

Unite the Union: Partial Annual Return 2022

Explanatory note

The Certification Officer has been in communication with Unite the Union since its failure to submit an annual return for 2022. She is currently satisfied that the delay is due to issues identified during the auditing process. This “partial return” contains the non-financial elements of the annual return.

The Certification Officer understands that the issues identified during the auditing process are currently under investigation by other authorities. She does not, therefore, consider it proportionate to use her own powers of inspection at this stage. She continues to engage with Unite the Union to ensure that the complete annual returns are submitted as soon as possible, after which they will be published in full on her website.

Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	Unite the Union				
Year ended:	31 December 2022				
List no:	795				
Head or Main Office address:	Unite House				
	128 Theobalds Road				
	Holborn				
	London				
Postcode	WC1X 8TN				
Website address (if available)					
Has the address changed during the year to which the return relates?	Yes		No	☒	('X' in appropriate box)
General Secretary:	Sharon Graham				
Telephone Number:	020 7611 2500				
Contact name for queries regarding the completion of this return					
Telephone Number:					
E-mail:					

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:

For Unions based in England and Wales: returns@certoffice.org

For Unions based in Scotland: ymw@tcyoung.co.uk

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Return of Members

(see notes 10 and 11)

	Number of members at the end of the year				
	Great Britain	Northern Ireland	Irish Republic	Elsewhere Abroad (including Channel Islands)	Totals
Male	822,806	29,601	14,111	7,859	874,377
Female	288,512	9,186	6,389	6,049	310,136
Other	11,999	522	578	84	13,183
Total	1,123,317	39,309	21,078	13,992	A 1,197,696

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

1,041,078

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

36,712

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

State whether the union is:

a. A branch of another trade union?

Yes

No

If yes, state the name of that other union:

b. A federation of trade unions?

Yes

No

If yes, state the number of affiliated unions:

and names:

Note from Unite regarding page 2:

In regard to the membership, we want to place on record that the key figure is “members contributing to the general fund” which has been going up under this administration. The total membership includes free card holders and other non paying members.

Under the previous administration over 35,000 Unite members who stopped paying dues were accorded free “Union Funded Membership” for 2 years, with subscriptions paid by Unite from our own dispute fund. They were then counted internally as paying members.

After she was elected, the GS said that they must not be counted as paying members as this is not honest, and so they have not been and are not included in “members contributing to the general fund” here.

However, we are advised that they still have to be counted in the total membership, as they were eligible to receive benefits as members, so we have – though arguably it inflates those figures.

Officers in post

(see note 12)

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

[illegible]

Appendix 1: Executive Council Members 2022		
Surname	Firstname	Notes
Abachor	Suzanne	
Agbley	David	
Allam	Julian	
Allan	Dave	
Allday	Richard	
Atkinson	Nigel	
Barnes	Mark	Observer from H Percival (stepped down) from Dec 2022
Bell	Debi	
Bowen	Cliff	
Buchan	Gary	
Cadman	Chris	
Callaghan	Mary	
Casey	Mick	
Cassidy	Eddie	
Cooper	John	
Darlington	Mick	
Davis	Patricia	
Douglas	Jenny	
Drury	Ken	
Dyer	Andrew	
Garner	Hayley	
Gibson	Noel	
Gill	Jas	
Gilligan	Wendy	
Goddard	Jacob	
Gould	Matt	
Green	Andy	
Hayes	Ruth	
Hibbert	Steve	
Holland	Nicki	
Jeffery	Nick	From by election Feb 2022

Jones	Zimeon	
Lanigan	Trudi	
Mansell	Lesley	
Mason	James	
Matthews	Susan	
McFarlane	Helen	
Mitchell	Tam	Stood down March 2022 - Mark Porter attended last leg of term as Observer
Moloney	Therese	
Morris	Frank	
Murphy	Tom	
O'Donnell-Savage	Max	From by election Feb 2022
Osborne	Natalie	
Owens	Kerry	
Pearson	Antony	
Percival	Howard	Resigned EC end of Sept 2022 - Mark Barnes became Observer
Porter	Mark	Observer from June 2022 to replace Tam Mitchell for remainder of EC term
Rosenthal	Simon	
Ryan	Maggie	
Seaman	Tony	
Sheperd	June	
Smith	Kathleen	
Smith	Kenneth	
Smith	Michelle	
Sorice	Monica	
Stewart	Jane	
Stott	Nigel	
Tatem	Fiona	
Taylor	Jayne	
Thompson	Steve	
Wareing	Nick	
Williams	Dave	
Wiseman	Phil	
Woodhouse	Tony	

Young	Chris	
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(see notes 74 to 80)

Did the union hold any ballots in respect of industrial action during the return period?

If Yes How many ballots were held:

For each ballot held please complete the information below:

Ballot 1

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

Number of individuals answering "No" to the question

Number of invalid or otherwise spoiled voting papers returned

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 2

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

Number of individuals answering "No" to the question

Number of invalid or otherwise spoiled voting papers returned

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 3

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

Number of individuals answering "No" to the question

Number of invalid or otherwise spoiled voting papers returned

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

Information on Industrial Action Ballots

Name of Organisation:		Unite the Union			Reporting Period	01/01/2022-31/12/2022		
Did the union hold any ballots in respect of industrial action during the return period?				Yes	For each ballot held please complete the information below			
If yes, how many ballots were held?				974				
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	60	37	24	13	0	YES	NO	
2	158	105	97	8	0	YES	NO	
3	186	164	157	7	0	YES	NO	
4	99	78	76	2	0	YES	NO	
5	40	23	0	0	0	YES	NO	
6	143	81	67	13	1	YES	NO	
7	143	81	67	13	1	YES	NO	
8	36	28	14	14	0	YES	NO	
9	737	522	487	35	0	YES	NO	
10	75	69	54	15	0	YES	NO	
11	75	69	54	15	0	YES	NO	
12	170	151	140	10	1	YES	NO	

13	11	5	3	2	0	YES	NO	
14	10	10	8	2	0	YES	NO	
15	10	10	10	0	0	YES	NO	
16	327	263	255	8	0	Yes	No	
17	83	59	58	1	0	Yes	No	
18	290	204	180	24	0	Yes	No	
19	59	59	59	0	0	Yes	No	
20	54	40	37	3	0	Yes	No	
21	12	9	7	2	0	Yes	No	
22	41	29	27	2	0	Yes	No	
23	57	44	38	6	0	Yes	No	
24	78	60	36	24	0	Yes	No	
25	35	19	16	3	0	Yes	No	
26	39	21	17	4	0	Yes	No	
27	92	88	83	5	0	Yes	No	
28	92	88	83	5	0	Yes	No	
29	347	213	150	60	3	Yes	Yes	Yes
30	347	213	166	37	10	Yes	Yes	Yes
31	55	35	22	13	0	Yes	No	
32	11	5	5	0	0	No	Yes	Yes
33	74	26	21	5	0	No	No	
34	121	40	32	8	0	No	No	
35	237	138	104	33	1	YES	NO	
36	237	138	102	27	9	YES	NO	
37	80	62	61	1	0	YES	NO	
38	185	135	101	34	0	YES	NO	
39	185	135	116	18	1	YES	NO	
40	95	73	67	6	0	YES	NO	
41	25	20	19	1	0	YES	NO	
42	25	20	20	0	0	YES	NO	
43	40	37	37	0	0	YES	NO	
44	40	37	35	1	1	YES	NO	
45	363	315	293	21	1	YES	NO	

46	363	315	248	59	8	YES	NO	
47	42	40	32	8	0	YES	NO	
48	42	40	32	8	0	YES	NO	
49	34	31	28	2	1	YES	NO	
50	34	31	30	1	0	YES	NO	
51	189	85	65	20	0	NO	NO	
52	47	23	20	3	0	NO	NO	
53	47	23	20	3	0	NO	NO	
54	35	29	23	6	0	YES	NO	
55	35	29	11	17	1	YES	NO	
56	3	2	1	1	0	NO	NO	
57	75	52	49	2	1	YES	NO	
58	49	35	34	1	0	YES	NO	
59	4	4	4	0	0	YES	NO	
60	10	8	8	0	0	YES	NO	
61	573	176	134	42	0	NO	NO	
62	573	176	153	19	4	NO	NO	
63	688	266	226	39	1	NO	NO	
64	688	266	233	22	11	NO	NO	
65	541	213	173	40	0	NO	NO	
66	541	213	183	24	6	NO	NO	
67	982	635	554	74	7	YES	NO	
68	982	635	603	21	11	YES	NO	
69	256	97	83	14	0	NO	NO	
70	256	97	90	7	0	NO	NO	
71	154	64	50	14	0	NO	NO	
72	154	64	58	6	0	NO	NO	
73	58	26	19	6	1	NO	NO	
74	58	26	19	6	1	NO	NO	
75	490	166	135	29	2	NO	NO	
76	490	166	141	17	8	NO	NO	
77	6	0	0	0	0	NO	NO	
78	6	0	0	0	0	NO	NO	

79	8	4	2	2	0	NO	NO	
80	8	4	4	0	0	YES	NO	
81	657	233	186	47	0	NO	NO	
82	657	233	203	24	6	NO	NO	
83	1743	664	529	120	15	NO	NO	
84	1743	664	577	63	24	NO	NO	
85	72	44	44	0	0	YES	YES	YES
86	20	18	15	3	0	YES	NO	
87	22	20	20	0	0	YES	NO	
88	281	153	146	7	0	YES	NO	
89	26	23	20	3	0	YES	NO	
90	44	32	22	10	0	YES	NO	
91	99	72	68	4	0	YES	NO	
92	375	291	260	31	0	YES	NO	
93	294	198	195	3	0	YES	YES	YES
94	236	156	154	2	0	YES	YES	YES
95	267	180	170	10	0	YES	YES	YES
96	240	163	159	4	0	YES	YES	YES
97	224	143	136	7	0	YES	YES	YES
98	28	16	15	1	0	YES	NO	
99	168	0	129	125	4	YES	NO	
100	43	26	14	12	0	YES	NO	
101	92	51	46	5	0	YES	NO	
102	46	28	17	11	0	YES	NO	
103	139	65	48	17	0	NO	NO	
104	152	69	49	20	0	NO	NO	
105	82	67	63	3	1	YES	NO	
106	83	36	32	4	0	NO	NO	
107	43	38	36	2	0	YES	NO	
108	43	38	38	0	0	YES	NO	
109	640	394	294	96	4	YES	NO	
110	640	394	351	40	3	YES	NO	
111	270	182	169	13	0	YES	YES	YES

112	70	54	53	1	0	YES	YES	YES
113	204	135	114	21	0	YES	NO	
114	517	211	159	52	0	NO	NO	
115	517	211	186	19	6	NO	NO	
116	258	139	132	7	0	YES	NO	
117	258	139	129	7	3	YES	NO	
118	179	85	76	9	0	NO	NO	
119	179	85	74	7	4	NO	NO	
120	21	12	12	0	0	YES	NO	
121	21	12	12	0	0	YES	NO	
122	43	32	32	0	0	YES	YES	YES
123	43	32	31	0	1	YES	YES	YES
124	76	39	37	2	0	YES	YES	YES
125	76	39	36	3	0	YES	YES	YES
126	133	81	78	3	0	YES	YES	YES
127	133	81	79	2	0	YES	YES	YES
128	445	227	194	32	1	YES	YES	YES
129	445	227	205	15	7	YES	YES	YES
130	21	18	15	3	0	YES	NO	
131	21	18	14	4	0	YES	NO	
132	35	22	12	10	0	YES	NO	
133	42	31	25	6	0	YES		
134	42	31	31	0	0	YES		
135	159	60	59	1	0	NO	YES	NO
136	135	67	66	1	0	NO	YES	YES
137	81	36	28	7	0	NO	YES	NO
138	179	71	68	3	0	NO	YES	NO
139	141	44	43	1	0	NO	YES	NO
140	41	37	6	27	4	NO	NO	
141	71	48	42	6	0	YES	YES	YES
142	514	382	339	42	1	YES	NO	
143	514	382	355	21	6	YES	NO	
144	40	37	33	4	0	YES	NO	

145	118	78	74	4	0	YES	NO	
146	2339	1504	1279	203	22	YES	NO	
147	2339	1514	1302	139	73	YES	NO	
148	517	323	301	17	5	YES	NO	
149	517	323	275	19	29	YES	NO	
150	545	336	285	51	0	YES	NO	
151	48	44	41	3	0	YES	NO	
152	1891	1522	1395	127	2	YES	NO	
153	36	30	30	0	0	YES	NO	
154	1623	863	775	88	0	YES	YES	YES
155	947	609	309	300	0	YES	NO	
156	130	106	105	1	0	YES	NO	
157	34	20	20	0	0	YES	YES	YES
158	315	266	263	3	0	YES	YES	YES
159	55	34	34	0	0	YES	YES	YES
160	519	422	418	4	0	YES	YES	YES
161	41	20	18	2	0	NO	NO	
162	164	105	97	6	2	YES	NO	
163	164	105	90	9	6	YES	NO	
164	17	14	13	1	0	YES	NO	
165	17	14	13	1	0	YES	NO	
166	7	6	6	0	0	YES	NO	
167	7	6	6	0	0	YES	NO	
168	154	113	102	11	0	YES	NO	
169	23	21	21	0	0	YES	NO	
170	95	61	60	1	0	YES	YES	YES
171	110	70	69	1	0	YES	YES	YES
172	283	195	193	1	1	YES	YES	YES
173	122	74	74	0	0	YES	YES	YES
174	250	164	159	5	0	YES	YES	YES
175	274	187	185	1	1	YES	YES	YES
176	322	197	192	5	0	YES	YES	YES
177	258	181	178	3	0	YES	YES	YES

178	14	7	5	2	0	YES	NO	
179	20	19	19	0	0	YES	NO	
180	51	32	28	4	0	YES	NO	
181	28	21	21	0	0	YES	NO	
182	269	146	139	7	0	YES	NO	
183	8	7	7	0	0	YES	NO	
184	1050	0	678	83	761	YES	YES	YES
185	227	163	143	20	0	YES	NO	
186	227	163	147	14	2	YES	NO	
187	52	49	48	1	0	YES	NO	
188	283	246	236	9	1	YES	NO	
189	203	105	83	22	0	YES	NO	
190	17	10	8	2	0	YES	NO	
191	232	157	153	4	0	YES	YES	YES
192	221	188	186	2	0	YES	YES	YES
193	89	80	80	0	0	YES	YES	YES
194	172	126	125	1	0	YES	YES	YES
195	166	134	133	1	0	YES	YES	YES
196	183	108	106	0	1	YES	YES	YES
197	9	6	6	0	0	YES	NO	
198	89	58	58	0	0	YES	NO	
199	53	36	36	0	0	YES	YES	YES
200	251	176	174	2	0	YES	YES	YES
201	247	181	177	4	0	YES	YES	YES
202	240	156	153	3	0	YES	YES	YES
203	148	97	95	3	0	YES	YES	YES
204	343	205	198	7	0	YES	YES	YES
205	142	92	87	5	0	YES	YES	YES
206	130	84	82	2	0	YES	YES	YES
207	355	243	242	1	0	YES	YES	YES
208	89	60	59	1	0	YES	YES	YES
209	145	58	44	14	0	NO	NO	
210	39	16	13	3	0	NO	NO	

211	100	49	46	2	1	NO	NO	
212	103	48	43	5	0	NO	NO	
213	147	0	69	54	15	NO	NO	
214	40	25	18	7	0	YES	NO	
215	124	75	59	16	0	YES	NO	
216	74	66	62	4	0	YES	NO	
217	61	53	46	7	0	YES	NO	
218	61	53	50	3	0	YES	NO	
219	171	118	97	19	2	YES	NO	
220	171	118	103	10	5	YES	NO	
221	54	39	32	7	0	YES	NO	
222	81	28	20	8	0	NO	NO	
223	157	106	81	25	0	YES	NO	
224	150	120	91	29	0	YES	NO	
225	269	161	160	1	0	YES	NO	
226	103	80	78	2	0	YES	NO	
227	60	52	52	0	0	YES	NO	
228	501	347	298	49	0	YES	NO	
229	24	15	11	4	0	YES	NO	
230	13	13	13	0	0	YES	NO	
231	320	149	125	24	0	NO	YES	NO
232	31	12	11	1	0	NO	YES	NO
233	15	5	4	1	0	NO	YES	NO
234	13	10	9	1	0	YES	NO	
235	117	74	60	14	0	YES	NO	
236	144	56	52	4	0	YES	NO	
237	299	94	85	9	0	NO	NO	
238	162	76	70	6	0	NO	NO	
239	176	68	51	17	0	NO	NO	
240	150	70	62	8	0	NO	NO	
241	68	31	29	2	0	NO	NO	
242	103	33	24	9	0	NO	NO	
243	141	56	49	7	0	NO	NO	

244	249	80	71	9	0	NO	NO	
245	406	197	172	23	2	NO	YES	NO
246	406	197	169	19	9	NO	YES	NO
247	1236	576	521	51	4	NO	YES	NO
248	1236	576	518	44	14	NO	YES	NO
249	62	41	36	5	0	YES	NO	
250	62	41	37	3	1	YES	NO	
251	85	52	51	1	0	YES	NO	
252	261	77	74	3	0	NO	NO	
253	53	41	41	0	0	YES	NO	
254	35	26	26	0	0	YES	NO	
255	21	14	14	0	0	YES	NO	
256	5	3	3	0	0	YES	NO	
257	2	2	2	0	0	YES	NO	
258	2	2	2	0	0	YES	NO	
259	73	53	50	3	0	YES	NO	
260	47	30	27	3	0	YES	NO	
261	66	49	38	9	2	YES	NO	
262	66	49	43	3	3	YES	NO	
263	69	60	46	14	0	YES	NO	
264	73	53	50	3	0	YES	NO	
265	96	57	47	10	0	YES	NO	NO
266	65	41	18	23	0	NO	NO	NO
267	60	34	25	9	0	YES	NO	NO
268	41	28	24	4	0	YES	NO	NO
269	90	53	53	0	0	YES	NO	NO
270	174	146	126	20	0	YES	YES	YES
271	911	479	444	35	0	YES	YES	YES
272	66	59	50	9	0	YES	NO	
273	27	25	25	0	0	YES	NO	
274	2	2	2	0	0	YES	NO	
275	2	2	2	0	0	YES	NO	
276	259	187	145	42	0	YES	NO	

277	26	8	7	1	0	NO	YES	NO
278	76	65	65	0	0	YES	NO	
279	11	11	11	0	0	YES	NO	
280	11	11	11	0	0	YES	NO	
281	12	11	11	0	0	YES	NO	
282	131	108	97	11	0	YES	NO	
283	131	108	100	5	3	YES	NO	
284	53	43	19	24	0	NO	NO	
285	10	20	10	10	0	YES	NO	
286	10	20	10	10	0	YES	NO	
287	446	189	159	30	0	NO	NO	
288	258	119	111	8	0	NO	NO	
289	58	48	45	3	0	YES	NO	
290	151	83	82	0	1	YES	NO	
291	151	83	80	1	2	YES	NO	
292	390	212	184	28	0	YES	NO	
293	270	144	140	4	0	YES	NO	
294	61	53	51	2	0	YES	NO	
295	74	50	45	5	0	YES	NO	
296	23	22	21	1	0	YES	NO	
297	227	176	159	16	1	YES	NO	
298	227	176	165	9	2	YES	NO	
299	44	44	42	2	0	YES	NO	
300	82	69	54	15	0	YES	NO	
301	124	99	94	5	0	YES	YES	YES
302	18	14	11	3	0	YES	NO	
303	62	51	25	26	0	NO	NO	
304	112	93	92	1	0	YES	YES	YES
305	56	47	45	2	0	YES	NO	
306	198	206	198	8	0	YES	NO	
307	144	126	110	16	0	YES	NO	
308	144	126	115	11	0	YES	NO	
309	22	12	12	0	0	YES	NO	

310	22	12	12	0	0	YES	NO	
311	82	51	48	3	0	YES	NO	
312	24	13	13	0	0	YES	NO	
313	109	96	92	4	0	YES	NO	
314	22	14	12	2	0	YES	NO	
315	246	143	137	6	0	YES	NO	
316	3	2	2	0	0	YES	NO	
317	69	39	35	4	0	YES	NO	
318	214	135	134	1	0	YES	NO	
319	70	50	50	0	0	YES	NO	
320	22	11	11	0	0	YES	NO	
321	3	2	2	0	0	YES	NO	
322	72	49	48	1	0	YES	NO	
323	51	31	30	1	0	YES	NO	
324	115	87	80	7	0	YES	NO	
325	190	103	92	11	0	YES	NO	
326	49	38	34	4	0	YES	NO	
327	40	24	23	1	0	YES	NO	
328	46	24	24	0	0	YES	NO	
329	1	1	0	1	0	YES	NO	
330	111	77	75	2	0	YES	NO	
331	32	17	17	0	0	YES	NO	
332	25	14	14	0	0	YES	NO	
333	10	8	8	0	0	YES	NO	
334	2	1	1	0	0	YES	NO	
335	257	140	117	23	0	YES	NO	
336	16	8	7	1	0	YES	NO	
337	76	53	52	1	0	YES	NO	
338	20	10	9	1	0	YES	NO	
339	294	189	175	14	0	YES	NO	
340	10	7	6	1	0	YES	NO	
341	14	7	3	4	0	YES	NO	
342	227	170	160	10	0	YES	NO	

343	181	115	109	6	0	YES	NO	
344	4	2	2	0	0	YES	NO	
345	8	4	4	0	0	YES	NO	
346	68	37	35	2	0	YES	NO	
347	9	5	3	2	0	YES	NO	
348	118	61	57	4	0	YES	NO	
349	25	18	18	0	0	YES	NO	
350	342	270	234	36	0	YES	NO	
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352	35	32	30	2	0	YES	NO	
353	39	27	26	0	1	YES	NO	
354	61	31	27	4	0	YES	NO	
355	24	13	11	2	0	YES	NO	
356	34	18	15	3	0	YES	NO	
357	37	22	18	4	0	YES	NO	
358	304	260	245	14	1	YES	NO	
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362	395	314	281	33	0	YES	NO	
363	108	71	59	12	0	YES	NO	
364	120	78	67	9	2	YES	NO	
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366	271	158	145	13	0	YES	NO	
367	13	12	12	0	0	YES	NO	
368	44	28	28	0	0	YES	NO	
369	113	80	77	3	0	YES	NO	
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373	108	78	70	8	0	YES	NO	
374	154	78	75	3	0	YES	NO	
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376	245	168	156	11	1	YES	NO	
377	245	166	156	6	4	YES	NO	
378	56	38	38	0	0	YES	NO	
379	56	38	37	1	0	YES	NO	
380	199	106	95	11	0	YES	NO	
381	199	106	102	4	0	YES	NO	
382	28	14	13	1	0	YES	NO	
383	28	14	13	1	0	YES	NO	
384	1316	735	585	141	9	YES	YES	YES
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386	57	40	35	5	0	YES	NO	
387	57	40	38	2	0	YES	NO	
388	42	24	20	4	0	YES	NO	
389	42	24	21	3	0	YES	NO	
390	72	58	57	1	0	YES	NO	
391	72	58	56	2	0	YES	NO	
392	122	71	50	18	3	YES	YES	YES
393	122	71	65	5	1	YES	YES	YES
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395	64	30	29	1	0	NO	NO	
396	62	28	28	0	0	NO	NO	
397	51	37	36	1	0	YES	NO	
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463	59	38	36	2	0	YES	NO	
464	10	7	5	2	0	YES	NO	
465	120	101	88	12	1	YES	NO	
466	120	101	94	6	1	YES	NO	
467	142	96	92	4	0	YES	NO	
468	39	26	26	0	0	YES	NO	
469	39	29	25	3	1	YES	NO	
470	150	94	65	29	0	YES	NO	
471	695	578	558	20	0	YES	NO	
472	124	87	60	27	0	YES	NO	
473	316	260	186	74	0	YES	NO	
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475	113	89	46	43	0	YES	NO	
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477	38	31	26	5	0	YES	YES	YES
478	38	31	29	1	1	YES	YES	YES
479	370	255	196	59	0	YES	NO	
480	14	11	10	1	0	YES	NO	
481	175	56	45	11	0	NO	NO	
482	63	35	32	3	0	YES	NO	
483	63	35	30	2	3	YES	NO	
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486	14	8	7	1	0	YES	NO	
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494	12	2	2	0	0	NO	NO	
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503	70	51	39	12	0	Yes	No	
504	70	51	33	13	5	Yes	No	
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506	79	60	56	4	0	Yes	No	
507	11	8	6	2	0	Yes	No	

508	11	8	7	0	1	Yes	No	
509	164	145	145	0	0	Yes	No	
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511	14	10	10	0	0	Yes	No	
512	183	127	89	38	0	Yes	No	
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520	333	309	300	9	0	Yes	No	
521	370	297	292	5	0	Yes	No	
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525	8	8	8	0	0	Yes	No	
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556	412	144	139	5	0	No	No	
557	180	66	64	2	0	No	No	
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567	45	13	12	1	0	No	No	
568	198	75	71	4	0	No	No	
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571	242	90	74	14	2	No	No	
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577	17	13	13	0	0	YES	NO	
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586	46	36	36	0	0	YES	NO	
587	311	242	233	9	0	YES	NO	
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591	38	30	26	4	0	YES	NO	
592	167	95	58	37	0	YES	NO	
593	177	122	81	39	2	YES	NO	
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595	59	50	28	15	7	YES	NO	
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603	55	38	34	2	2	YES	NO	
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626	157	110	56	53	1	YES	NO	
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632	716	507	435	71	1	YES	NO	
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637	175	140	111	26	3	YES	NO	
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644	137	104	103	1	0	YES	NO	
645	95	86	83	2	1	YES	NO	
646	95	86	80	1	5	YES	NO	
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653	37	25	24	1	0	YES	NO	
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760	220	55	47	8	0	NO	NO	
761	16	4	3	1	0	NO	NO	
762	32	8	6	2	0	NO	NO	
763	24	6	4	2	0	NO	NO	
764	4	1	1	0	0	NO	NO	
765	4	1	1	0	0	NO	NO	
766	12	3	2	1	0	NO	NO	
767	164	41	25	16	0	NO	NO	
768	57	14	10	4	0	NO	NO	
769	629	153	120	33	0	NO	NO	
770	33	8	6	2	0	NO	NO	
771	83	20	15	5	0	NO	NO	

772	54	13	13	0	0	NO	NO	
773	138	33	25	8	0	NO	NO	
774	46	11	8	3	0	NO	NO	
775	105	25	22	3	0	NO	NO	
776	42	10	5	5	0	NO	NO	
777	80	19	13	6	0	NO	NO	
778	174	41	37	4	0	NO	NO	
779	34	8	7	1	0	NO	NO	
780	17	4	3	1	0	NO	NO	
781	337	79	69	10	0	NO	NO	
782	287	67	56	11	0	NO	NO	
783	30	7	6	1	0	NO	NO	
784	30	7	6	1	0	NO	NO	
785	138	32	30	2	0	NO	NO	
786	13	3	2	1	0	NO	NO	
787	145	33	28	5	0	NO	NO	
788	66	15	12	3	0	NO	NO	
789	239	54	44	10	0	NO	NO	
790	372	84	65	19	0	NO	NO	
791	31	7	7	0	0	NO	NO	
792	71	16	16	0	0	NO	NO	
793	40	9	6	3	0	NO	NO	
794	49	6	5	1	0	NO	NO	
795	27	6	5	1	0	NO	NO	
796	135	30	24	6	0	NO	NO	
797	27	6	4	2	0	NO	NO	
798	9	2	2	0	0	NO	NO	
799	18	4	4	0	0	NO	NO	
800	9	2	0	2	0	NO	NO	
801	325	71	48	23	0	NO	NO	
802	55	12	11	1	0	NO	NO	
803	827	180	146	34	0	NO	NO	
804	56	12	11	1	0	NO	NO	

805	14	3	2	1	0	NO	NO	
806	14	3	3	0	0	NO	NO	
807	127	27	25	2	0	NO	NO	
808	189	40	35	4	1	NO	NO	
809	19	4	2	2	0	NO	NO	
810	625	130	103	27	0	NO	NO	
811	39	8	6	1	1	NO	NO	
812	114	23	16	7	0	NO	NO	
813	759	153	112	41	0	NO	NO	
814	283	57	43	14	0	NO	NO	
815	15	3	2	1	0	NO	NO	
816	25	5	2	3	0	NO	NO	
817	15	3	3	0	0	NO	NO	
818	5	1	0	1	0	NO	NO	
819	20	4	3	1	0	NO	NO	
820	20	4	3	1	0	NO	NO	
821	158	31	25	6	0	NO	NO	
822	41	8	6	2	0	NO	NO	
823	77	15	12	3	0	NO	NO	
824	36	7	6	1	0	NO	NO	
825	26	5	4	1	0	NO	NO	
826	68	13	7	6	0	NO	NO	
827	95	18	10	8	0	NO	NO	
828	228	43	33	10	0	NO	NO	
829	16	3	1	2	0	NO	NO	
830	32	6	5	1	0	NO	NO	
831	346	64	54	10	0	NO	NO	
832	163	30	15	15	0	NO	NO	
833	82	15	13	2	0	NO	NO	
834	22	4	2	2	0	NO	NO	
835	22	4	4	0	0	NO	NO	
836	133	24	14	10	0	NO	NO	
837	278	50	36	14	0	NO	NO	

838	39	7	4	3	0	NO	NO	
839	96	17	8	9	0	NO	NO	
840	17	3	2	1	0	NO	NO	
841	17	3	3	0	0	NO	NO	
842	325	56	48	8	0	NO	NO	
843	70	12	9	3	0	NO	NO	
844	123	21	15	6	0	NO	NO	
845	218	37	26	11	0	NO	NO	
846	83	14	12	2	0	NO	NO	
847	54	9	7	2	0	NO	NO	
848	12	2	2	0	0	NO	NO	
849	12	2	2	0	0	NO	NO	
850	6	1	1	0	0	NO	NO	
851	163	27	21	6	0	NO	NO	
852	635	104	86	18	0	NO	NO	
853	80	13	9	4	0	NO	NO	
854	56	9	5	4	0	NO	NO	
855	69	11	6	5	0	NO	NO	
856	57	9	4	5	0	NO	NO	
857	32	5	4	1	0	NO	NO	
858	117	18	14	4	0	NO	NO	
859	65	10	7	3	0	NO	NO	
860	13	2	2	0	0	NO	NO	
861	569	87	57	30	0	NO	NO	
862	33	5	5	0	0	NO	NO	
863	240	36	33	3	0	NO	NO	
864	80	12	10	2	0	NO	NO	
865	80	12	10	2	0	NO	NO	
866	450	67	58	9	0	NO	NO	
867	34	5	3	2	0	NO	NO	
868	34	5	3	2	0	NO	NO	
869	117	17	13	4	0	NO	NO	
870	14	2	1	1	0	NO	NO	

871	14	2	2	0	0	NO	NO	
872	73	10	8	2	0	NO	NO	
873	15	2	2	0	0	NO	NO	
874	23	3	3	0	0	NO	NO	
875	39	5	4	1	0	NO	NO	
876	24	3	2	1	0	NO	NO	
877	8	1	1	0	0	NO	NO	
878	16	2	2	0	0	NO	NO	
879	8	1	1	0	0	NO	NO	
880	8	1	0	1	0	NO	NO	
881	16	2	2	0	0	NO	NO	
882	8	1	0	1	0	NO	NO	
883	66	8	3	5	0	NO	NO	
884	25	3	1	2	0	NO	NO	
885	76	9	8	1	0	NO	NO	
886	94	11	9	2	0	NO	NO	
887	26	3	3	0	0	NO	NO	
888	38	4	2	2	0	NO	NO	
889	19	2	2	0	0	NO	NO	
890	99	10	5	5	0	NO	NO	
891	10	1	1	0	0	NO	NO	
892	21	2	2	0	0	NO	NO	
893	11	1	0	1	0	NO	NO	
894	260	23	17	6	0	NO	NO	
895	35	3	1	2	0	NO	NO	
896	26	2	1	1	0	NO	NO	
897	78	6	3	3	0	NO	NO	
898	97	7	6	1	0	NO	NO	
899	48	3	3	0	0	NO	NO	
900	34	2	2	0	0	NO	NO	
901	19	1	1	0	0	NO	NO	
902	62	3	2	1	0	NO	NO	
903	30	1	1	0	0	NO	NO	

904	32	1	1	0	0	NO	NO	
905	1	0	0	0	0	NO	NO	
906	3	0	0	0	0	NO	NO	
907	5	0	0	0	0	NO	NO	
908	3	0	0	0	0	NO	NO	
909	3	0	0	0	0	NO	NO	
910	16	0	0	0	0	NO	NO	
911	4	0	0	0	0	NO	NO	
912	16	0	0	0	0	NO	NO	
913	2	0	0	0	0	NO	NO	
914	8	0	0	0	0	NO	NO	
915	2	0	0	0	0	NO	NO	
916	12	0	0	0	0	NO	NO	
917	2	0	0	0	0	NO	NO	
918	1	0	0	0	0	NO	NO	
919	1	0	0	0	0	NO	NO	
920	6	0	0	0	0	NO	NO	
921	1	0	0	0	0	NO	NO	
922	1	0	0	0	0	NO	NO	
923	1	0	0	0	0	NO	NO	
924	1	0	0	0	0	NO	NO	
925	1	0	0	0	0	NO	NO	
926	1	0	0	0	0	NO	NO	
927	2	0	0	0	0	NO	NO	
928	1	0	0	0	0	NO	NO	
929	2	0	0	0	0	NO	NO	
930	1	0	0	0	0	NO	NO	
931	9	0	0	0	0	NO	NO	
932	11	0	0	0	0	NO	NO	
933	9	0	0	0	0	NO	NO	
934	19	0	0	0	0	NO	NO	
935	4	0	0	0	0	NO	NO	
936	2	0	0	0	0	NO	NO	

937	6	0	0	0	0	NO	NO	
938	3	0	0	0	0	NO	NO	
939	1	0	0	0	0	NO	NO	
940	4	0	0	0	0	NO	NO	
941	1	0	0	0	0	NO	NO	
942	7	0	0	0	0	NO	NO	
943	2	0	0	0	0	NO	NO	
944	3	0	0	0	0	NO	NO	
945	1	0	0	0	0	NO	NO	
946	11	0	0	0	0	NO	NO	
947	2	0	0	0	0	NO	NO	
948	1	0	0	0	0	NO	NO	
949	2	0	0	0	0	NO	NO	
950	1	0	0	0	0	NO	NO	
951	1	0	0	0	0	NO	NO	
952	1	0	0	0	0	NO	NO	
953	14	0	0	0	0	NO	NO	
954	1	0	0	0	0	NO	NO	
955	1	0	0	0	0	NO	NO	
956	1	0	0	0	0	NO	NO	
957	2	0	0	0	0	NO	NO	
958	1	0	0	0	0	NO	NO	
959	1	0	0	0	0	NO	NO	
960	2	0	0	0	0	NO	NO	
961	6	0	0	0	0	NO	NO	
962	4	0	0	0	0	NO	NO	
963	1	0	0	0	0	NO	NO	
964	11	0	0	0	0	NO	NO	
965	2	0	0	0	0	NO	NO	
966	386	110	99	11	0	NO	NO	
967	159	46	38	8	0	NO	NO	
968	17	3	1	2	0	NO	NO	
969	151	133	119	14	0	YES	NO	

970	151	133	116	14	3	YES	NO	
971	1530	1029	884	131	14	YES	NO	
972	1530	1029	915	89	25	YES	NO	
973	130	89	65	23	1	YES	NO	
974	130	89	77	11	1	YES	NO	

Information on Industrial Action

Name of Organisation:		Unite the Union		Reporting Period	01/01/2022-31/12/2022
Did Union members take industrial action during the return period in response to any inducement on the part of the union?			<u>Yes</u>	If YES, for each industrial action taken please complete the information below	
Industrial Action	Nature of the trade dispute for which action was taken	Dates of the industrial action taken	Number of days of industrial action	Nature of industrial action	Categories of nature of Trade Dispute A: Terms and conditions of employment, or the physical conditions in which any workers are required 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
1	A	01/01/2022-13/02/2022	43	Strike Action	
2	A	06/10/2022-24/12/2022	8	Strike Action	
3	A	04/02/2022	1	Strike Action	
4	A	04/03/2022-20/05/2022	49	Strike Action	
5	A	21/07/2022-08/10/2022	5	Strike Action	
6	C	21/10/2022-16/12/2022	5	Strike Action	
7	A	25/08/2022-12/11/2022	43	Strike Action	
8	A	01/08/2022-12/09/2022	43	Action Short of a Strike	
9	A	25/10/2022-29/11/2022	34	Strike Action	
10	A	05/12/2022-31/12/2022	27	Strike Action	
11	A	05/12/2022-31/12/2022	27	Strike Action	

12	A	05/12/2022-31/12/2022	27	Strike Action
13	A	05/12/2022-31/12/2022	27	Strike Action
14	A	25/04/2022-05/05/2022	6	Strike Action
15	A	01/01/2022-04/01/2022	4	Strike Action
16	A,D	31/01/2022-13/02/2022	14	Strike Action
17	A	22/03/2022-31/03/2022	3	Strike Action
18	A	21/03/2022-29/03/2022	4	Strike Action
19	A	21/03/2022-29/03/2022	4	Strike Action
20	A	21/03/2022-29/03/2022	4	Strike Action
21	D	01/04/2022-10/05/2022	6	Strike Action
22	A	22/06/2022	1	Strike Action
23	A	06/05/2022-28/07/22	83	Action Short of a Strike
24	A,G	04/05/2022-10/06/2022	4	Strike Action
25	A,G	06/05/2022	1	Action short of a strike

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

(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

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.

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.**

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 reportign period proceding 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 inforamation 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	
Name	Simon Hearn
Address	Civica Election Services, 33 Clarendon Road, London N8 0NW
Date	25.05.2023
Contact name and telephone number	Simon Hearn, Managing Director 020 8365 8909