

Unite the Union: Partial Annual Return 2023

Explanatory note

The Certification Officer has been in communication with Unite the Union since its failure to submit an annual return for 2023. 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 Unite				
Year ended:	31 December 2023				
List no:	795				
Head or Main Office address:	Unite House				
	128 Theobalds Road				
	Holbourn				
	London				
Postcode	WC1X 8TN				
Website address (if available)					
Has the address changed during the year to which the return relates?	Yes		No	X	('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:

returns@certoffice.org

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Return of Members

(see notes 10 and 11)

	Number of members at the end of the year				
	Great Britain	Northern Ireland	Irish Republic	Elsewhere Abroad (including Channel Islands)	Totals
	1,103,160	39,694	20,827	13,611	1,177,292
Total	1,103,160	39,694	20,827	13,611	A 1,177,292

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

1,052,350

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

34,338

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 2023		
To note: Elections held in 2023 for the 2023-2026 period		
Surname	Firstname	Notes
Abachor	Suzanne	
Agbley	David	
Ainsworth	Paul	
Allam	Julian	Until June 2023
Allan	Dave	Until June 2023
Allday	Richard	Until June 2023
Atkinson	Nigel	Until June 2023
Baikie	Caroline	
Barnes	Mark	
Bell	Debi	Until June 2023
Borthwick	Dawn	
Bowen	Cliff	
Brennan	Paula	
Buchan	Gary	Until June 2023
Cadman	Chris	
Callaghan	Mary	Until June 2023
Casey	Marie	
Casey	Mick	
Cassidy	Eddie	
Clarke	John	
Collins	Daniel	
Cooper	John	Until June 2023
Darlington	Mick	Until June 2023
Davis	Patricia	
Dempsey	Debbie	
Douglas	Jenny	
Drury	Ken	
Duerdan	Angela	From June 2023
Gibson	Noel	Until June 2023

Gill	Jas	
Gilligan	Wendy	Until June 2023
Goddard	Jacob	
Gould	Matt	
Green	Andy	
Grice	Stuart	From June 2023
Gwyther	Martyn	From June 2023
Hayes	Ruth	
Hibbert	Steve	Until June 2023
Jeffery	Nick	
Jones	Zimeon	Until June 2023
Lanigan	Trudi	
Leach	Frankie	
Lynch	John	
Mansell	Lesley	
Mason	James	Until June 2023
Matthews	Susan	
McCreesh	Bridie	From June 2023
McDonald	Craig	From June 2023
McFarlane	Helen	Until June 2023
McGuinness	Steve	From June 2023
McGuire	Jane	From June 2023
Moloney	Therese	Until June 2023
Moosa	Raffiq	From June 2023
Morris	Frank	Until June 2023
Muna	Suzanne	From June 2023
Murphy	Tom	
Needham	Carl	From June 2023
O'Donnell-Savage	Max	
Owens	Kerry	
Pearson	Antony	Until June 2023
Porter	Mark	
Rafferty	Andy	From June 2023

Robertson	Brian	From June 2023
Rosenthal	Simon	
Ryan	Maggie	
Seaman	Tony	
Sheperd	June	EC member sadly passed away May 2023
Smith	Kathleen	
Smith	Kenneth	Until June 2023
Smith	Michelle	
Sorice	Monica	Until June 2023
Stewart	Jane	
Stewart	Sylvia	From June 2023
Stott	Nigel	
Tatem	Fiona	Until June 2023
Taylor	Jayne	Until June 2023
Thompson	Steve	
Wareing	Nick	
Watson	Carolanne	From June 2023
Wilkins	Steph	From June 2023
Williams	Dave	Until June 2023
Williams	Vanessa	From June 2023
Wilson	Jacqueline	From June 2023
Wiseman	Phil	
Woodhouse	Tony	Until June 2023
Young	Chris	Until June 2023

(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	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?								
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	386	196	196	0	0	Yes	No	
2	70	42	31	11	0	Yes	No	
3	70	42	35	6	1	Yes	No	
4	12	10	9	1	0	Yes	No	
5	12	10	10	0	0	Yes	No	
6	123	106	92	14	0	Yes	No	
7	123	106	90	15	1	Yes	No	
8	28	19	19	0	0	Yes	Yes	Yes
9	761	530	390	139	1	Yes	No	
10	761	530	436	92	2	Yes	No	
11	51	44	43	1	0	Yes	No	
12	51	44	42	0	2	Yes	No	
13	44	40	40	0	0	Yes	No	
14	44	40	39	0	1	Yes	No	

15	234	218	216	2	0	Yes	No	
16	234	218	212	4	2	Yes	No	
17	421	242	228	12	2	Yes	No	
18	421	242	227	12	3	Yes	No	
19	463	343	292	48	3	Yes	No	
20	463	343	285	58	0	Yes	No	
21	85	68	63	5	0	Yes	No	
22	101	86	85	1	0	Yes	No	
23	61	44	39	5	0	Yes	No	
24	24	16	16	0	0	Yes	No	
25	17	11	8	3	0	Yes	No	
26	148	95	92	2	1	Yes	No	
27	62	39	30	9	0	Yes	No	
28	303	184	154	30	0	Yes	No	
29	94	57	26	30	1	Yes	No	
30	40	24	20	4	0	Yes	No	
31	142	82	76	6	0	Yes	No	
32	42	24	19	5	0	Yes	No	
33	45	25	20	5	0	Yes	No	
34	211	115	114	1	0	Yes	No	
35	112	61	61	0	0	Yes	No	
36	26	14	11	3	0	Yes	No	
37	207	110	82	28	0	Yes	No	
38	446	236	217	18	1	Yes	No	
39	110	58	52	6	0	Yes	No	
40	73	38	29	9	0	Yes	No	
41	183	95	79	16	0	Yes	No	
42	110	57	49	8	0	Yes	No	
43	257	131	118	13	0	Yes	No	
44	63	32	20	12	0	Yes	No	
45	264	133	114	19	0	Yes	No	
46	52	25	21	4	0	No	No	
47	96	44	40	3	1	No	No	

48	254	115	80	35	0	No	No	
49	29	13	12	1	0	No	No	
50	77	34	25	9	0	No	No	
51	59	26	17	9	0	No	No	
52	279	122	91	31	0	No	No	
53	200	87	77	10	0	No	No	
54	60	26	19	7	0	No	No	
55	30	13	10	3	0	No	No	
56	44	19	18	1	0	No	No	
57	141	60	54	6	0	No	No	
58	29	12	7	5	0	No	No	
59	360	146	122	24	0	No	No	
60	75	30	28	2	0	No	No	
61	30	12	9	3	0	No	No	
62	10	4	4	0	0	No	No	
63	921	362	320	41	1	No	No	
64	202	78	73	5	0	No	No	
65	13	5	3	2	0	No	No	
66	21	8	8	0	0	No	No	
67	594	226	176	50	0	No	No	
68	872	331	256	73	2	No	No	
69	45	17	14	3	0	No	No	
70	32	12	11	1	0	No	No	
71	134	50	46	4	0	No	No	
72	38	14	13	1	0	No	No	
73	11	4	4	0	0	No	No	
74	11	4	3	1	0	No	No	
75	11	4	4	0	0	No	No	
76	66	24	23	1	0	No	No	
77	11	4	4	0	0	No	No	
78	72	26	24	2	0	No	No	
79	402	143	104	39	0	No	No	
80	625	221	166	55	0	No	No	

81	57	20	19	1	0	No	No	
82	825	286	230	56	0	No	No	
83	960	329	276	53	0	No	No	
84	38	13	9	4	0	No	No	
85	201	68	55	13	0	No	No	
86	74	25	8	17	0	No	No	
87	175	59	51	8	0	No	No	
88	639	213	159	54	0	No	No	
89	54	18	10	8	0	No	No	
90	57	19	14	5	0	No	No	
91	12	4	3	1	0	No	No	
92	249	82	59	23	0	No	No	
93	161	53	45	8	0	No	No	
94	314	102	74	28	0	No	No	
95	84	27	17	10	0	No	No	
96	22	7	5	2	0	No	No	
97	51	16	14	2	0	No	No	
98	67	21	19	2	0	No	No	
99	80	25	21	4	0	No	No	
100	42	13	8	5	0	No	No	
101	120	37	27	10	0	No	No	
102	182	56	37	19	0	No	No	
103	69	21	16	5	0	No	No	
104	356	107	80	27	0	No	No	
105	121	36	29	7	0	No	No	
106	149	44	40	4	0	No	No	
107	34	10	10	0	0	No	No	
108	108	31	25	6	0	No	No	
109	21	6	5	1	0	No	No	
110	348	98	77	20	1	No	No	
111	36	10	10	0	0	No	No	
112	11	3	1	2	0	No	No	
113	195	53	48	5	0	No	No	

114	395	107	72	35	0	No	No	
115	168	45	33	12	0	No	No	
116	15	4	3	1	0	No	No	
117	19	5	1	4	0	No	No	
118	597	157	108	49	0	No	No	
119	42	11	7	4	0	No	No	
120	117	30	19	11	0	No	No	
121	575	147	91	56	0	No	No	
122	63	16	9	7	0	No	No	
123	91	23	14	9	0	No	No	
124	103	26	23	3	0	No	No	
125	143	36	29	6	1	No	No	
126	20	5	3	1	1	No	No	
127	8	2	1	1	0	No	No	
128	24	6	4	2	0	No	No	
129	78	19	10	9	0	No	No	
130	83	20	16	4	0	No	No	
131	490	117	84	33	0	No	No	
132	21	5	4	1	0	No	No	
133	21	5	5	0	0	No	No	
134	160	38	29	9	0	No	No	
135	38	9	5	4	0	No	No	
136	17	4	3	1	0	No	No	
137	30	7	3	4	0	No	No	
138	274	63	44	19	0	No	No	
139	235	54	38	16	0	No	No	
140	97	22	20	2	0	No	No	
141	263	59	40	18	1	No	No	
142	18	4	2	2	0	No	No	
143	90	20	19	1	0	No	No	
144	511	113	90	22	1	No	No	
145	355	78	62	16	0	No	No	
146	255	55	40	15	0	No	No	

147	79	17	12	5	0	No	No	
148	42	9	8	1	0	No	No	
149	33	7	4	3	0	No	No	
150	170	36	30	6	0	No	No	
151	196	40	23	17	0	No	No	
152	55	11	8	3	0	No	No	
153	45	9	6	3	0	No	No	
154	31	6	4	2	0	No	No	
155	99	19	13	6	0	No	No	
156	21	4	3	1	0	No	No	
157	21	4	1	3	0	No	No	
158	53	10	3	7	0	No	No	
159	55	10	8	2	0	No	No	
160	17	3	2	1	0	No	No	
161	17	3	2	1	0	No	No	
162	69	12	11	1	0	No	No	
163	23	4	4	0	0	No	No	
164	29	5	5	0	0	No	No	
165	112	19	14	5	0	No	No	
166	59	10	7	3	0	No	No	
167	30	5	3	2	0	No	No	
168	18	3	3	0	0	No	No	
169	74	12	12	0	0	No	No	
170	105	17	15	2	0	No	No	
171	858	137	100	37	0	No	No	
172	32	5	3	2	0	No	No	
173	33	5	5	0	0	No	No	
174	254	38	34	4	0	No	No	
175	54	8	5	3	0	No	No	
176	28	4	4	0	0	No	No	
177	14	2	2	0	0	No	No	
178	14	2	1	1	0	No	No	
179	271	38	26	12	0	No	No	

180	335	42	34	8	0	No	No	
181	194	24	18	6	0	No	No	
182	66	8	7	1	0	No	No	
183	86	10	8	2	0	No	No	
184	112	13	9	4	0	No	No	
185	138	16	14	2	0	No	No	
186	87	10	7	3	0	No	No	
187	44	5	5	0	0	No	No	
188	18	2	1	1	0	No	No	
189	76	8	8	0	0	No	No	
190	10	1	1	0	0	No	No	
191	84	8	7	1	0	No	No	
192	36	3	2	1	0	No	No	
193	89	7	7	0	0	No	No	
194	21	1	1	0	0	No	No	
195	15	1	1	0	0	No	No	
196	17	1	1	0	0	No	No	
197	41	3	2	1	0	No	No	
198	27	1	1	0	0	No	No	
199	16	0	0	0	0	No	No	
200	9	0	0	0	0	No	No	
201	16	0	0	0	0	No	No	
202	50	15	13	2	0	No	No	
203	119	107	104	2	1	Yes	No	
204	119	107	51	52	4	Yes	No	
205	12	11	11	0	0	Yes	No	
206	12	11	3	7	1	Yes	No	
207	71	60	58	2	0	Yes	No	
208	71	60	45	6	9	Yes	No	
209	71	50	19	29	2	Yes	Yes	No
210	71	50	38	12	0	Yes	Yes	Yes
211	77	69	44	25	0	Yes	No	
212	77	69	54	14	1	Yes	No	

213	40	31	30	1	0	Yes	No	
214	32	17	17	0	0	Yes	No	
215	54	25	21	3	1	No	No	
216	56	45	44	1	0	Yes	No	
217	8	6	6	0	0	Yes	No	
218	5	4	4	0	0	Yes	No	
219	90	54	51	3	0	Yes	No	
220	39	27	24	3	0	Yes	No	
221	45	39	33	6	0	Yes	No	
222	45	39	36	3	0	Yes	No	
223	10	8	8	0	0	Yes	No	
224	42	33	32	1	0	Yes	No	
225	42	33	30	1	2	Yes	No	
226	9	9	9	0	0	Yes	No	
227	9	9	9	0	0	Yes	No	
228	150	112	107	5	0	Yes	No	
229	150	112	107	4	1	Yes	No	
230	200	176	168	8	0	Yes	No	
231	200	176	170	5	1	Yes	No	
232	17	9	9	0	0	Yes	No	
233	42	36	36	0	0	Yes	No	
234	42	36	34	1	1	Yes	No	
235	675	350	335	11	4	Yes	No	
236	675	350	329	11	10	Yes	No	
237	344	237	233	4	0	Yes	No	
238	344	237	225	8	4	Yes	No	
239	83	60	56	4	0	Yes	No	
240	83	60	60	0	0	Yes	No	
241	320	228	216	12	0	Yes	No	
242	320	228	218	9	1	Yes	No	
243	38	31	10	21	0	Yes	No	
244	38	31	9	21	1	Yes	No	
245	77	44	33	11	0	Yes	No	

246	77	44	36	8	0	Yes	No	
247	91	66	63	3	0	Yes	No	
248	91	66	63	3	0	Yes	No	
249	52	39	39	0	0	Yes	No	
250	52	39	39	0	0	Yes	No	
251	97	62	61	1	0	Yes	No	
252	90	53	49	4	0	Yes	No	
253	90	53	47	4	2	Yes	No	
254	4	4	4	0	0	Yes	No	
255	4	4	4	0	0	Yes	No	
256	218	129	121	7	1	Yes	No	
257	218	129	113	10	6	Yes	No	
258	130	87	84	3	0	Yes	No	
259	130	87	85	1	1	Yes	No	
260	31	19	19	0	0	Yes	No	
261	31	19	19	0	0	Yes	No	
262	2	2	2	0	0	Yes	No	
263	2	2	0	1	1	Yes	No	
264	8	8	6	2	0	Yes	No	
265	8	7	5	2	0	Yes	No	
266	14	11	11	0	0	Yes	No	
267	14	11	11	0	0	Yes	No	
268	157	65	63	2	0	No	No	
269	157	65	64	1	0	No	No	
270	13	11	11	0	0	Yes	No	
271	1	1	1	0	0	Yes	No	
272	2	1	1	0	0	Yes	No	
273	24	13	11	2	0	Yes	No	
274	73	52	45	7	0	Yes	No	
275	6	4	4	0	0	Yes	No	
276	3	2	2	0	0	Yes	No	
277	2	1	1	0	0	Yes	No	
278	9	5	5	0	0	Yes	No	

279	7	3	3	0	0	No	No	
280	3	0	0	0	0	No	No	
281	37	32	29	3	0	Yes	No	
282	123	100	80	20	0	Yes	No	
283	123	100	79	19	2	Yes	No	
284	56	29	23	6	0	Yes	No	
285	56	29	26	3	0	Yes	No	
286	46	33	29	4	0	Yes	No	
287	46	33	30	3	0	Yes	No	
288	25	20	17	3	0	Yes	No	
289	25	20	19	1	0	Yes	No	
290	285	213	180	32	1	Yes	No	
291	193	171	159	12	0	Yes	No	
292	67	47	31	16	0	Yes	No	
293	67	47	33	14	0	Yes	No	
294	39	22	20	2	0	Yes	No	
295	39	22	20	1	1	Yes	No	
296	26	26	26	0	0	Yes	No	
297	97	80	51	29	0	Yes	No	
298	97	80	69	9	2	Yes	No	
299	156	135	122	13	0	Yes	No	
300	17	10	10	0	0	Yes	No	
301	308	201	197	4	0	Yes	No	
302	143	124	123	1	0	Yes	No	
303	69	63	60	3	0	Yes	No	
304	27	14	14	0	0	Yes	No	
305	42	24	22	2	0	Yes	No	
306	14	10	2	8	0	Yes	No	
307	9	6	5	1	0	Yes	No	
308	9	6	5	1	0	Yes	No	
309	170	130	129	1	0	Yes	No	
310	170	130	118	10	2	Yes	No	
311	20	11	9	2	0	Yes	No	

312	17	9	9	0	0	Yes	No	
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314	158	78	74	4	0	No	No	
315	296	158	148	10	0	Yes	No	
316	12	6	5	1	0	Yes	No	
317	17	9	6	3	0	Yes	No	
318	265	143	133	10	0	Yes	No	
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322	231	56	43	13	0	No	No	
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347	80	35	14	21	0	No	No	
348	147	48	36	12	0	No	No	
349	62	26	21	5	0	No	No	
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352	503	288	252	35	1	Yes	No	
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361	237	164	156	8	0	Yes	No	
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364	95	77	74	3	0	Yes	No	
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467	73	47	47	0	0	Yes	No	
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512	524	429	391	38	0	Yes	No	
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514	128	38	32	5	1	No	No	
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564	318	240	230	10	0	Yes	No	
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753	68	51	41	9	1	Yes	No	
754	68	51	42	9	0	Yes	No	
755	283	207	191	16	0	Yes	No	
756	84	64	57	6	1	Yes	No	
757	84	64	56	4	4	Yes	No	
758	245	183	178	5	0	Yes	No	
759	63	42	42	0	0	Yes	No	
760	54	27	20	7	0	Yes	No	
761	54	27	24	3	0	Yes	No	
762	125	93	23	65	5	Yes	No	
763	125	93	55	38	0	Yes	No	
764	101	69	68	1	0	Yes	No	
765	101	69	66	2	1	Yes	No	
766	50	49	43	5	1	Yes	No	
767	50	49	47	1	1	Yes	No	
768	21	19	19	0	0	Yes	No	
769	6	4	4	0	0	Yes	No	
770	464	168	153	15	0	No	No	
771	843	412	391	20	1	No	No	
772	12	11	10	1	0	Yes	No	
773	12	11	11	0	0	Yes	No	

774	174	110	96	14	0	Yes	No	
775	42	17	9	8	0	No	No	
776	1324	961	612	348	1	Yes	No	
777	819	440	404	35	1	Yes	No	
778	263	161	97	64	0	Yes	No	
779	23	23	23	0	0	Yes	No	
780	131	93	79	13	1	Yes	No	
781	131	93	79	14	0	Yes	No	
782	419	302	245	57	0	Yes	Yes	Yes
783	90	81	26	55	0	Yes	Yes	No
784	25	13	6	7	0	Yes	Yes	No
785	193	74	26	48	0	No	Yes	No
786	87	30	10	20	0	No	Yes	No
787	458	247	164	83	0	Yes	Yes	No
788	572	289	221	68	0	Yes	Yes	No
789	1041	608	506	102	0	Yes	Yes	Yes
790	79	58	8	50	0	Yes	No	
791	104	57	28	29	0	Yes	No	
792	426	238	117	121	0	Yes	Yes	
793	578	411	382	28	1	Yes	No	
794	80	72	69	3	0	Yes	No	
795	432	252	234	17	1	Yes	Yes	Yes
796	432	252	226	17	9	Yes	Yes	Yes
797	143	41	34	7	0	No	No	
798	153	54	39	15	0	No	Yes	No
799	216	140	129	11	0	Yes	No	
800	59	54	52	1	1	Yes	No	
801	59	54	48	2	4	Yes	No	
802	40	37	29	8	0	Yes	No	
803	76	59	40	19	0	Yes	No	
804	130	98	85	13	0	Yes	No	
805	81	60	58	2	0	Yes	No	
806	100	58	57	1	0	Yes	Yes	Yes

807	108	63	59	4	0	Yes	Yes	Yes
808	255	143	139	3	1	Yes	Yes	Yes
809	109	57	55	2	0	Yes	Yes	Yes
810	313	170	155	13	2	Yes	Yes	Yes
811	240	128	127	1	0	Yes	Yes	Yes
812	356	190	183	6	1	Yes	Yes	Yes
813	268	152	144	8	0	Yes	Yes	Yes
814	587	370	314	56	0	Yes	Yes	Yes
815	66	60	59	1	0	Yes	No	
816	38	22	22	0	0	Yes	Yes	Yes
817	101	63	61	2	0	Yes	No	
818	31	16	14	2	0	Yes	No	
819	27	15	15	0	0	Yes	No	
820	117	72	70	2	0	Yes	No	
821	21	13	13	0	0	Yes	No	
822	153	54	39	15	0	No	Yes	No
823	143	41	34	7	0	No	No	
824	55	10	8	2	0	No	No	
825	30	27	27	0	0	Yes	No	
826	17	16	15	1	0	Yes	No	
827	17	16	15	1	0	Yes	No	
828	116	108	107	1	0	Yes	No	
829	116	108	107	1	0	Yes	No	
830	56	38	30	8	0	Yes	No	
831	366	205	186	18	1	Yes	No	
832	231	62	55	7	0	No	No	
833	310	72	67	5	0	No	No	
834	117	77	68	9	0	Yes	No	
835	29	19	15	4	0	Yes	No	
836	29	19	16	3	0	Yes	No	
837	1090	640	609	31	0	Yes	No	
838	89	48	45	3	0	Yes	No	
839	449	264	260	4	0	Yes	No	

840	102	88	69	19	0	Yes	No	
841	46	22	21	1	0	No	Yes	No
842	320	220	209	11	0	Yes	Yes	Yes
843	31	21	21	0	0	Yes	No	
844	17	16	16	0	0	Yes	No	
845	254	38	34	4	0	No	No	
846	44	19	18	1	0	No	No	
847	169	144	130	14	0	Yes	No	
848	101	38	34	4	0	No	No	
849	42	39	39	0	0	Yes	No	
850	4	4	4	0	0	Yes	Yes	Yes
851	23	16	16	0	0	Yes	Yes	Yes
852	15	11	11	0	0	Yes	Yes	Yes
853	9	5	5	0	0	Yes	Yes	Yes
854	92	70	70	0	0	Yes	Yes	Yes
855	6	1	1	0	0	No	Yes	No
856	12	6	5	1	0	Yes	Yes	No
857	22	15	15	0	0	Yes	Yes	Yes
858	12	8	7	1	0	Yes	Yes	Yes
859	102	40	32	8	0	No	No	
860	45	36	31	5	0	Yes	No	
861	182	139	99	40	0	Yes	No	
862	182	139	112	26	1	Yes	No	
863	38	26	21	5	0	Yes	No	
864	109	75	72	2	1	Yes	No	
865	15	12	12	0	0	Yes	No	
866	19	19	18	0	1	Yes	No	
867	19	14	13	0	1	Yes	No	
868	67	37	37	0	0	Yes	No	
869	67	37	36	1	0	Yes	No	
870	18	13	13	0	0	Yes	No	
871	448	244	184	60	0	Yes	No	
872	220	157	128	27	2	Yes	No	

873	220	157	134	21	2	Yes	No	
874	40	24	20	4	0	Yes	No	
875	1056	388	345	43	0	No	No	
876	120	41	41	0	0	No	Yes	No
877	120	41	39	1	1	No	Yes	No
878	324	139	135	2	2	No	Yes	No
879	324	139	132	3	4	No	Yes	No
880	110	61	61	0	0	Yes	Yes	Yes
881	110	61	59	1	1	Yes	Yes	Yes
882	235	106	103	3	0	No	Yes	No
883	235	106	94	5	7	No	Yes	No
884	367	175	172	3	0	No	Yes	No
885	367	175	157	5	13	No	Yes	No
886	277	140	133	6	1	Yes	Yes	Yes
887	277	140	125	6	9	Yes	Yes	Yes
888	102	55	52	3	0	Yes	Yes	Yes
889	102	55	47	4	4	Yes	Yes	Yes
890	100	50	47	3	0	Yes	Yes	Yes
891	100	50	42	6	2	Yes	Yes	Yes
892	272	138	136	1	1	Yes	Yes	Yes
893	272	138	136	2	0	Yes	Yes	Yes
894	192	68	62	6	0	No	Yes	No
895	192	68	61	4	3	No	Yes	No
896	47	31	9	21	1	Yes	No	
897	47	31	18	13	0	Yes	No	
898	38	9	5	4	0	No	No	
899	38	9	6	3	0	No	No	
900	37	15	13	2	0	No	No	
901	37	15	10	3	2	No	No	
902	406	300	243	57	0	Yes	No	
903	30	21	19	2	0	Yes	No	
904	13	8	5	3	0	Yes	No	
905	63	50	48	2	0	Yes	No	

906	57	41	40	1	0	Yes	No	
907	10	9	8	1	0	Yes	No	
908	77	53	48	5	0	Yes	No	
909	221	128	105	23	0	Yes	No	
910	57	41	40	1	0	Yes	Yes	Yes
911	13	11	11	0	0	Yes	No	
912	376	211	207	2	2	Yes	Yes	Yes
913	376	211	199	5	7	Yes	Yes	Yes
914	124	62	60	2	0	Yes	Yes	Yes
915	124	62	52	5	5	Yes	Yes	Yes
916	323	189	185	3	1	Yes	Yes	Yes
917	323	189	173	5	11	Yes	Yes	Yes
918	240	100	99	0	1	No	Yes	No
919	240	100	94	0	6	No	Yes	No
920	110	60	53	7	0	Yes	No	
921	51	27	26	1	0	Yes	No	
922	17	15	15	0	0	Yes	No	
923	224	65	53	12	0	No	No	
924	88	33	28	5	0	No	No	
925	67	25	15	10	0	No	No	
926	121	97	96	1	0	Yes	No	
927	121	97	95	2	0	Yes	No	
928	36	72	35	1	36	Yes	No	
929	21	15	8	7	0	Yes	No	
930	21	15	7	7	1	Yes	No	
931	157	78	64	14	0	No	No	
932	157	78	59	16	3	No	No	
933	2	1	0	1	0	Yes	No	
934	2	1	1	0	0	Yes	No	
935	20	20	14	6	0	Yes	No	
936	62	27	25	2	0	No	No	
937	385	305	192	113	0	Yes	No	
938	385	305	219	86	0	Yes	No	

939	18	18	17	0	1	Yes	No	
940	10	9	9	0	0	Yes	No	
941	150	71	63	6	2	No	No	
942	150	71	64	6	1	No	No	
943	62	49	47	2	0	Yes	Yes	Yes
944	557	464	449	14	1	Yes	No	
945	557	464	449	11	4	Yes	No	
946	43	33	31	2	0	Yes	No	
947	43	33	31	2	0	Yes	No	
948	82	65	63	2	0	Yes	No	
949	82	65	62	3	0	Yes	No	
950	149	108	104	3	1	Yes	No	
951	149	108	102	3	3	Yes	No	
952	53	38	36	2	0	Yes	No	
953	53	38	37	0	1	Yes	No	
954	49	31	28	3	0	Yes	No	
955	49	31	29	2	0	Yes	No	
956	256	218	213	5	0	Yes	No	
957	256	218	212	5	1	Yes	No	
958	184	143	138	5	0	Yes	No	
959	184	143	137	5	1	Yes	No	
960	5	0	0	0	0	No	No	
961	10	1	1	0	0	No	No	
962	50	15	8	7	0	No	No	
963	31	5	4	1	0	No	No	
964	6	2	1	1	0	No	No	
965	228	73	62	11	0	No	No	
966	24	6	6	0	0	No	No	
967	42	10	8	2	0	No	No	
968	15	4	4	0	0	No	No	
969	6	2	1	1	0	No	No	
970	40	12	11	1	0	No	No	
971	5	2	2	0	0	No	No	

972	5	0	0	0	0	No	No	
973	59	18	16	2	0	No	No	
974	31	26	17	9	0	Yes	No	
975	31	26	21	4	1	Yes	No	
976	185	117	104	12	1	Yes	No	
977	185	117	105	9	3	Yes	No	
978	20	13	12	1	0	Yes	No	
979	21	17	17	0	0	Yes	No	
980	19	12	6	6	0	Yes	No	
981	26	21	10	11	0	Yes	No	
982	16	15	15	0	0	Yes	No	
983	16	15	15	0	0	Yes	No	
984	39	34	30	4	0	Yes	No	
985	39	34	30	4	0	Yes	No	
986	12	4	2	2	0	No	No	
987	12	4	3	1	0	No	No	
988	142	48	38	9	1	No	No	
989	142	48	42	6	0	No	No	
990	20	5	4	1	0	No	No	
991	20	5	5	0	0	No	No	
992	89	28	27	1	0	No	No	
993	89	28	27	1	0	No	No	
994	7	5	5	0	0	Yes	No	
995	7	5	4	0	1	Yes	No	
996	6	4	4	0	0	Yes	No	
997	6	4	4	0	0	Yes	No	
998	484	395	328	67	0	Yes	No	
999	6	4	3	1	0	Yes	No	
1000	6	4	3	1	0	Yes	No	
1001	13	9	9	0	0	Yes	No	
1002	13	9	9	0	0	Yes	No	
1003	9	2	1	1	0	No	No	
1004	9	2	2	0	0	No	No	

1005	208	163	160	2	1	Yes	No	
1006	32	31	30	1	0	Yes	No	
1007	106	88	67	21	0	Yes	No	
1008	327	219	207	12	0	Yes	No	
1009	10	9	9	0	0	Yes	No	
1010	94	78	77	1	0	Yes	No	
1011	88	76	74	2	0	Yes	No	
1012	8	7	7	0	0	Yes	No	
1013	53	32	24	8	0	Yes	No	
1014	53	32	21	9	2	Yes	No	
1015	13	6	6	0	0	No	Yes	Yes
1016	13	6	6	0	0	No	Yes	Yes
1017	145	100	89	11	0	Yes	No	
1018	26	17	10	7	0	Yes	No	
1019	89	80	79	1	0	Yes	No	
1020	225	129	105	24	0	Yes	No	
1021	246	171	167	4	0	Yes	No	
1022	246	171	162	6	3	Yes	No	
1023	7	5	5	0	0	Yes	No	
1024	232	84	42	42	0	No	No	
1025	136	68	64	4	0	Yes	No	
1026	1158	712	527	181	4	Yes	No	
1027	1158	712	595	100	17	Yes	No	
1028	37	33	33	0	0	Yes	No	
1029	35	27	18	9	0	Yes	No	
1030	144	73	60	13	0	Yes	No	
1031	144	73	59	13	1	Yes	No	
1032	172	126	119	7	0	Yes	No	
1033	75	52	49	2	1	Yes	No	
1034	49	35	34	1	0	Yes	No	
1035	4	4	4	0	0	Yes	No	
1036	10	8	8	0	0	Yes	No	
1037	982	635	554	74	7	Yes	No	

1038	982	635	603	21	11	Yes	No	
1039	8	4	2	2	0	Yes	No	
1040	8	4	4	0	0	Yes	No	
1041	9	8	8	0	0	Yes	No	
1042	9	4	4	0	0	No	No	
1043	168	82	68	13	1	No	No	
1044	168	82	69	10	3	No	No	
1045	89	65	36	29	0	Yes	No	
1046	78	50	20	30	0	Yes	No	
1047	110	76	60	13	3	Yes	No	
1048	110	76	72	4	0	Yes	No	
1049	109	93	42	51	0	Yes	No	
1050	24	16	16	0	0	Yes	No	
1051	228	180	170	9	1	Yes	No	
1052	134	86	66	20	0	Yes	No	
1053	178	61	41	20	0	No	No	
1054	42	22	8	14	0	Yes	No	
1055	42	22	10	10	2	Yes	No	
1056	28	26	22	4	0	Yes	No	
1057	28	26	23	3	0	Yes	No	
1058	183	161	146	15	0	Yes	No	
1059	183	161	149	9	3	Yes	No	
1060	46	37	37	0	0	Yes	No	
1061	219	182	172	10	0	Yes	No	
1062	22	19	16	3	0	Yes	No	
1063	121	94	88	6	0	Yes	No	
1064	234	147	129	18	0	Yes	No	
1065	78	58	57	1	0	Yes	No	
1066	9	4	3	1	0	No	No	

Information on Industrial Action

Name of Organisation:		UNITE THE UNION		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>	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
1	A	01/01/2023-14/01/2023	14	Strike Action	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 trade union to represent workers in such negotiation or consultation or in the
2	A	02/05/2023	1	Strike Action	
3	A	17/04/2023-16/08/2023	122	Action Short of a Strike	
4	A	11/04/2023-21/09/2023	13	Strike Action	
5	A			Strike Action	
6	A	01/05/2023-31/05/2023	31	Action Short of a Strike	
7	A	28/08/23-29/08/23	2	Strike Action	
8	A	18/09/2023-01/10/2023	13	Strike Action	
9	A	04/09/23-29/10/2023	49	Strike Action	
10	A	18/09/2023-15/10/2023	26	Strike Action	
11	A	25/09/2023-24/12/2023	15	Strike Action	
12	A	04/09/2023-27/11/2023	63	Strike Action	

13	A	03/10/2023,04/10/2023,05/10/2023,06/10/2023,10/10/2023,11/10/2023,12/10/2023,13/10/2023,24/10/2023,25/10/2023,26/10/2023,27/10/2023,31/10/2023,01/11/2023,02/11/2023,03/11/2023,08/11/2023,09/11/2023,10/11/2023,14/11/2023,15/11/2023,16/11/2023,17/11/2023,21/11/2023,22/11/2023,23/11/2023,24/11/2023,28/11/2023,29/11/2023,30/11/2023,01/12/2023,05/12/2023,06/12/2023,07/12/2023	34	Strike Action
14	A	27/09/2023,28/09/2023,04/10/2023,05/10/2023	4	Strike Action
15	A	25/09/2023-22/10/2023	28	Strike Action
16	A	06/09/2023-13/09/2023	2	Strike Action
17	A	17/11/2023-30/11/2023	14	Action Short of a Strike
18	A	20/11/2023-23/12/2023	20	Strike Action
19	A	09/01/2023-13/02/2023	15	Strike Action
20	A	09/01/2023-13/02/2023	36	Action Short of a Strike
21	A	04/01/2023-09/01/2023	6	Strike Action
22	A	14/01/2023-03/04/2023	24	Strike Action
23	A	18/01/2023,19/01/2023,20/01/2023	3	Strike Action
24	A	01/01/2023-20/01/2023	20	Action Short of a Strike
25	A	05/01/2023,06/01/2023	2	Strike Action

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

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	23.05.24
Contact name and telephone number	Simon Hearn, Managing Director 020 8365 8909