799	4	1	1		0	No	No	
1800	9	1	1		0	No	No	
1801	1	0			0	No	No	
1802	1	0			0	No	No	
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1804	2811	1252	1095	157	0	No	No	
1805	143	82	80	2	0	Yes	No	
1806	44	18	17	1	0	No	No	
1807	4	1		1	0	No	No	
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1810	9	3	3		0	No	No	
1811	1	0			0	No	No	
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1815	1	1	1		0	Yes	No	
1816	2	1	1		0	Yes	No	
1817	79	52	44	8	0	Yes	No	
1818	110	47	30	17	0	No	No	
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1821	5	2	1	1	0	No	No	
1822	39	19	16	3	0	No	No	
1823	1	0			0	No	No	
1824	1	0			0	No	No	
1825	2	1		1	0	Yes	No	
1826	6	4	3	1	0	Yes	No	
1827	1	0			0	No	No	
1828	9	1	1		0	No	No	
1829	3	1	1		0	No	No	

1830	2	1		1	0	Yes	No	
1831	4	2	2		0	Yes	No	
1832	6	1	1		0	No	No	
1833	9	2	2		0	No	No	
1834	1	0			0	No	No	
1835	11	0			0	No	No	
1836	1	0			0	No	No	
1837	6	1	1		0	No	No	
1838	6	3	2	1	0	Yes	No	
1839	1	0			0	No	No	
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1842	1	0			0	No	No	
1843	1	0			0	No	No	
1844	3	0			0	No	No	
1845	3	0			0	No	No	
1846	34	6	4	2	0	No	No	
1847	4	2	1	1	0	Yes	No	
1848	21	3	3		0	No	No	
1849	24	12	10	2	0	Yes	No	
1850	784	186	143	42	1	No	No	
1851	17	6	3	3	0	No	No	
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1853	3	1		1	0	No	No	
1854	33	16	16		0	No	No	
1855	1	0			0	No	No	
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1858	11	7	2	5	0	Yes	No	
1859	1	0			0	No	No	
1860	2	0			0	No	No	
1861	13	3	1	2	0	No	No	
1862	8	2	2		0	No	No	

1863	24	4	3	1	0	No	No
1864	1	1	1		0	Yes	No
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1866	1	0			0	No	No
1867	1	0			0	No	No
1868	7	1	1		0	No	No
1869	1	0			0	No	No
1870	41	8	6	2	0	No	No
1871	17	8	8		0	No	No
1872	1	0			0	No	No
1873	35	3	3		0	No	No
1874	11	3	1	2	0	No	No
1875	12	4	3	1	0	No	No
1876	4	0			0	No	No
1877	2	0			0	No	No
1878	99	26	18	8	0	No	No
1879	56	32	23	9	0	Yes	No
1880	3899	1184	976	206	2	No	No
1881	182	48	39	9	0	No	No
1882	55	8	5	3	0	No	No
1883	7	4	3	1	0	Yes	No
1884	4	1		1	0	No	No
1885	102	42	16	26	0	No	No
1886	99	21	17	4	0	No	No
1887	8	5	3	2	0	Yes	No
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1890	11	7	6	1	0	Yes	No
1891	6	3	2	1	0	Yes	No
1892	16	4	3	1	0	No	No
1893	2	0			0	No	No
1894	2	0			0	No	No
1895	1	1	1		0	Yes	No

1896	26	12	10	2	0	No	No
1897	18	0			0	No	No
1898	4	2	1	1	0	Yes	No
1899	11	2		2	0	No	No
1900	2	0			0	No	No
1901	1	0			0	No	No
1902	14	4	4		0	No	No
1903	3	1	1		0	No	No
1904	3	0			0	No	No
1905	4	0			0	No	No
1906	15	3	2	1	0	No	No
1907	79	16	14	2	0	No	No
1908	87	25	22	3	0	No	No
1909	2	0			0	No	No
1910	3	2		2	0	Yes	No
1911	71	17	12	5	0	No	No
1912	7	1	1		0	No	No
1913	1	0			0	No	No
1914	3	0			0	No	No
1915	29	5	4	1	0	No	No
1916	7	2	2		0	No	No
1917	7	0			0	No	No
1918	4	1		1	0	No	No
1919	1	0			0	No	No
1920	1	0			0	No	No
1921	36	15	14	1	0	No	No
1922	39	9	5	4	0	No	No
1923	1	0			0	No	No
1924	5	0			0	No	No
1925	2	1	1		0	Yes	No
1926	76	22	18	4	0	No	No
1927	30	18	16	2	0	Yes	No
1928	26	6	6		0	No	No

1929	17	3	2	1	0	No	No	
1930	82	24	10	14	0	No	No	
1931	662	178	147	31	0	No	No	
1932	9	2	2		0	No	No	
1933	93	32	20	12	0	No	No	
1934	127	38	17	21	0	No	No	
1935	74	24	14	10	0	No	No	
1936	124	43	29	14	0	No	No	
1937	8	1	1		0	No	No	
1938	949	240	171	69	0	No	No	
1939	45	15	14	1	0	No	No	
1940	12	5	5		0	No	No	
1941	2	0			0	No	No	
1942	157	34	22	12	0	No	No	
1943	4	0			0	No	No	
1944	1	1	1		0	Yes	No	
1945	10	7	7		0	Yes	No	
1946	23	10	8	2	0	No	No	
1947	1	0			0	No	No	
1948	39	20	20		0	Yes	No	
1949	9	2	2		0	No	No	
1950	21	15	13	2	0	Yes	No	
1951	638	153	106	46	1	No	No	
1952	2	0			0	No	No	
1953	63	16	14	2	0	No	No	
1954	39	12	7	5	0	No	No	
1955	3	0			0	No	No	
1956	1	0			0	No	No	
1957	19	7	5	2	0	No	No	
1958	1	1		1	0	Yes	No	
1959	7	3	3		0	No	No	
1960	5	2		2	0	No	No	
1961	6	2	1	1	0	No	No	

1962	9	5	3	2	0	Yes	No
1963	1	1		1	0	Yes	No
1964	5	1	1		0	No	No
1965	2	2	1	1	0	Yes	No
1966	888	251	162	89	0	No	No
1967	14	6	5	1	0	No	No
1968	7	4	4		0	Yes	No
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1971	4	3	3		0	Yes	No
1972	8	1	1		0	No	No
1973	8	3	2	1	0	No	No
1974	7	0			0	No	No
1975	5	2	2		0	No	No
1976	14	10	9	1	0	Yes	No
1977	15	1	1		0	No	No
1978	13	5	2	3	0	No	No
1979	2	0			0	No	No
1980	1	1		1	0	Yes	No
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1982	1	1	1		0	Yes	No
1983	1	1		1	0	Yes	No
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1985	31	10	8	2	0	No	No
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1987	1	1	1		0	Yes	No
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1990	11	2	2		0	No	No
1991	1	0			0	No	No
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1993	7	1	1		0	No	No
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1995	29	7	6	1	0	No	No	
1996	4	1	1		0	No	No	
1997	63	9	6	3	0	No	No	
1998	4	3	2	1	0	Yes	No	
1999	21	7	6	1	0	No	No	
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2002	10	4	4		0	No	No	
2003	33	8	6	2	0	No	No	
2004	1	0			0	No	No	
2005	12	4	2	2	0	No	No	
2006	1	1		1	0	Yes	No	
2007	1	0			0	No	No	
2008	6	3	3		0	Yes	No	
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2013	13	2	1	1	0	No	No	
2014	4	0			0	No	No	
2015	11	2	2		0	No	No	
2016	2	0			0	No	No	
2017	33	8	8		0	No	No	
2018	26	2	2		0	No	No	
2019	31	12	11	1	0	No	No	
2020	4	0			0	No	No	
2021	26	3	2	1	0	No	No	
2022	6	2	2		0	No	No	
2023	45	6	4	2	0	No	No	
2024	88	35	16	19	0	No	No	
2025	10	4	2	2	0	No	No	
2026	19	4	3	1	0	No	No	
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2028	6	0			0	No	No	
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2031	13	4	3	1	0	No	No	
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2033	118	22	20	2	0	No	No	
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2035	66	16	5	11	0	No	No	
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2058	2716	873	621	252	0	No	No	
2059	15	8	8		0	Yes	No	
2060	24	2	2		0	No	No	

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2063	142	56	29	27	0	No	No	
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2065	115	37	18	19	0	No	No	
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2067	132	27	15	12	0	No	No	
2068	389	104	75	29	0	No	No	
2069	2	1		1	0	Yes	No	
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2072	65	30	14	16	0	No	No	
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2074	5	4	4		0	Yes	No	
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2079	857	233	150	83	0	No	No	
2080	19	14	10	4	0	Yes	No	
2081	422	150	114	36	0	No	No	
2082	1361	474	338	136	0	No	No	
2083	16	6	6		0	No	No	
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2085	83	42	21	20	1	Yes	No	
2086	44	7	7		0	No	No	
2087	97	34	14	20	0	No	No	
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2092	361	119	100	19	0	No	No	
2093	28	13	9	4	0	No	No	

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2096	13	4	4		0	No	No
2097	75	22	17	5	0	No	No
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2115	8	2	2		0	No	No
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2118	39	4	2	2	0	No	No
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2143	2	1		1	0	Yes	No	
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2145	7	4	3	1	0	Yes	No	
2146	84	37	28	9	0	No	No	
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2157	2	2		2	0	Yes	No	
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2167	104	24	20	4	0	No	No
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2177	15	2	2		0	No	No
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2192	12	4	3	1	0	No	No

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2196	5	2	2		0	No	No	
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2215	5	2	1	1	0	No	No	
2216	8	5	5		0	Yes	No	
2217	3	2	2		0	Yes	No	
2218	32	6	5	1	0	No	No	
2219	2	1	1		0	Yes	No	
2220	5	1	1		0	No	No	
2221	3	0			0	No	No	
2222	3	0			0	No	No	
2223	4	1	1		0	No	No	
2224	1	0			0	No	No	
2225	16	7	7		0	No	No	

2226	687	192	154	38	0	No	No
2227	4	1	1		0	No	No
2228	2	0			0	No	No
2229	8	2	2		0	No	No
2230	5	2	2		0	No	No
2231	32	11	10	1	0	No	No
2232	1311	391	287	103	1	No	No
2233	18	4	3	1	0	No	No
2234	1	1	1		0	Yes	No
2235	5	3	1	2	0	Yes	No
2236	4	2	1	1	0	Yes	No
2237	71	29	26	3	0	No	No
2238	69	13	12	1	0	No	No
2239	39	5	4	1	0	No	No
2240	8	2	1	1	0	No	No
2241	2	0			0	No	No
2242	2	0			0	No	No
2243	4	1	1		0	No	No
2244	7	0			0	No	No
2245	9	0			0	No	No
2246	22	6	5	1	0	No	No
2247	3	1	1		0	No	No
2248	22	8	6	2	0	No	No
2249	11	1	1		0	No	No
2250	9	2	1	1	0	No	No
2251	107	33	27	6	0	No	No
2252	1	0			0	No	No
2253	30	10	7	3	0	No	No
2254	2	0			0	No	No
2255	23	12	10	2	0	Yes	No
2256	99	29	22	7	0	No	No
2257	1	0			0	No	No
2258	70	24	12	12	0	No	No



2259	45	13	7	6	0	No	No
2260	7	2	2		0	No	No
2261	3	0			0	No	No
2262	13	4	3	1	0	No	No
2263	4	1	1		0	No	No
2264	3	2	2		0	Yes	No
2265	34	12	8	4	0	No	No
2266	1815	529	417	111	1	No	No
2267	4	0			0	No	No
2268	7	5	4	1	0	Yes	No
2269	72	29	11	18	0	No	No
2270	58	13	9	4	0	No	No
2271	7	1		1	0	No	No
2272	18	6	5	1	0	No	No
2273	25	8	6	2	0	No	No
2274	4	1		1	0	No	No
2275	23	2	1	1	0	No	No
2276	1	0			0	No	No
2277	3	0			0	No	No
2278	63	19	12	7	0	No	No
2279	11	2		2	0	No	No
2280	1	0			0	No	No
2281	2	0			0	No	No
2282	2	1	1		0	Yes	No
2283	1	1		1	0	Yes	No
2284	27	10	7	3	0	No	No
2285	4	0			0	No	No
2286	4	2	2		0	Yes	No
2287	6	1	1		0	No	No
2288	11	4	2	2	0	No	No
2289	8	7	6	1	0	Yes	No
2290	108	20	16	4	0	No	No
2291	2	0			0	No	No

2292	1	0			0	No	No
2293	1	1		1	0	Yes	No
2294	180	32	24	8	0	No	No
2295	294	74	48	26	0	No	No
2296	124	31	26	5	0	No	No
2297	59	16	12	4	0	No	No
2298	14	3		3	0	No	No
2299	1	0			0	No	No
2300	7	4	4		0	Yes	No
2301	47	12	8	4	0	No	No
2302	3	0			0	No	No
2303	12	1		1	0	No	No
2304	7	1		1	0	No	No
2305	2	0			0	No	No
2306	2	2		2	0	Yes	No
2307	1	0			0	No	No
2308	15	4	4		0	No	No
2309	4	1	1		0	No	No
2310	2	1	1		0	Yes	No
2311	29	7	6	1	0	No	No
2312	46	8	3	5	0	No	No
2313	1	0			0	No	No
2314	180	43	27	16	0	No	No
2315	525	169	109	60	0	No	No
2316	24	7	6	1	0	No	No
2317	2	2		2	0	Yes	No
2318	4	1	1		0	No	No
2319	5	1		1	0	No	No
2320	8	3	2	1	0	No	No
2321	23	8	6	2	0	No	No
2322	51	17	14	2	1	No	No
2323	1	1		1	0	Yes	No
2324	2	1		1	0	Yes	No

2325	17	2	2		0	No	No	
2326	49	16	13	3	0	No	No	
2327	869	359	264	95	0	No	No	
2328	41	8	7	1	0	No	No	
2329	2	1		1	0	Yes	No	
2330	9	3	3		0	No	No	
2331	6	2	1	1	0	No	No	
2332	997	241	186	55	0	No	No	
2333	1	0			0	No	No	
2334	2	0			0	No	No	
2335	1	0			0	No	No	
2336	3	2	1	1	0	Yes	No	
2337	7	1	1		0	No	No	
2338	11	8	7	1	0	Yes	No	
2339	2	2	1	1	0	Yes	No	
2340	1	1	1		0	Yes	No	
2341	86	24	20	4	0	No	No	
2342	113	45	24	21	0	No	No	
2343	5	0			0	No	No	
2344	1	0			0	No	No	
2345	1	0			0	No	No	
2346	1	0			0	No	No	
2347	29	4	2	2	0	No	No	
2348	4	2	1	1	0	Yes	No	
2349	2	0			0	No	No	
2350	3	1	1		0	No	No	
2351	6	2	2		0	No	No	
2352	21	9	9		0	No	No	
2353	1	0			0	No	No	
2354	16	6	4	2	0	No	No	
2355	28	13	11	2	0	No	No	
2356	105	35	30	5	0	No	No	
2357	8	2	2		0	No	No	

2358	160	55	53	2	0	No	No
2359	3	0			0	No	No
2360	2	1	1		0	Yes	No
2361	2	0			0	No	No
2362	1	0			0	No	No
2363	33	7	5	2	0	No	No
2364	1	0			0	No	No
2365	22	5	3	2	0	No	No
2366	11	2	2		0	No	No
2367	33	5	5		0	No	No
2368	6	2	1	1	0	No	No
2369	11	5	5		0	No	No
2370	4	3	2	1	0	Yes	No
2371	2	0			0	No	No
2372	35	17	15	2	0	No	No
2373	4	2	1	1	0	Yes	No
2374	3	1	1		0	No	No
2375	1	0			0	No	No
2376	8	1	1		0	No	No
2377	69	34	33	1	0	No	No
2378	38	10	10		0	No	No
2379	5	2	2		0	No	No
2380	26	16	12	4	0	Yes	No
2381	1	0			0	No	No
2382	1	0			0	No	No
2383	10	1		1	0	No	No
2384	132	42	34	8	0	No	No
2385	464	105	94	11	0	No	No
2386	498	155	113	42	0	No	No
2387	1	1	1		0	Yes	No
2388	1	0			0	No	No
2389	82	20	16	4	0	No	No
2390	616	198	114	84	0	No	No

2391	86	17	8	9	0	No	No
2392	2	1		1	0	Yes	No
2393	6	1		1	0	No	No
2394	2	0			0	No	No
2395	153	43	32	11	0	No	No
2396	9	3	1	2	0	No	No
2397	3	0			0	No	No
2398	12	4	4		0	No	No
2399	45	13	11	2	0	No	No
2400	13	2	2		0	No	No
2401	11	3	3		0	No	No
2402	1	1	1		0	Yes	No
2403	3	1		1	0	No	No
2404	10	1	1		0	No	No
2405	3357	949	770	179	0	No	No
2406	1	1	1		0	Yes	No
2407	161	73	32	41	0	No	No
2408	13	1	1		0	No	No
2409	6	0			0	No	No
2410	7	0			0	No	No
2411	1	0			0	No	No
2412	7	2	2		0	No	No
2413	3	0			0	No	No
2414	27	10	10		0	No	No
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2417	5	2		2	0	No	No
2418	1	1	1		0	Yes	No
2419	59	13	9	4	0	No	No
2420	22	3	2	1	0	No	No
2421	4	1	1		0	No	No
2422	6	2	2		0	No	No
2423	247	70	60	9	1	No	No

2424	25	5	3	2	0	No	No
2425	5	1	1		0	No	No
2426	10	2	2		0	No	No
2427	4	0			0	No	No
2428	3	2	1	1	0	Yes	No
2429	15	5	3	2	0	No	No
2430	11	3	3		0	No	No
2431	5	0			0	No	No
2432	16	6	6		0	No	No
2433	7	1	1		0	No	No
2434	37	23	22		1	Yes	No
2435	1764	520	412	107	1	No	No
2436	37	10	8	2	0	No	No
2437	6	3	3		0	Yes	No
2438	26	7	5	2	0	No	No
2439	5	2	1	1	0	No	No
2440	1	0			0	No	No
2441	3	1		1	0	No	No
2442	89	23	20	3	0	No	No
2443	2	0			0	No	No
2444	22	2	1	1	0	No	No
2445	1	0			0	No	No
2446	11	4	4		0	No	No
2447	1	0			0	No	No
2448	10	2		2	0	No	No
2449	2	1		1	0	Yes	No
2450	63	29	9	20	0	No	No
2451	13	2	2		0	No	No
2452	1500	447	308	138	1	No	No
2453	1	0			0	No	No
2454	1	1	1		0	Yes	No
2455	4	0			0	No	No
2456	135	58	54	4	0	No	No

2457	9	3	3		0	No	No	
2458	2	1		1	0	Yes	No	
2459	1114	336	278	57	1	No	No	
2460	594	206	168	38	0	No	No	
2461	280	76	55	21	0	No	No	
2462	36	9	7	2	0	No	No	
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2465	2	0			0	No	No	
2466	78	26	9	17	0	No	No	
2467	13	1	1		0	No	No	
2468	3	1		1	0	No	No	
2469	19	11	9	2	0	Yes	No	
2470	2	0			0	No	No	
2471	55	12	5	7	0	No	No	
2472	37	14	13	1	0	No	No	
2473	7	0			0	No	No	
2474	1	1	1		0	Yes	No	
2475	21	3	3		0	No	No	
2476	82	19	11	8	0	No	No	
2477	4	3	3		0	Yes	No	
2478	9	1	1		0	No	No	
2479	17	4	2	2	0	No	No	
2480	10	5	4	1	0	Yes	No	
2481	27	11	3	8	0	No	No	
2482	9	2	2		0	No	No	
2483	4	2	2		0	Yes	No	
2484	13	11	9	2	0	Yes	No	
2485	3	1		1	0	No	No	
2486	5	1	1		0	No	No	
2487	3	1	1		0	No	No	
2488	1	0			0	No	No	
2489	17	4	3	1	0	No	No	

2490	17	3	2	1	0	No	No
2491	11	6	6		0	Yes	No
2492	4	0			0	No	No
2493	1	1	1		0	Yes	No
2494	14	4	3	1	0	No	No
2495	10	3	3		0	No	No
2496	9	2	2		0	No	No
2497	2	0			0	No	No
2498	3	0			0	No	No
2499	6	2	2		0	No	No
2500	12	4	3	1	0	No	No
2501	10	4	4		0	No	No
2502	17	14	14		0	Yes	No
2503	2	0			0	No	No
2504	11	7	6	1	0	Yes	No
2505	3	0			0	No	No
2506	8	2	2		0	No	No
2507	15	5	5		0	No	No
2508	4	3	2	1	0	Yes	No
2509	1	1	1		0	Yes	No
2510	2	0			0	No	No
2511	75	30	23	7	0	No	No
2512	2	2	1	1	0	Yes	No
2513	2	0			0	No	No
2514	10	0			0	No	No
2515	7	1	1		0	No	No
2516	3	1	1		0	No	No
2517	7	1		1	0	No	No
2518	4	1	1		0	No	No
2519	12	4	3	1	0	No	No
2520	22	21	20	1	0	Yes	No
2521	6	1	1		0	No	No
2522	22	7	5	2	0	No	No



2523	5	2	2		0	No	No
2524	2005	732	557	175	0	No	No
2525	85	28	20	8	0	No	No
2526	13	2	2		0	No	No
2527	2	0			0	No	No
2528	47	15	11	4	0	No	No
2529	3	1	1		0	No	No
2530	4	1		1	0	No	No
2531	35	16	16		0	No	No
2532	3	1	1		0	No	No
2533	3	0			0	No	No
2534	3	1	1		0	No	No
2535	1	1	1		0	Yes	No
2536	35	9	6	3	0	No	No
2537	26	9	8	1	0	No	No
2538	2	0			0	No	No
2539	12	6	6		0	Yes	No
2540	2	1		1	0	Yes	No
2541	265	123	97	26	0	No	No
2542	85	40	35	5	0	No	No
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2546	9	4	3	1	0	No	No
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2550	8	1	1		0	No	No
2551	26	4	3	1	0	No	No
2552	5	1	1		0	No	No
2553	3	2	2		0	Yes	No
2554	1	1	1		0	Yes	No
2555	67	34	32	2	0	Yes	No

2556	1	0			0	No	No
2557	7	4	4		0	Yes	No
2558	1	1	1		0	Yes	No
2559	1	1	1		0	Yes	No
2560	11	5	4	1	0	No	No
2561	34	10	10		0	No	No
2562	12	8	8		0	Yes	No
2563	3	0			0	No	No
2564	55	15	12	3	0	No	No
2565	1854	819	681	137	1	No	No
2566	31	18	17	1	0	Yes	No
2567	5	2		2	0	No	No
2568	32	9	8	1	0	No	No
2569	1	0			0	No	No
2570	12	5	4	1	0	No	No
2571	73	15	9	6	0	No	No
2572	66	22	21	1	0	No	No
2573	4	1	1		0	No	No
2574	5	1	1		0	No	No
2575	59	16	13	3	0	No	No
2576	3	1		1	0	No	No
2577	80	17	11	6	0	No	No
2578	40	9	3	6	0	No	No
2579	1	1	1		0	Yes	No
2580	1	0			0	No	No
2581	14	7	6	1	0	Yes	No
2582	32	10	9	1	0	No	No
2583	10	2	1	1	0	No	No
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2585	2919	908	657	251	0	No	No
2586	78	28	22	6	0	No	No
2587	1	1		1	0	Yes	No
2588	3	0			0	No	No

2589	3	0			0	No	No	
2590	20	4	2	2	0	No	No	
2591	4	0			0	No	No	
2592	109	34	26	8	0	No	No	
2593	29	4	4		0	No	No	
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2596	63	14	11	3	0	No	No	
2597	48	7	6	1	0	No	No	
2598	5	2	2		0	No	No	
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2611	29	3	2	1	0	No	No	
2612	19	7	6	1	0	No	No	
2613	82	33	30	3	0	No	No	
2614	13	0			0	No	No	
2615	1	0			0	No	No	
2616	26	4	4		0	No	No	
2617	2	0			0	No	No	
2618	2	1	1		0	Yes	No	
2619	8	3	3		0	No	No	
2620	11	6	6		0	Yes	No	
2621	2	0			0	No	No	

2622	49	14	10	4	0	No	No
2623	11	3	2	1	0	No	No
2624	25	6	4	2	0	No	No
2625	14	2	2		0	No	No
2626	1	0			0	No	No
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2636	247	47	33	14	0	No	No
2637	58	8	4	4	0	No	No
2638	5	4	4		0	Yes	No
2639	2	0			0	No	No
2640	83	40	32	8	0	No	No
2641	18	3	1	2	0	No	No
2642	6	1	1		0	No	No
2643	5	0			0	No	No
2644	35	11	7	4	0	No	No
2645	2	1	1		0	Yes	No
2646	27	10	8	2	0	No	No
2647	66	8	7	1	0	No	No
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2649	67	18	11	7	0	No	No
2650	810	251	183	68	0	No	No
2651	2	0			0	No	No
2652	1851	604	418	186	0	No	No
2653	8	2	1	1	0	No	No
2654	105	45	40	5	0	No	No

2655	6	1	1		0	No	No	
2656	2	0			0	No	No	
2657	27	15	11	4	0	Yes	No	
2658	10	3	2	1	0	No	No	
2659	30	2		2	0	No	No	
2660	71	24	7	17	0	No	No	
2661	13	4	4		0	No	No	
2662	71	17	10	7	0	No	No	
2663	6	1	1		0	No	No	
2664	7	3	3		0	No	No	
2665	69	12	12		0	No	No	
2666	23	11	9	2	0	No	No	
2667	34	7	2	5	0	No	No	
2668	1076	356	233	123	0	No	No	
2669	6	3	3		0	Yes	No	
2670	65	28	13	15	0	No	No	
2671	96	33	17	16	0	No	No	
2672	8	1		1	0	No	No	
2673	37	9	9		0	No	No	
2674	18	11	10	1	0	Yes	No	
2675	1	0			0	No	No	
2676	8	0			0	No	No	
2677	141	26	18	8	0	No	No	
2678	1	0			0	No	No	
2679	197	118	71	47	0	Yes	No	
2680	50	14	9	5	0	No	No	
2681	71	27	22	5	0	No	No	
2682	13	5	3	2	0	No	No	
2683	1668	578	416	162	0	No	No	
2684	130	49	31	18	0	No	No	
2685	61	20	11	9	0	No	No	
2686	32	7	7		0	No	No	
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2688	21	6	4	2	0	No	No
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2690	1	1	1		0	Yes	No
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2692	66	20	6	14	0	No	No
2693	63	39	24	15	0	Yes	No
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2696	946	237	153	83	1	No	No
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2710	11	1		1	0	No	No
2711	9	0			0	No	No
2712	5	1	1		0	No	No
2713	20	14	11	3	0	Yes	No
2714	11	4	4		0	No	No
2715	129	51	48	3	0	No	No
2716	5	1		1	0	No	No
2717	2	1	1		0	Yes	No
2718	13	6	5	1	0	No	No
2719	13	8	7	1	0	Yes	No
2720	10	4	4		0	No	No

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2731	16	10	9	1	0	Yes	No	
2732	3	1	1		0	No	No	
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2736	13	4	4		0	No	No	
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2766	6	6	6		0	Yes	No
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2816	5	2	2		0	No	No	
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2823	2	2	2		0	Yes	No
2824	1	1		1	0	Yes	No
2825	13	2	1	1	0	No	No
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2888	3	2	2		0	Yes	No
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2904	1	0			0	No	No
2905	78	25	19	6	0	No	No
2906	3	2	2		0	Yes	No
2907	7	0			0	No	No
2908	16	3	1	2	0	No	No
2909	1	1	1		0	Yes	No
2910	1	0			0	No	No
2911	1	1	1		0	Yes	No
2912	2	1	1		0	Yes	No
2913	10	3	3		0	No	No
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2916	2	2	2		0	Yes	No
2917	12	1	1		0	No	No
2918	3	2	2		0	Yes	No

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3160	25	14	7	7	0	Yes	No	
3161	3	1		1	0	No	No	
3162	1	1		1	0	Yes	No	
3163	1	0			0	No	No	
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3165	6	2	2		0	No	No	
3166	23	4	4		0	No	No	
3167	10	3	2	1	0	No	No	
3168	15	12	12		0	Yes	No	
3169	17	9	9		0	Yes	No	
3170	11	5	5		0	No	No	
3171	2	0			0	No	No	
3172	184	53	47	6	0	No	No	
3173	6	2	1	1	0	No	No	
3174	11	5	4	1	0	No	No	
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3176	4	3	2	1	0	Yes	No	
3177	16	9	9		0	Yes	No	
3178	1	1	1		0	Yes	No	
3179	19	7	2	5	0	No	No	
3180	5	1	1		0	No	No	
3181	6	2	1	1	0	No	No	
3182	3	2	2		0	Yes	No	

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3184	8	5	5		0	Yes	No
3185	2	0			0	No	No
3186	7	4	2	2	0	Yes	No
3187	16	7	6	1	0	No	No
3188	5	1		1	0	No	No
3189	1	1	1		0	Yes	No
3190	10	5	5		0	Yes	No
3191	5	0			0	No	No
3192	10	6	6		0	Yes	No
3193	2	1	1		0	Yes	No
3194	92	40	37	3	0	No	No
3195	51	19	16	3	0	No	No
3196	1	1		1	0	Yes	No
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3198	5	2	2		0	No	No
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3205	7	4	4		0	Yes	No
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3213	18	5	5		0	No	No
3214	1	0			0	No	No
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3217	4	1	1		0	No	No
3218	6	2	2		0	No	No
3219	7	3	1	2	0	No	No
3220	2	1		1	0	Yes	No
3221	13	12	10	2	0	Yes	No
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3224	6	1	1		0	No	No
3225	4	2	1		1	Yes	No
3226	6	1	1		0	No	No
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3236	6	4	4		0	Yes	No
3237	25	14	14		0	Yes	No
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3245	7	5	5		0	Yes	No
3246	5	4	4		0	Yes	No
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3267	5	4	3	1	0	Yes	No
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3293	1	1	1		0	Yes	No
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3298	4	2	2		0	Yes	No
3299	10	3	1	2	0	No	No
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3303	4	1	1		0	No	No
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3340	5	1	1		0	No	No
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3343	4	0			0	No	No
3344	15	3	3		0	No	No
3345	13	6	6		0	No	No
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3356	2	2	1	1		0 Yes	No
3357	5	3	3			0 Yes	No
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3371	4	3	3			0 Yes	No
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3383	3	0			0	No	No
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3387	6	6	6		0	Yes	No
3388	5	2	2		0	No	No
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3392	4	1		1	0	No	No
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3394	4	1		1	0	No	No
3395	6	5	5		0	Yes	No
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3398	13	7	5	2	0	Yes	No
3399	16	2	2		0	No	No
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3422	12	8	6	2	0	Yes	No
3423	6	1	1		0	No	No
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3432	16	6	6		0	No	No
3433	18	9	9		0	Yes	No
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3436	4	1	1		0	No	No
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3438	12	5	5		0	No	No
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3501	3	1	1		0	No	No
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3509	2	1	1		0	Yes	No
3510	7	1		1	0	No	No
3511	6	0			0	No	No
3512	8	4	4		0	Yes	No

3513	5	0			0	No	No	
3514	13	5	5		0	No	No	
3515	18	6	5	1	0	No	No	
3516	1	0			0	No	No	
3517	3	1	1		0	No	No	
3518	7	1		1	0	No	No	
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3520	2	2	1	1	0	Yes	No	
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3528	5	0			0	No	No	
3529	6	1	1		0	No	No	
3530	5	0			0	No	No	
3531	2	0			0	No	No	
3532	3	1	1		0	No	No	
3533	3	3	3		0	Yes	No	
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3544	1	0			0	No	No	
3545	6	3	3		0	Yes	No	

3546	1	0			0	No	No
3547	4	0			0	No	No
3548	7	3	3		0	No	No
3549	5	5	4	1	0	Yes	No
3550	12	3	3		0	No	No
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3552	4	0			0	No	No
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3554	3	2	2		0	Yes	No
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3575	14	3	2	1	0	No	No
3576	1	1		1	0	Yes	No
3577	12	0			0	No	No
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3616	2	1	1			0 Yes	No
3617	4	3	3			0 Yes	No
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3630	4	2	2			0 Yes	No
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3632	9	1		1		0 No	No
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3636	6	1	1			0 No	No
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3638	5	1	1			0 No	No
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3640	9	4	4			0 No	No
3641	10	9	8	1		0 Yes	No
3642	5	2	1	1		0 No	No
3643	1	0				0 No	No
3644	13	2	1	1		0 No	No

3645	27	16	16		0	Yes	No
3646	9	6	6		0	Yes	No
3647	6	2	2		0	No	No
3648	21	11	2	9	0	Yes	No
3649	8	0			0	No	No
3650	9	2	2		0	No	No
3651	13	4	3	1	0	No	No
3652	4	0			0	No	No
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3660	1	0			0	No	No
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3662	4	2	2		0	Yes	No
3663	6	2	2		0	No	No
3664	6	1		1	0	No	No
3665	10	1	1		0	No	No
3666	2	0			0	No	No
3667	11	6	5	1	0	Yes	No
3668	12	3	2	1	0	No	No
3669	4	0			0	No	No
3670	9	5	4	1	0	Yes	No
3671	3	1	1		0	No	No
3672	5	1		1	0	No	No
3673	11	5	3	2	0	No	No
3674	8	2	2		0	No	No
3675	14	5	4	1	0	No	No
3676	1	1	1		0	Yes	No
3677	15	8	7	1	0	Yes	No

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3681	1	0				0 No	No
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3692	25	13	9	4		0 Yes	No
3693	16	9	8	1		0 Yes	No
3694	12	6	6			0 Yes	No
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3762	4	2	1	1	0	Yes	No
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3817	3	2		2	0	Yes	No
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3819	2	1	1		0	Yes	No
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3829	86	21	20	1	0	No	No
3830	32	17	14	3	0	Yes	No
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3834	117	49	33	16	0	No	No
3835	35	20	17	3	0	Yes	No
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3839	1	1	1		0	Yes	No
3840	139	43	26	17	0	No	No
3841	1955	740	592	148	0	No	No
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4039	28	17	12	5	0	Yes	No
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4113	74	9	8	1	0	No	No
4114	10	4	4		0	No	No
4115	4	2	2		0	Yes	No
4116	300	79	65	14	0	No	No
4117	33	10	4	6	0	No	No
4118	19	5	3	2	0	No	No
4119	54	14	10	4	0	No	No
4120	14	5	5		0	No	No
4121	2	0			0	No	No
4122	4	1	1		0	No	No
4123	10	1		1	0	No	No
4124	6	1		1	0	No	No
4125	40	8	4	4	0	No	No
4126	42	13	12	1	0	No	No
4127	36	7	4	3	0	No	No
4128	46	13	6	7	0	No	No
4129	14	5	5		0	No	No
4130	39	11	10	1	0	No	No
4131	10	4	4		0	No	No
4132	71	23	17	6	0	No	No
4133	164	38	29	9	0	No	No
4134	1	0			0	No	No
4135	2	1	1		0	Yes	No
4136	29	9	8	1	0	No	No
4137	2	1		1	0	Yes	No
4138	26	2	2		0	No	No
4139	16	4	2	2	0	No	No

4140	29	8	6	2	0	No	No
4141	5	2	1	1	0	No	No
4142	62	18	16	2	0	No	No
4143	14	2	1	1	0	No	No
4144	29	10	8	2	0	No	No
4145	51	17	14	3	0	No	No
4146	154	28	19	9	0	No	No
4147	28	8	6	2	0	No	No
4148	10	4	4		0	No	No
4149	34	11	10	1	0	No	No
4150	41	7	3	4	0	No	No
4151	5	2	1	1	0	No	No
4152	1	0			0	No	No
4153	8	1	1		0	No	No
4154	2	1	1		0	Yes	No
4155	2	0			0	No	No
4156	31	3	3		0	No	No
4157	3	2	2		0	Yes	No
4158	3	0			0	No	No
4159	2	0			0	No	No
4160	5	2	1	1	0	No	No
4161	1	1	1		0	Yes	No
4162	59	18	10	7	1	No	No
4163	53	9	3	6	0	No	No
4164	8	1	1		0	No	No
4165	108	24	21	3	0	No	No
4166	182	65	61	3	1	No	No
4167	10	5	5		0	Yes	No
4168	9	0			0	No	No
4169	1	1	1		0	Yes	No
4170	6	0			0	No	No
4171	20	3	1	2	0	No	No
4172	1	0			0	No	No

4173	1	0			0	No	No	
4174	4	1	1		0	No	No	
4175	6	0			0	No	No	
4176	1	0			0	No	No	
4177	1	0			0	No	No	
4178	3	1	1		0	No	No	
4179	3	2	2		0	Yes	No	
4180	41	13	9	4	0	No	No	
4181	4	0			0	No	No	
4182	373	96	70	26	0	No	No	
4183	12	3	1	2	0	No	No	
4184	69	14	11	3	0	No	No	
4185	14	7	5	2	0	Yes	No	
4186	218	71	49	22	0	No	No	
4187	1052	329	263	66	0	No	No	
4188	1	1		1	0	Yes	No	
4189	74	29	12	17	0	No	No	
4190	60	11	4	7	0	No	No	
4191	4	0			0	No	No	
4192	134	62	50	12	0	No	No	
4193	4	2	2		0	Yes	No	
4194	1085	327	262	65	0	No	No	
4195	1	0			0	No	No	
4196	252	60	50	10	0	No	No	
4197	58	13	11	2	0	No	No	
4198	33	6	3	3	0	No	No	
4199	2	1	1		0	Yes	No	
4200	2	0			0	No	No	
4201	14	7	5	2	0	Yes	No	
4202	12	0			0	No	No	
4203	10	2	2		0	No	No	
4204	1	0			0	No	No	
4205	5	3	1	2	0	Yes	No	

4206	15	1	1		0	No	No
4207	8	4	4		0	Yes	No
4208	129	30	22	8	0	No	No
4209	1	0			0	No	No
4210	14	5	4	1	0	No	No
4211	3	1	1		0	No	No
4212	20	5	5		0	No	No
4213	12	4	4		0	No	No
4214	1	0			0	No	No
4215	2	1	1		0	Yes	No
4216	75	15	8	7	0	No	No
4217	22	7	6	1	0	No	No
4218	1	0			0	No	No
4219	3	0			0	No	No
4220	29	12	7	5	0	No	No
4221	19	5	4	1	0	No	No
4222	11	1		1	0	No	No
4223	2	2	2		0	Yes	No
4224	33	4	4		0	No	No
4225	38	7	6	1	0	No	No
4226	53	19	18	1	0	No	No
4227	40	11	10	1	0	No	No
4228	68	19	13	6	0	No	No
4229	1	0			0	No	No
4230	11	3	3		0	No	No
4231	4	0			0	No	No
4232	7	2	2		0	No	No
4233	68	12	8	4	0	No	No
4234	1	0			0	No	No
4235	45	14	7	7	0	No	No
4236	50	24	23	1	0	No	No
4237	38	16	14	2	0	No	No
4238	3	0			0	No	No

4239	19	5		5	0	No	No	
4240	48	15	10	5	0	No	No	
4241	3	0			0	No	No	
4242	28	3	3		0	No	No	
4243	10	2	1	1	0	No	No	
4244	842	229	170	58	1	No	No	
4245	15	3	3		0	No	No	
4246	22	6	5	1	0	No	No	
4247	145	30	26	4	0	No	No	
4248	85	16	12	4	0	No	No	
4249	362	77	64	13	0	No	No	
4250	117	33	28	5	0	No	No	
4251	130	52	46	6	0	No	No	
4252	42	9	7	2	0	No	No	
4253	10	1	1		0	No	No	
4254	47	18	16	2	0	No	No	
4255	14	1		1	0	No	No	
4256	8	3	3		0	No	No	
4257	12	2	1	1	0	No	No	
4258	10	1	1		0	No	No	
4259	3	2	2		0	Yes	No	
4260	19	7	7		0	No	No	
4261	72	42	23	19	0	Yes	No	
4262	46	19	13	6	0	No	No	
4263	2	0			0	No	No	
4264	3	0			0	No	No	
4265	1045	328	256	72	0	No	No	
4266	17	7	6	1	0	No	No	
4267	23	7	6	1	0	No	No	
4268	5	0			0	No	No	
4269	107	26	24	2	0	No	No	
4270	4	2	2		0	Yes	No	
4271	107	27	17	10	0	No	No	

4272	4	0			0	No	No
4273	115	40	35	5	0	No	No
4274	124	33	30	3	0	No	No
4275	8	5	4	1	0	Yes	No
4276	3	0			0	No	No
4277	95	32	25	6	1	No	No
4278	31	11	8	3	0	No	No
4279	53	14	14		0	No	No
4280	41	20	19	1	0	No	No
4281	5	1	1		0	No	No
4282	161	74	67	6	1	No	No
4283	5	1		1	0	No	No
4284	2843	981	690	289	2	No	No
4285	15	3	1	2	0	No	No
4286	10	3	1	2	0	No	No
4287	13	3	3		0	No	No
4288	8	3	3		0	No	No
4289	7	4	4		0	Yes	No
4290	1	0			0	No	No
4291	9	1	1		0	No	No
4292	1248	310	221	88	1	No	No
4293	12	9	8	1	0	Yes	No
4294	1	0			0	No	No
4295	17	1		1	0	No	No
4296	9	4	2	2	0	No	No
4297	1	0			0	No	No
4298	244	82	64	18	0	No	No
4299	2	0			0	No	No
4300	2	0			0	No	No
4301	5	1	1		0	No	No
4302	17	4	3	1	0	No	No
4303	29	8	8		0	No	No
4304	984	392	334	58	0	No	No

4305	93	34	33	1	0	No	No
4306	8	1	1		0	No	No
4307	203	70	30	40	0	No	No
4308	1553	450	354	96	0	No	No
4309	74	13	9	4	0	No	No
4310	33	23	23		0	Yes	No
4311	182	44	37	7	0	No	No
4312	62	29	16	13	0	No	No
4313	40	6	2	4	0	No	No
4314	10	3		3	0	No	No
4315	25	3	2	1	0	No	No
4316	15	2	2		0	No	No
4317	45	20	14	6	0	No	No
4318	24	6	3	3	0	No	No
4319	19	9	7	2	0	No	No
4320	6	2	2		0	No	No
4321	3	0			0	No	No
4322	2	1		1	0	Yes	No
4323	324	81	72	9	0	No	No
4324	64	23	19	4	0	No	No
4325	1	0			0	No	No
4326	16	1	1		0	No	No
4327	156	64	53	11	0	No	No
4328	1	1	1		0	Yes	No
4329	11	3	2	1	0	No	No
4330	34	15	5	10	0	No	No
4331	26	9	9		0	No	No
4332	15	2	2		0	No	No
4333	5	1	1		0	No	No
4334	2	2	2		0	Yes	No
4335	7	0			0	No	No
4336	16	12	12		0	Yes	No
4337	2	0			0	No	No

4338	27	3	1	2	0	No	No
4339	172	61	46	15	0	No	No
4340	50	18	7	11	0	No	No
4341	163	71	41	30	0	No	No
4342	84	29	17	12	0	No	No
4343	16	7	6	1	0	No	No
4344	169	79	29	50	0	No	No
4345	3203	1074	813	261	0	No	No
4346	2	2	1	1	0	Yes	No
4347	3	0			0	No	No
4348	64	29	18	11	0	No	No
4349	13	7	6	1	0	Yes	No
4350	2	0			0	No	No
4351	4	1		1	0	No	No
4352	188	61	43	18	0	No	No
4353	17	7	2	5	0	No	No
4354	10	5	5		0	Yes	No
4355	2	1		1	0	Yes	No
4356	14	2	2		0	No	No
4357	9	1		1	0	No	No
4358	14	2	2		0	No	No
4359	7	4	2	2	0	Yes	No
4360	4	1	1		0	No	No
4361	6	1		1	0	No	No
4362	10	6	5	1	0	Yes	No
4363	1342	359	260	98	1	No	No
4364	4	3	3		0	Yes	No
4365	4	2	1	1	0	Yes	No
4366	5	0			0	No	No
4367	4	0			0	No	No
4368	2	0			0	No	No
4369	10	2	1	1	0	No	No
4370	7	2	2		0	No	No



4371	1	1	1		0	Yes	No	
4372	3	0			0	No	No	
4373	1	1	1		0	Yes	No	
4374	6	3	2	1	0	Yes	No	
4375	4	2	2		0	Yes	No	
4376	17	5	2	3	0	No	No	
4377	6	0			0	No	No	
4378	27	12	8	4	0	No	No	
4379	5	2	2		0	No	No	
4380	2	1	1		0	Yes	No	
4381	4	0			0	No	No	
4382	11	6	6		0	Yes	No	
4383	7	2	2		0	No	No	
4384	2	0			0	No	No	
4385	1	0			0	No	No	
4386	1	1		1	0	Yes	No	
4387	8	2	2		0	No	No	
4388	4	1	1		0	No	No	
4389	16	8	5	3	0	Yes	No	
4390	1	0			0	No	No	
4391	8	3	2	1	0	No	No	
4392	3	0			0	No	No	
4393	1	0			0	No	No	
4394	6	4	4		0	Yes	No	
4395	164	37	33	4	0	No	No	
4396	3	0			0	No	No	
4397	1995	668	518	150	0	No	No	
4398	1	0			0	No	No	
4399	21	6	4	2	0	No	No	
4400	1	0			0	No	No	
4401	4	3	3		0	Yes	No	
4402	22	3	1	2	0	No	No	
4403	1	0			0	No	No	

4404	1021	322	235	87	0	No	No
4405	100	42	20	22	0	No	No
4406	72	9	7	2	0	No	No
4407	2	1	1		0	Yes	No
4408	14	3	2	1	0	No	No
4409	3	0			0	No	No
4410	2	0			0	No	No
4411	1	0			0	No	No
4412	4	1	1		0	No	No
4413	2770	1329	1103	226	0	No	No
4414	5	1	1		0	No	No
4415	2	1		1	0	Yes	No
4416	151	45	40	5	0	No	No
4417	40	8	7	1	0	No	No
4418	1	0			0	No	No
4419	3	2		2	0	Yes	No
4420	1	0			0	No	No
4421	4	0			0	No	No
4422	1	0			0	No	No
4423	2	0			0	No	No
4424	319	105	71	33	1	No	No
4425	3	1	1		0	No	No
4426	15	6	4	2	0	No	No
4427	10	8	6	2	0	Yes	No
4428	137	29	19	10	0	No	No
4429	1	0			0	No	No
4430	16	4	2	2	0	No	No
4431	4	2		2	0	Yes	No
4432	83	20	18	2	0	No	No
4433	1	0			0	No	No
4434	111	38	29	9	0	No	No
4435	2	0			0	No	No
4436	6	4	4		0	Yes	No

4437	69	23	17	6	0	No	No
4438	1	0			0	No	No
4439	2	1	1		0	Yes	No
4440	1	0			0	No	No
4441	20	4	2	2	0	No	No
4442	24	6	4	2	0	No	No
4443	20	12	10	1	1	Yes	No
4444	4	0			0	No	No
4445	5	3	1	2	0	Yes	No
4446	20	10	3	7	0	Yes	No
4447	6	0			0	No	No
4448	26	2	2		0	No	No
4449	1	0			0	No	No
4450	4	0			0	No	No
4451	2	0			0	No	No
4452	76	27	16	11	0	No	No
4453	227	50	32	18	0	No	No
4454	1383	424	305	118	1	No	No
4455	28	15	10	5	0	Yes	No
4456	4	3	3		0	Yes	No
4457	1132	337	251	86	0	No	No
4458	37	15	5	10	0	No	No
4459	2	0			0	No	No
4460	107	46	24	22	0	No	No
4461	31	13	7	6	0	No	No
4462	1	0			0	No	No
4463	42	13	11	2	0	No	No
4464	6	0			0	No	No
4465	10	2	2		0	No	No
4466	1	0			0	No	No
4467	49	7	7		0	No	No
4468	17	7	7		0	No	No
4469	6	1	1		0	No	No

4470	4	2	2		0	Yes	No
4471	2	0			0	No	No
4472	1	1		1	0	Yes	No
4473	16	7	6	1	0	No	No
4474	2	1	1		0	Yes	No
4475	1	0			0	No	No
4476	18	5	5		0	No	No
4477	37	12	8	4	0	No	No
4478	29	5	5		0	No	No
4479	251	83	39	44	0	No	No
4480	274	102	55	47	0	No	No
4481	2	1	1		0	Yes	No
4482	23	6	6		0	No	No
4483	10	4	1	3	0	No	No
4484	5	2	2		0	No	No
4485	11	1	1		0	No	No
4486	5	2	2		0	No	No
4487	3	0			0	No	No
4488	6	1		1	0	No	No
4489	35	5	3	2	0	No	No
4490	18	3	1	2	0	No	No
4491	161	102	87	15	0	Yes	No
4492	79	47	40	7	0	Yes	No
4493	623	363	324	39	0	Yes	No
4494	213	123	89	34	0	Yes	No
4495	253	145	129	16	0	Yes	No
4496	1303	725	668	54	3	Yes	No
4497	360	197	183	14	0	Yes	No
4498	201	105	82	23	0	Yes	No
4499	852	429	387	42	0	Yes	No
4500	562	278	224	52	2	No	No
4501	284	135	115	20	0	No	No
4502	151	69	60	9	0	No	No

4503	473	215	171	44	0	No	No
4504	794	331	302	29	0	No	No
4505	2321	1449	1341	108	0	Yes	No
4506	485	254	221	28	5	Yes	Yes
4507	485	254	228	15	11	Yes	Yes
4508	1097	550	451	91	8	Yes	Yes
4509	1097	550	489	42	19	Yes	Yes
4510	2798	1603	1358	232	13	Yes	Yes
4511	2798	1603	1450	116	37	Yes	Yes
4512	453	251	232	17	2	Yes	Yes
4513	453	251	237	10	4	Yes	Yes
4514	355	200	193	6	1	Yes	Yes
4515	355	200	193	4	3	Yes	Yes
4516	1273	787	647	130	10	Yes	Yes
4517	1273	787	707	52	28	Yes	Yes
4518	1994	1094	901	175	18	Yes	Yes
4519	1994	1094	991	76	27	Yes	Yes
4520	844	413	323	85	5	No	Yes
4521	844	413	362	41	10	No	Yes
4522	179	93	87	5	1	Yes	Yes
4523	179	93	86	5	2	Yes	Yes
4524	3577	2234	1959	257	18	Yes	Yes
4525	3577	2234	2074	109	51	Yes	Yes
4526	1001	526	480	46	0	Yes	No
4527	49	25	23	2	0	Yes	No
4528	141	43	31	11	1	No	No
4529	84	62	62	0	0	Yes	No
4530	33	21	18	3	0	Yes	No
4531	220	71	53	18	0	No	No
4532	244	83	51	32	0	No	No
4533	241	86	66	20	0	No	No
4534	49	16	10	6	0	No	No

<b>4535</b>	269	72	36	36	<b>0 No</b>	<b>No</b>	
<b>4536</b>					<b>0 Yes</b>		

**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.

A large, empty rectangular box with a thin black border, intended for the user to enter or attach notes to the accounts. The interior of the box is a uniform light gray color.

## 1 General Accounting Conventions and Policies

### 1.1 Basis of Financial Statements

The financial statements have been prepared in accordance with 'Financial Reporting Standard 102 applicable in the United Kingdom and Republic of Ireland' (FRS102) and the Trade Union and Labour Relations Act 1992,

### 1.2 Accounting Convention

UNISON prepares its accounts using the historical cost convention as modified by:

- Investment in shares is stated at market value
- Pension scheme is based on actuarial assumptions

### 1.3 Going Concern

We have reviewed UNISON's financial performance and reserves position. We have adequate financial resources and are well placed to manage the business risks. Our planning process, including financial projections, has taken into consideration the current economic climate and its potential impact on the various sources of income and planned expenditure. We have a reasonable expectation that we have adequate resources to continue in operational existence for the foreseeable future. We believe that there are no material uncertainties that call into doubt UNISON's ability to continue. The accounts have therefore been prepared on the basis that UNISON is a going concern,

### 1.4 Preparation of Accounts

- i UNISON includes the results of the different parts of the union in the financial statements on a line by line basis. The total Union figures include:
- All the income, expenditure and net assets of National Office, Branches and Regions (General Fund)
  - All the income, expenditure and net assets of the Industrial Action Fund,
  - All adjustments required in connection with the inclusion of pension scheme income, expenditure, assets and liabilities as required by Section 28 of FRS 102,
  - UNISON's share of the net income, expenditure, assets and liabilities of the joint venture, which is currently 50% of Managers in Partnership,
- ii Where audited year end returns have not yet been received from Branches, balances have been obtained from the bank as at year end and have been incorporated into the financial statements,
- iii Expenditure is accounted for on an accruals basis. Any amounts of irrecoverable VAT are added to expenditure incurred,
- iv International Development Fund. This fund is part of the General Fund and all income, expenditure, assets and liabilities of the International Development Fund are included in the national results in the General Fund,

### 1.5 Subscriptions

Members' subscriptions are brought into the Statement of Comprehensive Income on the basis of subscriptions due for the year ending 31 December 2023,

Amounts not received as at 31 December 2023 are included in Current Assets under the heading Debtors,

### 1.6 Interest on Investments and Loans

Interest on investments and loans comprises gross interest receivable for the year, **1.7 Tangible Assets**

Fixed assets are recorded at historical cost upon initial recognition in the financial statements,

UNISON capitalises office refurbishments, computer equipment purchases and other equipment purchases for individual purchases over £1,000 or grouped purchases over £5,000,

### 1.8 Intangible Assets and Investments

UNISON capitalises new software, including any licences that cover the life of the software for individual purchases over £1,000 or grouped purchases over £5,000. Listed and unlisted investments are carried at market value. Mabledon Place is treated as an intangible asset and is carried at market value for the freehold interest in the property, subject to the long leasehold,

### 1.9 Depreciation, Amortisation and Impairment

UNISON provides for depreciation on all fixed assets and amortisation on intangible assets,

Freehold buildings are depreciated on a straight line basis at two per cent per annum of cost. The exception to this relates to chalets at Croyde Bay Holiday Resort which are depreciated on a straight line basis over a period of 20 years. Assets are depreciated from the year of purchase with the exception of Croyde Bay Holiday Resort which starts the following year,

Land is not depreciated,

There is no depreciation while assets are in the course of construction,

Leasehold property is depreciated over the life of each lease,

Furniture and Equipment is depreciated on a straight line basis at ten per cent per annum,

Equipment acquired on hire purchase terms are depreciated over their estimated useful lives,

Computer equipment is depreciated on a straight line basis at twenty five per cent per annum,

Intangible assets – Mabledon Place is treated as an intangible asset and amortised over its lease life of 150 years,

All fixed assets are regularly reviewed to assess if there has been an impairment of value. Impairment under FRS102 Section 27 is where 'recoverable amount' falls below the carrying amount. 'Recoverable amount' is the higher of fair value less costs to sell, and value in use. When an impairment is identified then this is recognised as an additional charge to depreciation in the year,

### 1.10 Financial Instruments

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost with the exception of investments which are held at fair value. Financial assets held at amortised cost comprises cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access and term deposit bank accounts. Financial liabilities held at amortised cost comprises all creditors except social security and other taxes and provisions.

### 1.11 Operating Leases

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to revenue as incurred.

### 1.12 Taxation

For corporation tax purposes the activities of the General Fund, Industrial Action Fund, General Political Fund and Affiliated Political Fund are amalgamated.

### 1.13 Accounting Estimates

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgement that are reasonable and prudent when applying the selected Union's accounting policies and which may have a significant effect on the amounts included in the financial statements. The main areas involving a higher degree of judgement or complexity, or where assumptions and estimates are significant to the financial statements are disclosed below:

- Intangible assets – the basis of calculation and assumption used to perform revaluation and useful economic life of assets used in calculating amortisation.
- Investments – Quoted investments are disclosed at market values at the Statement of Financial Position date. Unquoted investments are disclosed at their original cost or, where available, at their estimated current value as estimated by an independent third party.
- The Union reviewed non-current assets each year for impairment using external and internal indicators, in line with accounting standards.
- Provision for liabilities – the inclusion of provisions for potential liabilities have been calculated using the best available knowledge at the time of preparing the financial statements, adjusted for information subsequently received.
- Pension Scheme – are determined using the actuarial valuations. The actuarial valuation involves making assumptions about discount rates, future salary increases, mortality rates and future pension increases are used in calculating scheme assets and liabilities. Due to the complexity of the valuation, the underlying assumptions and the long term nature of these plans, such estimates are subject to significant uncertainty. After taking appropriate professional advice, management determines the appropriate discount rate at the end of each reporting period. This is the interest rate that should be used to determine the present value of estimated future cash outflows expected to be required to settle the pension obligations.

### 1.14 Pension Schemes

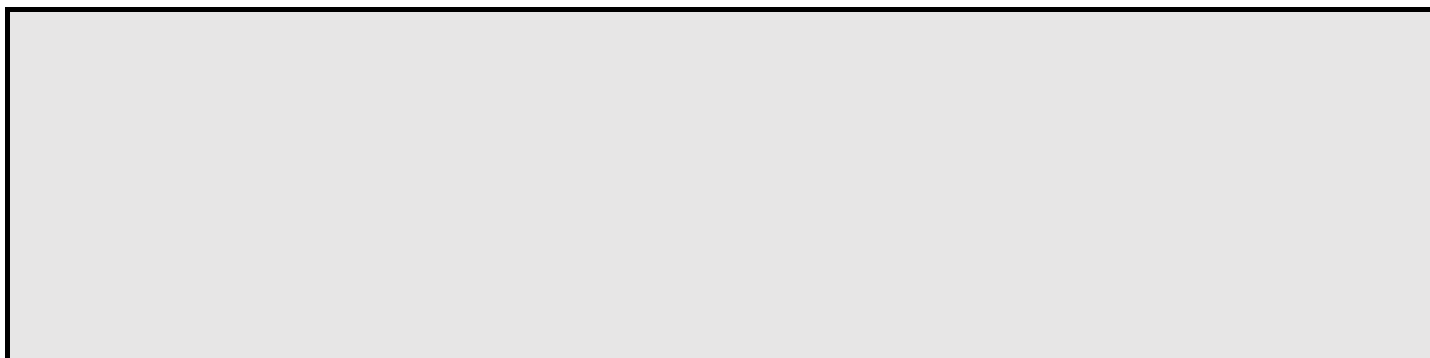
The Union operates two defined benefit pension schemes. The disclosures required to be made under Section 28 of FRS 102 are made in note 10. The current service costs, running costs, interest costs and the expected return on pension scheme assets are included in operating expenditure. Actuarial gains or losses are shown separately below net income/expenditure for the year.

Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method. Full actuarial valuations are obtained every three years and are updated at each balance sheet date. The resulting defined benefit scheme liability is shown separately on the face of the Statement of Financial Position.



# Accounting policies

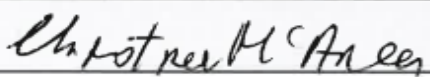
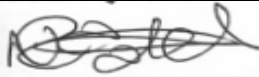
(see notes 84 and 85)



## Signatures to the annual return

(see notes 86 & 87)

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

Secretary's Signature:		Chairman's Signature:	
			(or other official whose position should be stated)
Name:	Christina McAnea - General secretary	Name:	Nita Patel - Director of Finance
Date:	29 May 2024	Date:	29 May 2024

## Checklist

(see notes 88 to 89)

(please tick as appropriate)

Has the return of change of officers been completed? (see Page 2 and Note 12)	Yes	<input checked="" type="checkbox"/>	No	
Has the list of officers in post been completed? (see Page 2 and Note 12)	Yes	<input checked="" type="checkbox"/>	No	
Has the return been signed? (see Pages 23 and 25 and Notes 86 and 95)	Yes	<input checked="" type="checkbox"/>	No	
Has the auditor's report been completed? (see Pages 20 and 21 and Notes 2 and 77)	Yes	<input checked="" type="checkbox"/>	No	
Is a rule book enclosed? (see Notes 8 and 88)	Yes	<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

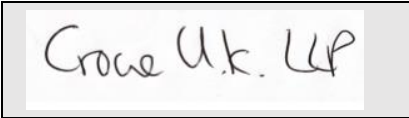
3. Your auditors or auditor must include in their report the following wording:

**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 attachment.

Signature(s) of auditor or auditors:		
Name(s):	Crowe U.K. LLP	
Profession(s) or Calling(s):	Chartered Auditors and Registered Auditors	
Address(es):	55 Ludgate Hill	
	London	
	Postcode	EC4M 7DW
Date		30-May-24
Contact name for inquiries and telephone number:	Vincent Marke	0207 842 5387

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



## Independent Auditor's Report to the Members of UNISON for the year ended 31 December 2023

### Opinion

We have audited the financial statements of UNISON 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 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 UNISON's affairs as at 31 December 2023 and of its transactions for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Trade Union and Labour Relations Act 1992.

### Basis for opinion

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

### Conclusions relating to going concern

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

### Other information

The officers are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

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

We have nothing to report in respect of the following matters where the 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 officers

As explained more fully in the statement of officers' responsibility set out on page 7, the officers are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the officers 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 officers are responsible for assessing the union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the officers either intend to liquidate the union or to cease operations, or have no realistic alternative but to do so.

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

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

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

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

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

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

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

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

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

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

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

**Use of our report**

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

**Crowe U.K. LLP**

Statutory Auditor  
London

22 May 2024

## Membership audit certificate

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

(See notes 97 to 103)

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

**Yes**

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

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

## Membership audit certificate

### Section one

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

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

**Yes**

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

**Yes**

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

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

## Membership audit certificate (continued)

Signature of assurer	Crowe U.K. LLP
Name	Crowe U.K. LLP
Address	55 Ludgate Hill, London, EC4M 7JW, UK
Date	30-May-24
Contact name and telephone number	Vincent Marke 0207 842 5387

## 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	