

Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	GMB		
Year ended:	31st December 2024		
List no:	707T		
Head or Main Office address:	Mary Turner House		
	22 Stephenson Road		
	London		
Postcode	NW1 2HD		
Website address (if available)	www.gmb.org.uk		
Has the address changed during the year to which the return relates?	Yes	No	X
General Secretary:	Gary Smith		
Telephone Number:	0141 849 6600		
Contact name for queries regarding the completion of this return	Alison Turtle		
Telephone Number:	0141 849 6600		
E-mail:	alison.turtle@gmb.org.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

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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
	560,595	10,525	31	346	571,497
Total	560,595	10,525	31	346	A 571,497

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

490,914

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

231

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
Please see attached schedule			

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:

Change of Officers

Position Held	Name of Officer ceasing to hold Office	Name of Officer Appointed	Date of Change
Executive	Malcolm Sage		13/06/2024
Executive	Kathy Abu-Bakir		13/06/2024
Executive		Geraldine Agbor	13/06/2024
Executive		Mohammad Akbar	13/06/2024
Executive		Kamran Ali	13/06/2024
Executive	Shane Allinson		17/01/2024
Executive		James Barwise	13/06/2024
Executive		Tracy Beeson	13/06/2024
Executive	Arron Bevan-John		13/06/2024
Executive		Janet Buoeay	13/06/2024
Executive		Dian Burke	13/06/2024
Executive	Amanda Burley		13/06/2024
Executive		Maxine Butler	13/06/2024
Executive	Mike Carr		13/06/2024
Executive		Linda Carr-Pollock	13/06/2024
Executive		Brenda Carson	13/06/2024
Executive		Ian Clarke	13/06/2024
Executive		David Clegg	13/06/2024
Executive		Dave Clements	13/06/2024
Executive		John Colbert	13/06/2024
Executive		Rosemary Cooper	13/06/2024
Executive	Sandra Daniell		13/06/2024
Executive		Sonya Davis	13/06/2024
Executive		Simon Day	13/06/2024
Executive	Anne Dean		13/06/2024
Executive	John Dolan		13/06/2024
Executive		Kay Doherty	13/06/2024
Executive		Dave Douglas	13/06/2024
Executive		Lindsay England	13/06/2024
Executive	Danny Faith		13/06/2024
Executive	Brian Farr		13/06/2024
Executive		Connor Foggin	13/06/2024
Executive		Mirima Fryer	13/06/2024
Executive	Mirima Fryer		15/10/2024
Executive	Shailesh Gaglani		13/06/2024
Executive		Christine Golding	13/06/2024
Executive	Margaret Gregg		13/06/2024
Executive	Fiona Heneghan		13/06/2024
Executive	Kevan Hensby		13/06/2024
Executive	David Hope		13/06/2024
Executive		Paul Hunt	13/06/2024
Executive	Sarah Hurley		13/06/2024
Executive		Cathrine Jones	13/06/2024
Executive	Farzana Jumma		13/06/2024
Executive		Dawn Lovatt	13/06/2024
Executive		Lyubomir Marinov	13/06/2024
Executive	Evelyn Martin		13/06/2024
Executive		Lynette McGaffin	13/06/2024
Executive	David McLean		13/06/2024
Executive	June Minnery		13/06/2024
Executive		Jacqueline Murphy	13/06/2024
Executive		Joe Olive	13/06/2024
Executive	Cath Pinder		09/07/2024
Executive		Ruth Pitchford	13/06/2024
Executive		Syed Raza	13/06/2024

Executive	Gordon Richardson		13/06/2024
Executive	Carol Robertson		13/06/2024
Executive	Robbie Scott		13/06/2024
Executive	Vivien Smart		13/06/2024
Executive		Nathaniel Tetteh	13/06/2024
Executive		Shona Thomson	13/06/2024
Executive		Paul Turner	13/06/2024
Executive	Susan Walker		13/06/2024
Executive	John Warcup		13/06/2024
Executive	Robert Welham		13/06/2024
Executive		Mathew Williams	13/06/2024
Executive	Lorraine Winson		13/06/2024
Executive	Alan Woodward		13/06/2024
Executive	Samanta Zubruté		13/06/2024

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]

GMB: 707T

AR21 - P2A Attachment

Officers in Post at 31 December 2024

Name of Officer	Position	Date of Appointment
Gary Smith	General Secretary	03/06/2021
Barbara Plant	President	13/06/2024
Geraldine Agbor	Executive	13/06/2024
Mohammad Akbar	Executive	13/06/2024
Kamran Ali	Executive	13/06/2024
Tracey Ashton	Executive	13/06/2024
James Barwise	Executive	13/06/2024
Tracy Beeson	Executive	13/06/2024
Janet Buoey	Executive	13/06/2024
Gwylan Brinkworth	Executive	13/06/2024
Kevin Buchanan	Executive	13/06/2024
Dian Burke	Executive	13/06/2024
Maxine Butler	Executive	13/06/2024
Linda Carr-Pollock	Executive	13/06/2024
Brenda Carson	Executive	13/06/2024
Ian Clarke	Executive	13/06/2024
Richard Clarke	Executive	13/06/2024
Margaret Clarke	Executive	13/06/2024
Carol Clarkson	Executive	13/06/2024
David Clegg	Executive	13/06/2024
Dave Clements	Executive	13/06/2024
John Colbert	Executive	13/06/2024
Rosemary Cooper	Executive	13/06/2024
Elaine Daley	Executive	13/06/2024
Sonya Davis	Executive	13/06/2024
Simon Day	Executive	13/06/2024
Kay Doherty	Executive	13/06/2024
Dave Douglas	Executive	13/06/2024
Lindsay England	Executive	13/06/2024
David Flanagan	Executive	13/06/2024
Connor Foggin	Executive	13/06/2024
Gordon Gibbs	Executive	13/06/2024
Dean Gilligan	Executive	13/06/2024
Christine Golding	Executive	13/06/2024
Colin Gunter	Executive	13/06/2024
Gary Harris	Executive	13/06/2024
Paul Hunt	Executive	13/06/2024
Mary Hutchinson	Executive	13/06/2024
Cathrine Jones	Executive	13/06/2024
Kevin Jones	Executive	13/06/2024
Warinder Juss	Executive	13/06/2024
Dawn Lovatt	Executive	13/06/2024
Lyubomir Marinov	Executive	13/06/2024
Lynette McGaffin	Executive	13/06/2024
Peter Meyrick	Executive	13/06/2024
Jacqueline Murphy	Executive	13/06/2024
Joe Olive	Executive	13/06/2024
Ruth Pitchford	Executive	13/06/2024
Syed Raza	Executive	13/06/2024
Penny Robinson	Executive	13/06/2024
Donna Spicer	Executive	13/06/2024
Catherine Sutton	Executive	13/06/2024

General Fund

(see notes 13 to 18)

	£000	£000
Income		
From Members: Contributions and Subscriptions		69,923
From Members: Other income from members (specify)		
Total other income from members		
Total of all income from members		69,923
Investment income (as at page 12)		1,380
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	7,136	
Total of other income (as at page 4)		7,136
Total income		78,439
Interfund Transfers IN		
Expenditure		
Benefits to members (as at page 5)		5,744
Administrative expenses (as at page 10)		55,431
Federation and other bodies (specify)		
Affiliation Fees		1,857
Total expenditure Federation and other bodies		1,857
Taxation		
Total expenditure		63,032
Interfund Transfers OUT		8,201
Surplus (deficit) for year		15,407
Amount of general fund at beginning of year		92,316
Amount of general fund at end of year		99,522

Analysis of income from federation and other bodies and other income

(see notes 19 and 20)

Description	£000
Federation and other bodies	
Total federation and other bodies	
Any Other Sources	
Commissions on Financial Services	112
Other Commissions and Income	315
Gain on Revaluation of Investments to Fair Value	5,520
Gain on Disposal of Tangible Fixed Assets	798
Pension Scheme Actuarial Gain	391
Total other sources	7,136
Total of all other income	7,136

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

			£000
Representation –		brought forward	3,574
Employment Related Issues		Advisory Services	
Legal Expenses	3,065		
Representation –		Other Cash Payments	
Non Employment Related Issues			
		Education and Training services	
		Education	1,032
		Salaries	751
Communications			
Diaries	46		
Publications	463		
		Negotiated Discount Services	
Dispute Benefits			
		Other Benefits and Grants (specify)	
		Funeral Benefit	372
		Fatal Accident	13
		Retirement Benefit	2
carried forward	3,574	Total (should agree with figure in General Fund)	5,744

(See notes 21 and 23)

Fund 2		Fund Account	
Name:	Dispute Fund	£000	£000
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
	Interfund Transfers IN		4,278
Expenditure			
	Benefits to members		4,292
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		4,292
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		-4,292
	Amount of fund at beginning of year		407
	Amount of fund at the end of year (as Balance Sheet)		393
	Number of members contributing at end of year		N/A

Fund 3		Fund Account	
Name:	Branch Commission Fund	£000	£000
Income			
	From members		
	Investment income (as at page 12)		4
	Other income (specify)		
	Miscellaneous Income		166
	Total other income as specified		166
	Total Income		170
	Interfund Transfers IN		5,218
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		4,722
	Total Expenditure		4,722
	Interfund Transfers OUT		1,410
	Surplus (Deficit) for the year		-4,552
	Amount of fund at beginning of year		10,389
	Amount of fund at the end of year (as Balance Sheet)		9,645
	Number of members contributing at end of year		NA

(See notes 21 and 23)

Fund 4		Fund Account	
Name:	MPO Reserve Fund	£000	£000
Income			
	From members		9
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		9
	Interfund Transfers IN		
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		9
	Amount of fund at beginning of year		1,550
	Amount of fund at the end of year (as Balance Sheet)		1,559
	Number of members contributing at end of year		345

Fund 5		Fund Account	
Name:	ASU Reserve Fund	£000	£000
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
	Interfund Transfers IN		
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		34
	Amount of fund at the end of year (as Balance Sheet)		34
	Number of members contributing at end of year		1

(See notes 21 and 23)

Fund 6		Fund Account	
Name:	Members' Superannuation Fund	£000	£000
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
	Interfund Transfers IN		115
Expenditure			
	Benefits to members		112
	Administrative expenses and other expenditure (as at page 10)		3
	Total Expenditure		115
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		-115
	Amount of fund at beginning of year		572
	Amount of fund at the end of year (as Balance Sheet)		572
	Number of members contributing at end of year		N/A

Fund 7		Fund Account	
Name:	Regional Benefits Fund	£000	£000
Income			
	From members		69
	Investment income (as at page 12)		49
	Other income (specify)		
	Realised Gain on Sale of Investments		21
	Gain on Revaluation of Investments to Fair Value		18
	Total other income as specified		39
	Total Income		157
	Interfund Transfers IN		
Expenditure			
	Benefits to members		26
	Administrative expenses and other expenditure (as at page 10)		18
	Total Expenditure		44
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		113
	Amount of fund at beginning of year		3,536
	Amount of fund at the end of year (as Balance Sheet)		3,649
	Number of members contributing at end of year		10,107

(See notes 21 and 23)

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

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

Political fund account

(see notes 24 to 33)

£000

£000

Political fund account 1 To be completed by trade unions which maintain their own political fund			
Income	Members contributions and levies		1,526
	Investment income (as at page 12)		
Other income (specify)			
Total other income as specified			
Total income			1,526
Expenditure under section (82) of the Trade Union and Labour Relations (Consolidation) Act 1992 on purposes set out in section (72) (1) where consolidation of expenditures from the political funds exceeds £2,000 during the period			
Expenditure A (as at page i)			2,315
Expenditure B (as at page ii)			
Expenditure C (as at page iii)			18
Expenditure D (as at page iv)			
Expenditure E (as at page v)			212
Expenditure F (as at page vi)			48
Non-political expenditure (as at page vii)			31
Total expenditure			2,624
Surplus (deficit) for year			-1,098
Amount of political fund at beginning of year			1,565
Amount of political fund at the end of year (as <u>Balance Sheet</u>)			467
Number of members at end of year contributing to the political fund			345,095
Number of members at end of the year not contributing to the political fund			226,402
Number of members at end of year who have completed an exemption notice and do not contribute to the political fund			11,391
Political fund account 2 To be completed by trade unions which act as components of a central trade union			
Income	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			
Expenditure	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	2,315
Total	2,315

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

[illegible]

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
South Yorkshire Mayoral election 2/5/2024	Labour Party	OLIVER COPPARD	5
West Yorkshire Mayoral election 2/5/2024	Labour Party	TRACY BRABIN	5
Welsh Labour Leadership election	Labour Party	Labour Party	8
Total			18

Political fund account expenditure (d)

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 on the maintenance of any holder of political office	
Name of office holder	£000
Total	

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	212
Total	212

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
Labour Party	48
Total	48

**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
Councillor & MP Mapping		2
Power the Future Campaign		5
Political Monitoring Subscriptions		12

Total expenditure 19

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

£

Total expenditure

£

(c) the total amount of all other money expended

Miscellaneous GMB Campaigns	2
Reception	4
Campaign Materials	6

Total expenditure 12

Total of all expenditures 31

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

(see notes 34 and 35)

		£000
Administrative Expenses		
Remuneration and expenses of staff		38,721
Salaries and Wages included in above	30,225	
Auditors' fees		79
Legal and Professional fees		394
Occupancy costs		4,019
Stationery, printing, postage, telephone, etc.		2,436
Expenses of Executive Committee (Head Office)		134
Expenses of conferences		2,554
Other administrative expenses (specify)		
Branch Costs		4,997
Car Expenses		1,409
IT Expenses		1,201
Services		1,166
Bank Charges		223
Other Outgoings		
Depreciation		838
Loss on Revaluation of Investment Properties to Fair Value		1,182
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
Campaigns and Recruitment		821
Total		60,174
Charged to:	General Fund (Page 3)	55,431
	Dispute Fund	
	Branch Commission Fund	4,722
	MPO Reserve Fund	
	ASU Reserve Fund	
	Members' Superannuation Fund	3
	Regional Benefits Fund	18
Total		60,174

Analysis of officials' salaries and benefits

(see notes 36 to 46 below)

[illegible]

Analysis of Officials' Salaries and Benefits

Office Held		Gross Salary	Employer's NI Contributions	Benefits		Total
				Pension	Other Benefits	
		£'000	£'000	£'000	£'000	£'000
General Secretary	Gary Smith	121	14	27	4	166
President	Barbara Plant	37	4	4		45
Vice President	Malcolm Sage	7	-			7
Executive	Kathy Abu-Bakir	4	-			4
Executive	Geraldine Agbor	-	-			-
Executive	Mohammad Akbar	-	-			-
Executive	Kamran Ali	-	-			-
Executive	Shane Allinson	-	-			-
Executive	Tracey Ashton	-	-			-
Executive	James Barwise	1	-			1
Executive	Tracy Beeson	-	-			-
Executive	Arron Bevan-John	-	-			-
Executive	Janet Buoey	-	-			-
Executive	Gwylan Brinkworth	-	-			-
Executive	Kevin Buchanan	1	-			1
Executive	Dian Burke	-	-			-
Executive	Amanda Burley	-	-			-
Executive	Maxine Butler	-	-			-
Executive	Mike Carr	-	-			-
Executive	Linda Carr-Pollock	-	-			-
Executive	Brenda Carson	1	-			1
Executive	Ian Clarke	-	-			-
Executive	Richard Clarke	4	-			4
Executive	Margaret Clarke	-	-			-
Executive	Carol Clarkson	1	-			1
Executive	David Clegg	-	-			-
Executive	Dave Clements	-	-			-
Executive	John Colbert	-	-			-
Executive	Rosemary Cooper	-	-			-
Executive	Elaine Daley	4	-			4
Executive	Sandra Daniell	4	-			4
Executive	Sonya Davis	3	-			3
Executive	Simon Day	1	-			1
Executive	Anne Dean	-	-			-
Executive	John Dolan	1	-			1
Executive	Kay Doherty	-	-			-
Executive	Dave Douglas	-	-			-
Executive	Lindsay England	-	-			-
Executive	Danny Faith	-	-			-
Executive	Brian Farr	-	-			-
Executive	David Flanagan	-	-			-
Executive	Connor Foggin	-	-			-
Executive	Miriam Fryer	-	-			-
Executive	Shailesh Gaglani	4	-			4
Executive	Gordon Gibbs	15	1			16
Executive	Dean Gilligan	2	-			2

Executive	Christine Golding	3	-		3
Executive	Margaret Gregg	-	-		-
Executive	Colin Gunter	4	-		4
Executive	Gary Harris	4	-		4
Executive	Fiona Heneghan	-	-		-
Executive	Kevan Hensby	1	-		1
Executive	David Hope	9	1		10
Executive	Paul Hunt	-	-		-
Executive	Sarah Hurley	-	-		-
Executive	Mary Hutchinson	-	-		-
Executive	Cathrine Jones	-	-		-
Executive	Kevin Jones	4	-		4
Executive	Farzana Jumma	-	-		-
Executive	Warinder Juss	-	-		-
Executive	Dawn Lovatt	-	-		-
Executive	Lyubomir Marinov	-	-		-
Executive	Evelyn Martin	-	-		-
Executive	Lynette McGaffin	-	-		-
Executive	David McLean	-	-		-
Executive	Peter Meyrick	1	-		1
Executive	June Minnery	1	-		1
Executive	Jacqueline Murphy	-	-		-
Executive	Joe Olive	-	-		-
Executive	Cath Pinder	-	-		-
Executive	Ruth Pitchford	-	-		-
Executive	Syed Raza	-	-		-
Executive	Gordon Richardson	5	-		5
Executive	Carol Robertson	-	-		-
Executive	Penny Robinson	8	-		8
Executive	Robbie Scott	-	-		-
Executive	Vivien Smart	1	-		1
Executive	Donna Spicer	4	-		4
Executive	Catherine Sutton	6	-		6
Executive	Nathaniel Tetteh	-	-		-
Executive	Shona Thomson	1	-		1
Executive	Paul Turner	-	-		-
Executive	Susan Walker	-	-		-
Executive	John Warcup	8	-		8
Executive	Robert Welham	-	-		-
Executive	Mathew Williams	-	-		-
Executive	Lorraine Winson	-	-		-
Executive	Alan Woodward	-	-		-
Executive	Samanta Zubruté	-	-		-

Analysis of investment income

(see notes 47 and 48)

	Political Fund £000		Other Fund(s) £000
Rent from land and buildings			492
Dividends (gross) from:			
Equities (e.g. shares)			776
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			7
Other investment income (specify)			
Unquoted Investments			158
			1,433
		Total investment income	1,433
Credited to:			
		General Fund (Page 3)	1,380
		Dispute Fund	
		Branch Commission Fund	4
		MPO Reserve Fund	
		ASU Reserve Fund	
		Members' Superannuation Fund	
		Regional Benefits Fund	49
		Political Fund	
		Total Investment Funds	1,433

31st December 2024

£000

Total assets

Fixed assets account

(see notes 53 to 57)

	Land and Buildings		Furniture and Equipment	Motor Vehicles	Not used for union business	Total
	Freehold	Leasehold				
	£	£	£	£	£	£
Cost or Valuation						
At start of year	38,908		3,180	230	4,579	46,897
Additions	1,601		298	49		1,948
Disposals	-1,628		-562	-52		-2,242
Revaluation/Transfers	-4,325				2,607	-1,718
At end of year	34,556		2,916	227	7,186	44,885
Accumulated Depreciation						
At start of year	8,484		1,900	61		10,445
Charges for year	489		321	28		838
Disposals	-265		-342	-1		-608
Revaluation/Transfers	-536					-536
At end of year	8,172		1,879	88		10,139
Net book value at end of year	26,384		1,037	139	7,186	34,746
Net book value at end of previous year	30,424		1,280	169	4,579	36,452

Analysis of investments

(see notes 58 and 59)

Quoted		All Funds Except Political Funds £000	Political Fund £000
	Equities (e.g. Shares)		
	Equities	480	
	Managed Funds	23,827	
	Government Securities (Gilts)		
	Gilts	77	
	Other quoted securities (to be specified)		
	Trade Union Unit Trust	22,334	
	British Municipal Stocks and Loans	1	
	Total quoted (as Balance Sheet)	46,719	
	Market Value of Quoted Investment	46,719	
Unquoted	Equities		
	Unity Trust Bank PLC	14,799	
	Government Securities (Gilts)		
	Mortgages		
	Bank and Building Societies		
	Other unquoted investments (to be specified)		
	GMB Credit Union	734	
	Unquoted Investments	77	
	Total unquoted (as Balance Sheet)	15,610	
	Market Value of Unquoted Investments	15,610	

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="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)		
Ethical Threads	06299674		

Are the shares which are controlled by the union registered in the names of the union's trustees?		Yes <input checked="checked" type="checkbox"/>	No <input type="checkbox"/>
If NO, state the names of the persons in whom the shares controlled by the union are registered.			
Company name	Names of shareholders		

Summary sheet

(see notes 62 to 73)

	All funds except Political Funds £000	Political Funds £000	Total Funds £000
Income			
From Members	70,001	1,526	71,527
From Investments	1,433		1,433
Other Income (including increases by revaluation of assets)	7,341		7,341
Total Income	78,775	1,526	80,301
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	72,205	2,624	74,829
Funds at beginning of year (including reserves)	108,804	1,565	110,369
Funds at end of year (including reserves)	115,374	467	115,841
Assets			
Fixed Assets			34,746
Investment Assets			62,329
Other Assets			23,983
Total Assets			121,058
Liabilities		Total Liabilities	5,217
Net Assets (Total Assets less Total Liabilities)			115,841

Summary sheet

(see notes 62 to 73)

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

(see notes 74 to 80)

Did the union hold any ballots in respect of industrial action during the return period?		<input type="text" value="Yes"/>
If Yes How many ballots were held: <input style="width: 50px;" type="text"/>		
For each ballot held please complete the information below:		
<div> Ballot 1 </div> <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> 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 </div> <div style="width: 45%;"> <input style="width: 100%;" type="text"/> <input style="width: 100%;" type="text"/> <input style="width: 100%; text-align: right; font-size: small;" type="text" value="1"/> <input style="width: 100%; text-align: right; font-size: small;" type="text" value="2"/> <input style="width: 100%; text-align: right; font-size: small;" type="text" value="3"/> </div> </div> <div style="text-align: right; margin-top: 10px;"> 1-3 should total "Number of votes cast" </div> <div style="margin-top: 10px;"> 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: 100px;" type="text"/> </div> <div style="margin-top: 10px;"> Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? <input style="width: 100px;" type="text"/> </div> <div style="margin-top: 10px;"> 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: 100px;" type="text"/> </div>		
<div> Ballot 2 </div> <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> 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 </div> <div style="width: 45%;"> <input style="width: 100%;" type="text"/> <input style="width: 100%;" type="text"/> <input style="width: 100%; text-align: right; font-size: small;" type="text" value="1"/> <input style="width: 100%; text-align: right; font-size: small;" type="text" value="2"/> <input style="width: 100%; text-align: right; font-size: small;" type="text" value="3"/> </div> </div> <div style="text-align: right; margin-top: 10px;"> 1-3 should total "Number of votes cast" </div> <div style="margin-top: 10px;"> 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: 100px;" type="text"/> </div> <div style="margin-top: 10px;"> Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? <input style="width: 100px;" type="text"/> </div> <div style="margin-top: 10px;"> 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: 100px;" type="text"/> </div>		
<div> Ballot 3 </div> <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> 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 </div> <div style="width: 45%;"> <input style="width: 100%;" type="text"/> <input style="width: 100%;" type="text"/> <input style="width: 100%; text-align: right; font-size: small;" type="text" value="1"/> <input style="width: 100%; text-align: right; font-size: small;" type="text" value="2"/> <input style="width: 100%; text-align: right; font-size: small;" type="text" value="3"/> </div> </div> <div style="text-align: right; margin-top: 10px;"> 1-3 should total "Number of votes cast" </div> <div style="margin-top: 10px;"> 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: 100px;" type="text"/> </div> <div style="margin-top: 10px;"> Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? <input style="width: 100px;" type="text"/> </div> <div style="margin-top: 10px;"> 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: 100px;" type="text"/> </div>		

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

Yes

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

Information on Industrial Action Ballots

Name of Organisation:	GMB	Reporting Period	01/01/24 - 31/12/24
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>272</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
	1125	571	568	3	0	Yes	No	
2	9	8	8	0	0	Yes	No	
3	9	8	8	0	0	Yes	No	
4	59	42	36	6	0	Yes	No	
5	274	137	47	90	0	Yes	No	
6	44	18	18	0	0	No	No	
7	21	16	16	0	0	Yes	No	
8	22	17	14	3	0	Yes	No	
9	22	17	14	3	0	Yes	No	
10	48	34	34	0	0	Yes	No	
11	48	34	31	0	3	Yes	No	
12	88	63	60	3	0	Yes	No	
13	50	39	38	0	1	Yes	No	
14	50	39	39	0	0	Yes	No	
15	60	23	23	0	0	No	No	
16	10	8	7	1	0	Yes	No	
17	10	8	7	1	0	Yes	No	
18	333	272	265	7	0	Yes	No	
19	8	6	6	0	0	Yes	No	
20	8	6	6	0	0	Yes	No	
21	422	326	288	37	1	Yes	No	
22	422	326	300	25	1	Yes	No	
23	174	139	122	17	0	Yes	No	
24	59	50	40	8	2	Yes	No	
25	59	50	42	5	3	Yes	No	
26	163	91	86	5	0	Yes	No	
27	163	91	80	9	2	Yes	No	
28	27	19	19	0	0	Yes	No	
29	27	19	19	0	0	Yes	No	

50.5%
88.9%
88.9%
61.0%
17.2%
40.9%
76.2%
63.6%
63.6%
70.8%
64.6%
68.2%
76.0%
78.0%
38.3%
70.0%
70.0%
79.6%
75.0%
75.0%
68.2%
71.1%
70.1%
67.8%
71.2%
52.8%
49.1%
70.4%
70.4%

30	20	18	18	0	0	Yes	No	90.0%
31	20	18	18	0	0	Yes	No	90.0%
32	170	148	144	4	0	Yes	No	84.7%
33	52	11	4	7	0	No	No	7.7%
34	119	83	78	5	0	Yes	No	65.5%
35	119	83	73	4	6	Yes	No	61.3%
36	118	59	38	19	2	Yes	No	32.2%
37	118	59	42	15	2	Yes	No	35.6%
38	108	47	43	3	1	No	No	39.8%
39	108	47	43	4	0	No	No	39.8%
40	154	111	106	4	1	Yes	No	68.8%
41	154	111	102	4	5	Yes	No	66.2%
42	9	7	6	1	0	Yes	No	66.7%
43	9	7	7	0	0	Yes	No	77.8%
44	135	93	91	2	0	Yes	No	67.4%
45	799	469	452	17	0	Yes	No	56.6%
46	210	159	156	3	0	Yes	No	74.3%
47	66	56	54	2	0	Yes	No	81.8%
48	66	56	53	1	2	Yes	No	80.3%
49	44	26	26	0	0	Yes	No	59.1%
50	8	6	6	0	0	Yes	No	75.0%
51	8	6	6	0	0	Yes	No	75.0%
52	35	30	28	2	0	Yes	No	80.0%
53	35	30	28	2	0	Yes	No	80.0%
54	40	31	29	2	0	Yes	No	72.5%
55	114	64	50	13	1	Yes	No	43.9%
56	114	64	54	8	2	Yes	No	47.4%
57	124	60	45	14	1	No	No	36.3%
58	124	60	51	8	1	No	No	41.1%
59	915	533	503	30	0	Yes	No	55.0%
60	84	65	61	4	0	Yes	No	72.6%
61	84	65	53	3	9	Yes	No	63.1%
62	132	114	96	17	1	Yes	No	72.7%
63	132	114	102	8	4	Yes	No	77.3%
64	19	15	15	0	0	Yes	No	78.9%
65	41	36	35	1	0	Yes	No	85.4%
66	41	36	29	6	1	Yes	No	70.7%
67	26	12	11	1	0	No	No	42.3%
68	194	137	135	1	1	Yes	No	69.6%
69	194	137	124	6	7	Yes	No	63.9%
70	87	66	58	7	1	Yes	No	66.7%
71	87	66	60	2	4	Yes	No	69.0%
72	55	38	30	7	1	Yes	No	54.5%
73	55	38	35	2	1	Yes	No	63.6%
74	14	14	7	7	0	Yes	No	50.0%
75	191	164	138	24	2	Yes	No	72.3%
76	191	164	157	6	1	Yes	No	82.2%
77	21	16	13	3	0	Yes	No	61.9%

78	21	16	16	0	0 Yes	No	76.2%
79	62	18	17	1	0 No	No	27.4%
80	62	18	15	1	2 No	No	24.2%
81	103	66	65	1	0 Yes	No	63.1%
82	103	66	61	1	4 Yes	No	59.2%
83	105	88	85	3	0 Yes	No	81.0%
84	151	87	66	21	0 Yes	No	43.7%
85	151	87	74	12	1 Yes	No	49.0%
86	97	79	63	14	2 Yes	No	64.9%
87	97	79	69	10	0 Yes	No	71.1%
88	417	119	108	11	0 No	No	25.9%
89	42	17	17	0	0 No	No	40.5%
90	1	0	0	0	0 No	No	0.0%
91	243	73	72	1	0 No	No	29.6%
92	71	18	14	4	0 No	No	19.7%
93	30	2	2	0	0 No	No	6.7%
94	2	0	0	0	0 No	No	0.0%
95	113	38	33	5	0 No	No	29.2%
96	22	6	6	0	0 No	No	27.3%
97	44	8	7	1	0 No	No	15.9%
98	96	38	27	11	0 No	No	28.1%
99	217	150	145	4	1 Yes	No	66.8%
100	127	37	26	11	0 No	No	20.5%
101	127	37	28	6	3 No	No	22.0%
102	89	49	45	4	0 Yes	No	50.6%
103	66	41	36	5	0 Yes	No	54.5%
104	66	41	36	3	2 Yes	No	54.5%
105	42	38	31	6	1 Yes	No	73.8%
106	42	38	36	1	1 Yes	No	85.7%
107	81	72	70	2	0 Yes	No	86.4%
108	81	72	65	5	2 Yes	No	80.2%
109	11	11	11	0	0 Yes	No	100.0%
110	11	11	8	3	0 Yes	No	72.7%
111	186	59	19	40	0 No	No	10.2%
112	186	59	24	35	0 No	No	12.9%
113	87	47	34	13	0 Yes	No	39.1%
114	87	47	39	8	0 Yes	No	44.8%
115	2	1	1	0	0 Yes	No	50.0%
116	2	1	1	0	0 Yes	No	50.0%
117	2	0	0	0	0 No	No	0.0%
118	13	3	3	0	0 No	No	23.1%
119	9	3	3	0	0 No	No	33.3%
120	371	164	161	3	0 No	No	43.4%
121	92	23	21	2	0 No	No	22.8%
122	256	66	62	4	0 No	No	24.2%
123	7	2	2	0	0 No	No	28.6%
124	18	5	5	0	0 No	No	27.8%
125	48	5	4	1	0 No	No	8.3%

126	120	64	60	4	0 Yes	No	50.0%
127	45	8	8	0	0 No	No	17.8%
128	69	17	14	3	0 No	No	20.3%
129	33	11	6	5	0 No	No	18.2%
130	268	50	47	3	0 No	No	17.5%
131	31	9	8	1	0 No	No	25.8%
132	1575	673	662	10	1 No	No	42.0%
133	191	64	62	2	0 No	No	32.5%
134	308	133	125	8	0 No	No	40.6%
135	295	81	76	5	0 No	No	25.8%
136	211	115	98	16	1 Yes	No	46.4%
137	211	115	75	34	6 Yes	No	35.5%
138	41	30	22	8	0 Yes	No	53.7%
139	41	30	22	6	2 Yes	No	53.7%
140	35	8	7	1	0 No	No	20.0%
141	11	10	10	0	0 Yes	No	90.9%
142	11	10	10	0	0 Yes	No	90.9%
143	41	36	28	8	0 Yes	No	68.3%
144	41	36	21	13	2 Yes	No	51.2%
145	112	71	51	15	5 Yes	No	45.5%
146	112	71	59	7	5 Yes	No	52.7%
147	334	232	118	112	2 Yes	No	35.3%
148	334	232	140	91	1 Yes	No	41.9%
149	10	7	7	0	0 Yes	No	70.0%
150	126	100	100	0	0 Yes	No	79.4%
151	19	15	14	1	0 Yes	No	73.7%
152	16	12	11	1	0 Yes	No	68.8%
153	8	3	3	0	0 No	No	37.5%
154	8	3	3	0	0 No	No	37.5%
155	58	26	24	2	0 No	No	41.4%
156	148	69	66	3	0 No	No	44.6%
157	102	51	44	7	0 Yes	No	43.1%
158	2	1	1	0	0 Yes	No	50.0%
159	1	0	0	0	0 No	No	0.0%
160	75	39	36	3	0 Yes	No	48.0%
161	5	1	1	0	0 No	No	20.0%
162	16	3	1	2	0 No	No	6.3%
163	40	21	11	10	0 Yes	No	27.5%
164	80	65	36	29	0 Yes	No	45.0%
165	42	31	14	16	1 Yes	No	33.3%
166	42	31	27	3	1 Yes	No	64.3%
167	160	132	122	10	0 Yes	No	76.3%
168	214	161	115	43	3 Yes	No	53.7%
169	214	161	145	12	4 Yes	No	67.8%
170	414	185	164	17	4 No	No	39.6%
171	414	185	161	16	8 No	No	38.9%
172	93	37	36	1	0 No	No	38.7%
173	173	88	84	4	0 Yes	No	48.6%

174	4	3	3	0	0 Yes	No	75.0%
175	73	55	54	1	0 Yes	No	74.0%
176	985	472	439	32	1 No	No	44.6%
177	73	35	30	5	0 No	No	41.1%
178	36	22	22	0	0 Yes	No	61.1%
179	7	3	3	0	0 No	No	42.9%
180	11	4	4	0	0 No	No	36.4%
181	24	11	10	1	0 No	No	41.7%
182	21	11	7	4	0 Yes	No	33.3%
183	81	44	43	1	0 Yes	No	53.1%
184	15	4	4	0	0 No	No	26.7%
185	6	0	0	0	0 No	No	0.0%
186	43	23	22	1	0 Yes	No	51.2%
187	68	35	31	4	0 Yes	No	45.6%
188	8	4	2	2	0 Yes	No	25.0%
189	4	1	1	0	0 No	No	25.0%
190	11	11	10	1	0 Yes	No	90.9%
191	11	11	10	1	0 Yes	No	90.9%
192	14	12	10	2	0 Yes	No	71.4%
193	14	12	10	2	0 Yes	No	71.4%
194	10	5	5	0	0 Yes	No	50.0%
195	55	38	38	0	0 Yes	No	69.1%
196	37	13	11	2	0 No	No	29.7%
197	27	14	13	1	0 Yes	No	48.1%
198	90	57	51	4	2 Yes	No	56.7%
199	90	57	49	3	5 Yes	No	54.4%
200	11	11	10	1	0 Yes	No	90.9%
201	11	11	10	0	1 Yes	No	90.9%
202	41	22	14	5	3 Yes	No	34.1%
203	41	22	21	0	1 Yes	No	51.2%
204	8	7	7	0	0 Yes	No	87.5%
205	299	239	207	32	0 Yes	No	69.2%
206	24	23	21	2	0 Yes	No	87.5%
207	24	23	20	3	0 Yes	No	83.3%
208	72	45	42	3	0 Yes	No	58.3%
209	72	45	40	4	1 Yes	No	55.6%
210	31	22	17	5	0 Yes	No	54.8%
211	31	22	15	5	2 Yes	No	48.4%
212	2	2	2	0	0 Yes	No	100.0%
213	2	2	2	0	0 Yes	No	100.0%
214	17	9	9	0	0 Yes	No	52.9%
215	738	402	299	101	2 Yes	No	40.5%
216	738	402	298	99	5 Yes	No	40.4%
217	75	43	42	1	0 Yes	No	56.0%
218	75	43	41	2	0 Yes	No	54.7%
219	113	59	44	15	0 Yes	No	38.9%
220	113	59	33	26	0 Yes	No	29.2%
221	106	52	28	24	0 No	No	26.4%

222	106	52	30	21	1	No	No	28.3%
223	47	31	29	2	0	Yes	No	61.7%
224	207	167	152	15	0	Yes	No	73.4%
225	277	125	121	4	0	No	No	43.7%
226	37	24	21	3	0	Yes	No	56.8%
227	28	16	15	1	0	Yes	No	53.6%
228	28	16	13	3	0	Yes	No	46.4%
229	9	9	7	2	0	Yes	No	77.8%
230	9	9	8	1	0	Yes	No	88.9%
231	51	45	32	10	3	Yes	No	62.7%
232	51	45	41	4	0	Yes	No	80.4%
233	76	61	51	9	1	Yes	No	67.1%
234	76	61	59	2	0	Yes	No	77.6%
235	38	36	36	0	0	Yes	No	94.7%
236	38	36	36	0	0	Yes	No	94.7%
237	80	45	41	4	0	Yes	No	51.3%
238	80	45	42	1	2	Yes	No	52.5%
239	160	72	64	7	1	No	No	40.0%
240	160	72	60	4	8	No	No	37.5%
241	35	25	24	1	0	Yes	No	68.6%
242	36	7	6	1	0	No	No	16.7%
243	36	7	7	0	0	No	No	19.4%
244	79	24	21	3	0	No	No	26.6%
245	27	24	21	3	0	Yes	No	77.8%
246	27	24	21	3	0	Yes	No	77.8%
247	161	103	96	6	1	Yes	No	59.6%
248	161	103	89	7	7	Yes	No	55.3%
249	8	6	5	1	0	Yes	No	62.5%
250	8	6	5	1	0	Yes	No	62.5%
251	23	16	16	0	0	Yes	No	69.6%
252	23	16	16	0	0	Yes	No	69.6%
253	199	146	116	29	1	Yes	No	58.3%
254	125	76	69	7	0	Yes	No	55.2%
255	125	76	71	4	1	Yes	No	56.8%
256	212	133	124	8	1	Yes	No	58.5%
257	212	133	127	6	0	Yes	No	59.9%
258	59	38	37	1	0	Yes	No	62.7%
259	280	144	138	6	0	Yes	No	49.3%
260	9	7	7	0	0	Yes	No	77.8%
261	2	2	2	0	0	Yes	No	100.0%
262	2	2	2	0	0	Yes	No	100.0%
263	54	23	18	5	0	No	No	33.3%
264	54	23	18	4	1	No	No	33.3%
265	51	35	35	0	0	Yes	No	68.6%
266	923	496	485	11	0	Yes	No	52.5%
267	826	528	505	22	1	Yes	No	61.1%
268	74	44	40	4	0	Yes	No	54.1%
269	78	36	36	0	0	No	No	46.2%

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Information on Industrial Action

Name of Organisation:		GMB		Reporting Period	01/01/24 - 31/12/24
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 trade union to represent workers in such
1	A	01/01/24-06/04/24	6	Strike Action	
2	A	03/01/24-05/01/24,15/01/24-19/01/24,22/01/24-26/01/24	13	Strike Action	
3	A	09/01/24-12/01/24,23/01/24-26/01/24	8	Strike Action	
4	A	18/01/24,01/02/24	2	Strike Action	
5	A	18/01/2024	1	Strike Action	
6	A	18/01/2024	1	Strike Action	
7	A	18/01/24-24/01/24	7	Strike Action	
8	A	19/01/24-24/01/24	6	Strike Action	
9	A	13/02/2024,05/06/24	9	Strike Action	
10		20/02/24-23/02/24	4	Strike Action	

11	A	15/03/24-30/08/24	49	Action Short of a Strike
12	A	15/03/24-17/03/24,22/03/24-25/03/24	4	Strike Action
13		19/03/24-22/03/24	4	Strike Action
14	A	20/03/24-22/03/24	3	Strike Action
15	A	25/04/24-28/04/24	3	Strike Action
16	A	27/03/2024	1	Strike Action
17	A	29/03/24-30/03/24	2	Strike Action
18		02/04/24-05/04/24	4	Strike Action
19	A	05/04/24-06/04/24,08/04/24-09/04/24	4	Strike Action
20	A	09/04/24-10/04/24,23/04/24-25/04/24	5	Strike Action
21	A	10/04/24-11/04/24	2	Strike Action
22	A	12/04/24,15/09/24	157	Action Short of a Strike
23	A	24/04/24-08/05/24	14	Strike Action
24	A	24/04/24, 02/05/24, 03/05/24, 07/05/24	4	Strike Action
25	D	30/04/2024	1	Strike Action

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

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.

Please see attachment

	31st December 2024	31st December 2023
	£'000	£'000
(2) CONTRIBUTIONS		
Members' Contributions (Note 30)	71,449	69,992
Less Allocated to Political Fund (Note 14)	(1,526)	(1,699)
	<hr/>	<hr/>
	£ 69,923	£ 68,293
	<hr/> <hr/>	<hr/> <hr/>
(3) BRANCH COSTS (Note 30)		
Branch Officers' Salaries and NI	46	42
Check-off Administration	196	227
Member Refunds	33	27
Allocated to Branch Commission Funds (Note 15)	5,218	5,119
	<hr/>	<hr/>
	£ 5,493	£ 5,415
	<hr/> <hr/>	<hr/> <hr/>
(4) BENEFITS		
Funeral	372	363
Disablement	-	-
Fatal Accident	13	19
National Weekly Accident	-	-
Retirement	2	2
Legal Expenses	3,065	4,551
Hardship Grants	-	4
Allocated to Dispute Fund (Note 13)	2,868	2,504
	<hr/>	<hr/>
	£ 6,320	£ 7,443
	<hr/> <hr/>	<hr/> <hr/>

Notes	31st December 2024	31st December 2023
	£'000	£'000
(5) AFFILIATIONS		
Trades Union Congress	1,540	1,452
Scottish Trades Union Congress	105	104
Irish Congress of Trade Unions	39	36
Trades Councils	1	2
Confederation of Shipbuilding and Engineering Unions	16	16
Public Services International	11	12
UNI Global Union	39	38
IndustriAll Global Union	13	13
International Union of Food and Allied Workers' Associations	20	21
International Transport Workers' Federation	2	2
European Public Service Union	8	8
IndustriAll European Trade Union	8	8
European Federation of Food, Agriculture and Tourism Trade Unions	21	-
European Federation of Building and Woodworkers	7	5
European Transport Workers' Federation	4	4
UNI Global Union Europa	7	7
Institute of Employment Rights	-	8
Labour Research Department	-	9
Miscellaneous	16	18
	£ 1,857	£ 1,763
(6) CONFERENCES AND EXECUTIVE		
Congress	1,229	1,300
Other Conferences	115	89
Central Executive Council	134	72
Regional Council and Committee Meetings	118	110
Industrial Conferences	56	79
Ballots and Elections	851	1,082
Delegates' Fees and Expenses	185	213
	£ 2,688	£ 2,945
(7) CAMPAIGNS AND COMMUNICATIONS		
Publication and Mailing Costs	463	572
Donations and Grants	62	56
Campaigns and Demonstrations	162	156
Publicity	61	109
Merchandising	104	131
Recruitment	478	473
	£ 1,330	£ 1,497
(8) SERVICES		
Education	1,032	737
Joint Industrial Councils	41	31
Negotiations	1,125	967
	£ 2,198	£ 1,735

Notes	31st December 2024	31st December 2023
	£'000	£'000
(9) ADMINISTRATION		
Computer Expenses	1,201	1,100
Audit and Other Professional Charges	473	535
Repairs to Premises and Equipment	596	506
Postage and Carriage	264	275
Telecommunications	548	741
Premises	3,423	3,206
Office Expenses	1,621	1,960
Car Expenses	1,409	1,384
Bank Charges	223	186
Depreciation	838	977
	<hr/>	<hr/>
	£ 10,596	£ 10,870
	<hr/>	<hr/>
(10) EMPLOYMENT COSTS		
Salaries	30,958	30,377
Testimonials and Retirement Costs	975	1,341
Employer's Pension - Service Cost	3,535	3,684
Employer's Pension - Past Service Cost	2,418	-
Employer's Pension - Other (Income)/Costs	1,262	1,186
Employer's NI on Cars and Other Benefits	284	315
Personnel Costs	22	44
	<hr/>	<hr/>
	£ 39,454	£ 36,947
	<hr/>	<hr/>
The average number of employees, including part-time employees, during the year was 518 (2023 :533). Included in salaries above, are termination costs of £251,522 (2023: £507,157)		
(11) INVESTMENT INCOME		
Equities	727	706
Unquoted Investments	158	123
Bank Interest	3	2
Rent Received	492	511
	<hr/>	<hr/>
	£ 1,380	£ 1,342
	<hr/>	<hr/>
(12) GENERAL FUND		
Surplus/(Deficit) for period	7,206	(66,354)
Balance at start of period	92,316	158,670
	<hr/>	<hr/>
Balance at end of period	£ 99,522	£ 92,316
	<hr/>	<hr/>

Notes	31st December 2024	31st December 2023
	£'000	£'000
(13) DISPUTE FUND		
Allocated from General Fund (Note 4)	2,868	2,504
Allocated from Branch Commission Fund (Note 15)	1,410	622
	<u>4,278</u>	<u>3,126</u>
Less Strike Benefit:		
London	(657)	(137)
Midlands	(1,260)	(1,296)
North East, Yorkshire & Humber	(505)	(239)
North West and Irish	(948)	(410)
Scotland	(303)	(305)
Southern	(503)	(340)
Wales and South West	(116)	(107)
	<u>(4,292)</u>	<u>(2,834)</u>
(Deficit)/Surplus for period	(14)	292
Balance at start of period	<u>407</u>	<u>115</u>
Balance at end of period	<u><u>£ 393</u></u>	<u><u>£ 407</u></u>
(14) POLITICAL FUND		
Income		
Members' Contributions (Note 2)	<u>1,526</u>	<u>1,699</u>
Expenditure		
Labour Party Affiliation	(1,087)	(1,160)
Labour Party By-Election Insurance Fund	(1)	(1)
Local Affiliations	(47)	(38)
TULO	(57)	(53)
Labour Party Conference	(205)	(166)
Meetings and Speakers	(7)	(9)
Labour Party Funding	(1,122)	(41)
Labour Party Ballot and Election Costs	(67)	(16)
Other Political Expenditure	(31)	(17)
	<u>(2,624)</u>	<u>(1,501)</u>
(Deficit)/Surplus for period	(1,098)	198
Balance at start of period	<u>1,565</u>	<u>1,367</u>
Balance at end of period	<u><u>£ 467</u></u>	<u><u>£ 1,565</u></u>

Notes	31st December 2024	31st December 2023
	£'000	£'000
(15) BRANCH COMMISSION FUNDS		
Income		
Allocated from General Fund (Note 3)	5,218	5,119
Investment Income	4	4
Miscellaneous Income	166	130
	<u>5,388</u>	<u>5,253</u>
Expenditure		
Branch Officials' Honoraria	(2,370)	(2,510)
Affiliations	(9)	(19)
Conferences and Executive	(31)	(32)
Campaigns and Communications	(560)	(551)
Services	(1,390)	(1,718)
Administration	(362)	(384)
Allocated to Dispute Fund (Note 13)	(1,410)	(622)
	<u>(6,132)</u>	<u>(5,836)</u>
Deficit for period	(744)	(583)
Balance at start of period	10,389	10,972
Balance at end of period	<u>£ 9,645</u>	<u>£ 10,389</u>
(16) MPO RESERVE FUND		
Income		
From Members	9	11
	<u>-</u>	<u>-</u>
Expenditure		
Surplus for period	9	11
Balance at start of period	1,550	1,539
Balance at end of period	<u>£ 1,559</u>	<u>£ 1,550</u>
(17) ASU RESERVE FUND		
Income		
From Members	-	-
	<u>-</u>	<u>-</u>
Expenditure		
Result for period	-	-
Balance at start of period	34	34
Balance at end of period	<u>£ 34</u>	<u>£ 34</u>

Notes	31st December 2024	31st December 2023
	£'000	£'000

(18) **MEMBERS' SUPERANNUATION FUND**

Income

Transfer from General Fund	115	126
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Expenditure

Members' Superannuation Benefit	(112)	(123)
Administration Expenses	(3)	(3)

	(115)	(126)
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Result for period	-	-
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Balance at start of period	572	572
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Balance at end of period	£ 572	£ 572
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An actuarial valuation of the Members' Superannuation Fund at 31st December 2020 showed a deficit of £766k. Membership of this Fund originated from the Boilermakers' Section only and the Fund is now closed. During the year, benefit was paid to 1,665 retired members (2023: 1,809)

(19) **REGIONAL BENEFIT FUNDS**

Income

From Members	69	74
Investment Income	49	40
Realised Gain on Sale of Investments	21	1
Gain on Revaluation of Investments to Fair Value	18	184

	157	299
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Expenditure

Benefits	(26)	(26)
Administrative Expenses	(18)	(23)

	(44)	(49)
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Surplus for period	113	250
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Balance at start of period	3,536	3,286
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Balance at end of period	£ 3,649	£ 3,536
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Notes

(20) MOVEMENT ON RESERVES

	Balance as at 1st January 2024	Income	Expenditure	Revaluation Gains	Transfers(to)/ from Other Funds	Balance as at 31st December 2024
	£'000	£'000	£'000	£'000	£'000	£'000
General Fund	92,316	72,528	(61,459)	4,338	(8,201)	99,522
Dispute Fund	407	-	(4,292)	-	4,278	393
Political Fund	1,565	1,526	(2,624)	-	-	467
Branch Commission Fund	10,389	170	(4,722)	-	3,808	9,645
MPO Reserve Fund	1,550	9	-	-	-	1,559
ASU Reserve Fund	34	-	-	-	-	34
Members Superannuation Fund	572	-	(115)	-	115	572
Regional Benefit Funds	3,536	139	(44)	18	-	3,649
	<u>£ 110,369</u>	<u>£ 74,372</u>	<u>£ (73,256)</u>	<u>£ 4,356</u>	<u>£ 0</u>	<u>£ 115,841</u>

Certain allocations have been made between the funds of the Union. These amounts are detailed in notes 3 – 18.

(21) TANGIBLE FIXED ASSETS

	Freehold & Leasehold Property £'000	Furniture & Computer Equipment £'000	Motor Vehicles £'000	Total £'000
Cost:				
At 1st January 2024	38,908	3,180	230	42,318
Additions	1,601	298	49	1,948
Disposals	(1,628)	(562)	(52)	(2,242)
Reclassifications as investment properties	(4,325)	-	-	(4,325)
At 31st December 2024	<u>34,556</u>	<u>2,916</u>	<u>227</u>	<u>37,699</u>
Accumulated Depreciation				
At 1st January 2024	8,484	1,900	61	10,445
Disposals	(265)	(342)	(1)	(608)
Depreciation for period	489	321	28	838
Reclassifications as investment properties	(536)	-	-	(536)
At 31st December 2024	<u>8,172</u>	<u>1,879</u>	<u>88</u>	<u>10,139</u>
Net book value at 31st December 2024	<u>£ 26,384</u>	<u>£ 1,037</u>	<u>£ 139</u>	<u>£ 27,560</u>
Net book value at 31st December 2023	<u>£ 30,424</u>	<u>£ 1,280</u>	<u>£ 169</u>	<u>£ 31,873</u>

(22) INVESTMENT PROPERTIES

	2024 £'000	2023 £'000
Market Value at 1st January	4,579	5,471
Reclassifications as investments	3,789	-
Disposals	-	(5)
Revaluation Loss	(1,182)	(887)
Market Value at 31st December	<u>£ 7,186</u>	<u>£ 4,579</u>

During 2024, GMB reviewed its property portfolio and concluded that five of its existing properties should be reclassified as investment properties. A valuation of nine properties was undertaken as at 31 December 2024 by Graham + Sibbald UK LLP and Ryden LLP. The basis of the valuation was market value as defined by RICS Valuation - Professional Standards 2020. The investment property element has been valued subject to the current lease terms in place.

Notes

(23) INVESTMENTS	2024	2023
	£'000	£'000
Listed Investments		
Market Value at 1st January	44,533	41,582
Additions	866	803
Disposals	(73)	(70)
Net gains	1,393	2,218
	<hr/>	<hr/>
Market Value at 31st December	46,719	44,533
	<hr/>	<hr/>
Unlisted Investments		
Market Value at 1st January	11,458	10,198
Additions at cost	6	5
Net gains	4,146	1,255
	<hr/>	<hr/>
Market Value at 31st December	15,610	11,458
	<hr/>	<hr/>
Total Value at 31st December	£ 62,329	£ 55,991
	<hr/>	<hr/>
Historic Cost at 31st December	£ 38,695	£ 37,896
	<hr/>	<hr/>
At 31st December, the market value of investments held by the Union was:		
Listed Investments		
Equities and Other Quoted Investments	480	494
Managed Funds	23,827	22,078
Trade Union Unit Trust	22,334	21,905
Gilts	77	55
British Municipal Stocks and Loans	1	1
	<hr/>	<hr/>
	46,719	44,533
	<hr/>	<hr/>
Unlisted Investments		
GMB Credit Union	734	728
Other Investments	77	77
Unity Trust Bank plc	14,799	10,653
	<hr/>	<hr/>
	15,610	11,458
	<hr/>	<hr/>
Total Investments	£ 62,329	£ 55,991
	<hr/>	<hr/>

Notes	31st December 2024	31st December 2023
	£'000	£'000
(24) DEBTORS		
Contributions Receivable	949	1,029
Other Debtors and Prepayments	14,290	14,361
	<hr/>	<hr/>
	15,239	15,390
Less Provision	(12,217)	(12,217)
	<hr/>	<hr/>
	£ 3,022	£ 3,173
	<hr/>	<hr/>

Included in Other Debtors and Prepayments is an amount of £12.22m (2023 £12.22m) due from UnionLine. See note 28 for details.

Due to the uncertain nature of the timing of the recoverability of the UnionLine loan, which is long-term funding, the Union has taken a decision to create a provision against this debt in keeping with its responsibility to make judgements and estimates that are reasonable and prudent.

(25) CREDITORS		
Trade Creditors	(1,173)	(555)
Payroll Creditors	(1,099)	(1,123)
Other Creditors	(308)	(307)
Accrued Charges and Deferred Income	(2,637)	(4,043)
	<hr/>	<hr/>
	£(5,217)	£(6,028)
	<hr/>	<hr/>

(26) COMMITMENTS - OPERATING LEASES

Property

At 31st December 2024, the Union had total commitments under non-cancellable operating leases of £757,716 (2023 £837,832), £355,434 (2023 £334,284) payable within one year, £402,282 (2023 £503,548) payable within two to five years and £nil (2023 £nil) payable after five years.

Other Commitments

At 31st December 2024, the Union had total commitments under non-cancellable operating leases of £2,041,628 (2023 £1,593,781), £705,036 (2023 £1,102,790) payable within one year, £1,336,592 (2023 £490,991) payable within two to five years and £nil (2023 £nil) payable after five years.

Commitments Receivable

At 31st December 2024, amounts due to the Union under non-cancellable operating leases totalled £595,139 (2023 £589,718), £326,567 (2023 £350,325) receivable within one year, £268,572 (2023 £239,392) receivable within two to five years and £nil (2023 £nil) receivable after five years.

Lease payments of £1,778,670 (2023 £1,832,429) and receipts of £467,451 (2023 £477,620) were charged to the Statement of Comprehensive Income during the year.

Notes

(27) CONTINGENT LIABILITIES

The Union underwrites legal support to members. The costs of these cases are accounted for in accordance with the accounting policies of the Union.

There were no other contingent liabilities at 31st December 2024 or 31st December 2023.

(28) RELATED PARTY TRANSACTIONS**UnionLine**

At 31st December 2024, the Union was a 50% equity partner in GMB/CWU Legal LLP, which is the sole beneficial partner of Trade Union Legal LLP, trading as UnionLine.

At 31st December 2024, the Union had made an unsecured loan of £7.01m (2023 £7.01m) to the LLP at a commercial rate of interest. The total amount outstanding, including accrued interest, as at 31st December 2024 was £7.78m (2023 £7.78m). At 31st December 2024, £4.44m (2023 £4.44m) was due to the union in relation to previous charges for staff and administration costs.

Additionally, the Union has made capital contributions to UnionLine totalling £8.0m (2023 £6.1m). The Union takes the view that these are not recoverable and have written the full amounts off to the Statement of Comprehensive income in the year in which they were paid.

Included in Accrued Charges and Deferred Income (note 25) is the sum of £759k due to UnionLine at 31 December 2024 (2023 £900k)

Ethical Threads Ltd

At 31st December 2024, the Union held an interest in 50.5% of the voting share capital of the company.

At 31st December 2024, no amounts (2023 £nil) were due to or by the Union to Ethical Threads.

Notes

(29) GMB 1961 PENSION FUND

The Union operates a defined benefit scheme in the UK which provides both pensions in retirement and death benefits to members. Pension benefits are related to the members' final salary at retirement and their length of service.

The Fund is a registered scheme under UK legislation and is subject to the scheme funding requirements outlined in UK legislation.

The Fund was established from 24th January 1961 under trust and is governed by the Fund's current Trust Deed and Rules dated 1st November 2014. The Trustees are responsible for the operation and the governance of the Fund, including making decisions regarding the Fund's funding and investment strategy in conjunction with the Union.

The most recent formal actuarial valuation of the Fund was as at 31st December 2021 and revealed a funding surplus of £24.1m.

In accordance with the Schedule of Contributions dated 25th October 2024, the Union is expected to pay contributions of approximately £6.9m over the next accounting period. This includes £1m fixed annual contributions and around £5.9m based on a rate of 22.1% for the accrual of benefits (including an additional allowance for expenses) on an expected pensionable salary roll of c£26.8m.

The contributions paid by the Union are reviewed every three years as part of each formal actuarial valuation. The Fund's next actuarial valuation is due at 31st December 2024.

The contribution payments by the Union include an allowance for ongoing administration expenses and the lump sum death in service benefits.

The liabilities of the Fund are based on the current value of expected benefit payment cashflows to members of the Fund over approximately the next 60 years. The average duration of the liabilities is approximately 11 years.

The value of the liabilities at the reporting date have been estimated by updating the results of the actuarial valuation as at 31st December 2021 to allow for the passage of time, the accrual of new benefits for active members, benefits paid out of the Fund, actual inflationary experience and changes in actuarial assumptions.

Such an approach is normal for the purposes of accounting disclosures. It is not expected that these projections will be materially different from a summation of individual calculations at the accounting date, although there may be some discrepancy between the actual liabilities for the Fund at the accounting date and those included in the disclosures.

A full actuarial valuation of the Fund was carried out as at 31st December 2021 and has been updated to 31st December 2024 by a qualified independent actuary. The major assumptions used by the actuary were as follows:

		At 31/12/2024	At 31/12/2023
Discount rate		5.45%	4.55%
Rate of inflation (RPI)		3.15%	3.00%
Rate of inflation (CPI)		2.75%	2.60%
Rate of salary increase		2.75%	2.60%
Rate of increase to pensions in payment:	RPI max 5%	3.05%	2.90%
	RPI max 2.5%	2.15%	2.10%
	CPI	2.75%	2.60%
Cash commutation		90% of maximum tax-free cash permitted on current terms	90% of maximum tax-free cash permitted on current terms
Assumed life expectancies (in years) on retirement at age 65 are:			
Retiring today - Males		19.8	19.9
Retiring today - Females		22.2	22.1
Retiring in 20 years time - Males		21.1	21.1
Retiring in 20 years time - Females		23.5	23.5

The assets in the Fund:

	Value at 31/12/2024 £'000	Value at 31/12/2023 £'000
Equities (including property)	58,088	51,602
Gilts	223,160	211,372
Bonds	69,805	87,048
Cash	8,807	18,183
Alternatives/Multi-asset	9,417	21,113

Fair value of Fund assets	£ 369,277	£ 389,318
	2024	2023

The actual return on assets over the period was:

£ (6,530)	£ 23,219
-----------	----------

The amounts recognised in the statement of financial position are as follows:

	As at 31/12/2024 £'000	As at 31/12/2023 £'000
Present value of funded obligations	(295,549)	(317,559)
Fair value of Fund assets	369,277	389,318

Surplus in funded scheme	£ 73,728	£ 71,759
--------------------------	----------	----------

The fair value of the scheme assets exceeded the present value of future obligations at 31st December 2024 by £73.728m. (2023: £71.759m). Under FRS 102, a defined benefit pension asset should be recognised only to the extent the entity is able to recover the surplus. GMB has considered the recoverability of the surplus through reduced contributions and refunds in future. As recovery is uncertain, GMB has chosen not to recognise the asset.

Reconciliation of opening and closing balances of the present value of the defined benefit obligation:

	Year end 31/12/2024 £'000	Year end 31/12/2023 £'000
Benefit obligation at beginning of year	317,559	309,365
Current service cost	3,535	3,684
Interest cost	14,070	14,443
Contributions by employees	2,038	1,978
Actuarial (gain)/loss	(22,960)	7,014
Benefits paid	(21,111)	(18,925)
Past service cost	2,418	-
Benefit obligation at end of year	£ 295,549	£ 317,559

Reconciliation of opening and closing balances of the fair value of the Fund assets:

Fair value of Fund assets at beginning of year	389,318	376,473
Interest income on Fund assets	17,407	17,822
Return on assets, excluding interest income	(23,937)	5,397
Contributions by employer	6,761	7,622
Contributions by employees	2,038	1,978
Benefits paid	(21,111)	(18,925)
Fund administrative cost	(1,199)	(1,049)
Fair value of Fund assets at end of year	£ 369,277	£ 389,318

Remeasurement of the net defined benefit liability:

	Year end 31/12/2024 £'000	Value at 31/12/2023 £'000
Actuarial (gains)/losses on the liabilities	(22,960)	7,014
Return on assets, excluding interest income	23,937	(5,397)
Un-recoverable scheme surplus	(1,368)	68,380

Total remeasurement of the net defined benefit (asset)/liability

£ (391)

£ 69,997

The amounts recognised in other comprehensive income:

	31/12/2024	31/12/2023
Current service cost	3,535	3,684
Past service cost	2,418	-
Fund administrative cost	1,199	1,049
Total expense	£ 7,152	£ 4,733

Summary of Income and Branch Expenditure by Region for year ended 31st December 2024

Notes	London	Midlands	North East Yorkshire and Humber	North West and Irish	Scotland	Southern	Wales and South West	Total
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
(30) INCOME								
Contributions (Note 2)	11,455	12,392	11,208	10,161	8,092	10,201	7,940	71,449
EXPENDITURE (Note 3)								
Branch Officers' Salaries and NIC	2	11	5	2	8	12	6	46
Check-off Administration	14	32	23	37	65	12	13	196
Member Refunds	7	4	4	4	4	6	4	33
Allocated to Branch Commission Funds	845	987	823	717	544	780	522	5,218
	868	1,034	855	760	621	810	545	5,493
Transferred to Region	£ 10,587	£ 11,358	£ 10,353	£ 9,401	£ 7,471	£ 9,391	£ 7,395	£ 65,956
Membership 31st December 2024	89,997	95,802	91,085	82,742	62,900	84,600	64,371	571,497
Membership 31st December 2023	88,576	95,508	100,379	83,149	62,069	82,217	64,565	576,463

Notes to Accounts

Notes

(1) STATEMENT OF ACCOUNTING POLICIES

Statement of Compliance

GMB is an independent Trade Union as listed by the Certification Officer for Trade Unions and Employers' Associations. The Registered Office is Mary Turner House, 22 Stephenson Way, London NW1 2HD.

The Union's financial statements have been prepared in compliance with applicable United Kingdom accounting standards, Financial Reporting Standard 102 (FRS 102), with the exception of the following:

- No Statement of Changes in Equity has been presented on the basis that further details have been provided in the notes which reconcile each fund.
- The remuneration of key management personnel has not been duplicated in the financial statements as it is already disclosed in the AR21.

These financial statements were approved for issue by the Union's Central Executive Council. They are presented in Sterling and rounded to the nearest £'000.

Going Concern

The financial statements are drawn up on the going concern basis which assumes the Union will continue in operational existence for the foreseeable future. Due consideration has been given to the working capital and cash flow requirements of the Union for at least 12 months from the date of signature on the accounts.

The Union, having reviewed both costs and operating structures, has budgeted for a surplus in 2025. The Central Executive Council are confident that through the strength and diversity of our membership, the Union's financial strength will be maintained.

On the basis of the above information, the members of the Central Executive Council consider it appropriate to prepare the Union's financial statements on the going concern basis.

Accounting Estimates

The preparation of the financial statements requires the Union's Central Executive Council to make reasonable and prudent judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the reporting date and the amounts reported for revenues and expenses during the year. The key estimates are considered to be the valuation of investment properties and defined benefit pension schemes which are detailed in these accounting policies, and the uncertain nature of the timing of the recoverability of some debtors which are detailed in the appropriate note.

Provisions

Provisions are recognised and are included in the accounts only where the Union has a present obligation as a result of a past event and that amount can be reliably measured. The amount recognised is the best estimate of the consideration required to settle the present obligation at the end of the reporting period, taking into account the risks and uncertainties surrounding the obligation.

Contributions

Membership contributions are shown in the financial statements on the basis of those amounts collected and due from members in respect of the year under review.

Depreciation

Depreciation is calculated so as to write off the cost of the following assets over their estimated useful lives as follows:

Leasehold Property	-	2% of cost less accumulated depreciation.
Freehold Property	-	2% of cost less accumulated depreciation excluding land.
Furniture and Equipment	-	15% of cost less accumulated depreciation.
Computer Equipment	-	33.3% of cost less accumulated depreciation.
Motor Vehicles	-	Revalued to Glass's Guide value at 31st December each year.

Notes

Asset allocation

Fixed assets are shown at cost less depreciation as stated above and are not allocated to specific funds.

Taxation

Taxation for the year is chargeable on investment income and capital gains less provident benefits. There is no taxation charge for the year since provident benefits exceed the investment income and capital gains.

Deferred tax is provided on the liability method to take account of timing differences between the treatment of certain items for accounting purposes and their treatment for tax purposes. No deferred tax has been recognised in respect of the revaluation of listed investments to market value on the basis that sufficient provident benefits exist to cover the capital gains should the investments be sold.

Investments

Equity investments, held as fixed assets, are recognised at fair value at the reporting date. Any equity investments that are not publicly traded and whose fair value cannot otherwise be measured reliably are recognised at cost.

Investment properties

Certain of the Union's properties have been classified as investment properties. These have been valued at market value as determined by a professional valuation.

Any gains or losses recognised by way of revaluation to fair value, are recognised in the Statement of Comprehensive Income as Gain/(Loss) on Revaluation of Investments to Fair Value and Gain/(Loss) on Revaluation of Investment Properties to Fair Value. Where investments or investment properties are disposed of, any profit or loss on their disposal, being the difference between the proceeds of sale and the book value, are recognised in the Statement of Comprehensive Income as Realised Gain/(Loss) on Sale of Fixed Assets.

Legal

Legal costs are shown in the financial statements on the basis of those amounts paid and due in respect of the year under review.

Terminations

Costs in respect of terminations are charged to the Statement of Comprehensive Income in the year in which the termination occurred.

Pension scheme

The Union operates a defined benefit pension scheme.

The amounts charged to the Statement of Comprehensive Income are the current service costs. Actuarial gains and losses are recognised immediately in Other Comprehensive Income.

The assets of the scheme are held separately from those of the Union in a separate trustee-administered fund. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis.

Operating leases

Rental payments in respect of operating leases are charged to the Statement of Comprehensive Income over the term of the lease.

Funds of the Union

The Union holds its reserves and has allocated these to a number of individual funds, the nature of which are noted below:

- The General Fund is the principal fund through which the Union's business is transacted and the balance of the funds held other than as specified in any other fund.
- The Dispute Fund is held for the purpose of recording the direct financial support to members in dispute in accordance with rule. Any costs incurred are met by way of a transfer from the General Fund each year.

Notes

- The Political Fund is held to record both the contributions from members who have elected to contribute, and the qualifying expenditure of the Union and the balance held. This fund is governed both by the rule book of the GMB and current Trade Union legislation.
- The Branch Commission Fund is held to record both the balances held, and the transactions relating to direct activities of the branches of the Union.
- The MPO and ASU Reserve Funds are funds relating to the former members of these unions, to be used for expenditure specific to their activity. These funds were established under the relevant Transfer of Engagements.
- GMB maintains the Members' Superannuation Fund for former members of the Amalgamated Society of Boilermakers, Shipwrights, Blacksmiths and Structural Workers Full Benefit Section under the terms of the merger agreement. This Fund is now closed.
- Regional Benefit Funds are local funds created through additional voluntary contributions from members of these funds in return for specific benefits.

Branches and Regions

The transactions of the branches and regions during the year are included in the funds, as are the net assets held directly by them at the balance sheet date.

Accounting policies

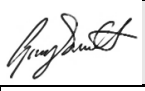
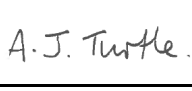
(see notes 84 and 85)

Please see attachment

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:	Gary Smith	Name:	Alison Turtle - Head of Finance
Date:	29 May 2025	Date:	29 May 2025

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	<input checked="" type="checkbox"/>	To follow	
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)

Please see attachment

Signature(s) of auditor or auditors:	<div>Crowe U.K. LLP</div>	
Name(s):	<div>Crowe U.K.LLP</div>	
Profession(s) or Calling(s):	<div>Chartered Accountants</div>	
Address(es):	<div>55 Ludgate Hill</div>	
	<div></div>	
	<div></div>	
	<div>London</div>	
Postcode	<div>EC4M 7JW</div>	
Date	<div>30-May-25</div>	
Contact name for inquiries and telephone number:	<div>Tina Allison</div>	<div>020 7842 7276</div>

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 GMB FOR THE YEAR ENDED 31 DECEMBER 2024

Opinion

We have audited the financial statements of the GMB for the year ended 31 December 2024 which comprise the income and expenditure, balance sheet and related notes included within the AR21 as set out on pages 3 to 23 of the AR21. These financial statements have been prepared under the historical cost convention and the accounting policies set out therein.

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 GMB's affairs as at 31 December 2024 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 Central Executive Council's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

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

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

Other information

The Central Executive Council 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.

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 Trades 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 Central Executive Council

As explained more fully in the statement of Central Executive Council responsibility, the Central Executive Council 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 Central Executive Council 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 Central Executive Council 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 Central Executive Council 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. 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 Central Executive Council 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 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

For and on behalf of
Crowe U.K. LLP
Statutory Auditor
London, United Kingdom

30 May 2025

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	Crowe U.K. LLP
Name	Crowe U.K.LLP
Address	55 Ludgate Hill, London, EC4M 7JW
Date	30-May-25
Contact name and telephone number	Tina Allison 02078427276

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	