

Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	National Union of Rail, Maritime and Transport Workers			
Year ended:	31 December 2020			
List no:	715T			
Head or Main Office address:	Unity House			
	39 Chalton Street			
	London			
Postcode	NW1 1JD			
Website address (if available)	www.rmt.org.uk			
Has the address changed during the year to which the return relates?	Yes	☐	No ☒	('X' in appropriate box)
General Secretary:	M Lynch			
Telephone Number:	020 7387 4771			
Contact name for queries regarding the completion of this return	Sailesh Mehta			
Telephone Number:	020 7388 7000			
E-mail:	smehta@hwfisher.co.uk			

Please follow the guidance notes in the completion of this return

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

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

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

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

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Return of Members

(see notes 10 and 11)

	Number of members at the end of the year				
	Great Britain	Northern Ireland	Irish Republic	Elsewhere Abroad (including Channel Islands)	Totals
Male	67,941	172	60	204	68,377
Female	13,744	22	3	22	13,791
Other	35	1			36
Total	81,720	195	63	226	A 82,204

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

82,000

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

2,763

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
Reg'l Org'r - Midlands		Geoff Kite	27 January 2020
Reg'l Org'r - South		Eddie Dempsey	1 January 2020

State whether the union is:

a. A branch of another trade union?

Yes

No

x

If yes, state the name of that other union:

b. A federation of trade unions?

Yes

No

x

If yes, state the number of affiliated unions:

and names:

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]

General Fund

(see notes 13 to 18)

	£000	£000
Income		
From Members: Contributions and Subscriptions		17,746
From Members: Other income from members (specify)		
Total other income from members		
Total of all income from members		17,746
Investment income (as at page 12)		-182
Other Income		
Income from Federations and other bodies (as at page 4)	-2,353	
Income from any other sources (as at page 4)	-1,958	
Total of other income (as at page 4)		-4,311
Total income		13,253
Interfund Transfers IN		
Expenditure		
Benefits to members (as at page 5)		2,712
Administrative expenses (as at page 10)		14,068
Federation and other bodies (specify)		
Affiliation fees		537
Grants		13
Total expenditure Federation and other bodies		550
Taxation		
Total expenditure		17,330
Interfund Transfers OUT		
Surplus (deficit) for year		-4,077
Amount of general fund at beginning of year		49,266
Amount of general fund at end of year		45,189

(see notes 19 and 20)

P4

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

			£000
Representation –		brought forward	1,680
Employment Related Issues		Advisory Services	
Legal Costs	500		
Negotiation costs	77		
Representation –		Other Cash Payments	
Non Employment Related Issues		Death grants	59
		Retirement grants	47
		Permanent downgrading	1
		Fines pool	1
		Education and Training services	
		Representatives' courses	14
		Branch Secretaries' courses	
		Regional Council schools	2
		Education Centre costs	109
Communications		Other courses	75
RMT news	538	Union Learning Fund	622
Publicity and website costs	121		
Member communications	2		
Recruitment of members	34		
Diaries	101		
		Negotiated Discount Services	
Dispute Benefits			
Dispute fund payments	307		
		Other Benefits and Grants (specify)	
		Accident benefit	102
carried forward	1,680	Total (should agree with figure in General Fund)	2,712

(See notes 21 and 23)

Fund 2		Fund Account	
Name:	Orphan Fund	£000	£000
Income			
	From members		355
	Investment income (as at page 12)		12
	Other income (specify)		
	Sundry income		1
	Total other income as specified		1
	Total Income		368
	Interfund Transfers IN		
Expenditure			
	Benefits to members		150
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		150
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		218
	Amount of fund at beginning of year		2,811
	Amount of fund at the end of year (as Balance Sheet)		3,029
	Number of members contributing at end of year		82,000

Fund 3		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		

(See notes 21 and 23)

Fund 4		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 5		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		

(See notes 21 and 23)

Fund 6		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 7		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			

(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		239
	Investment income (as at page 12)		9
Other income (specify)			
	Total other income as specified		
	Total income		248

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)	8
Expenditure B (as at page ii)	
Expenditure C (as at page iii)	
Expenditure D (as at page iv)	
Expenditure E (as at page v)	
Expenditure F (as at page vi)	
Non-political expenditure (as at page vii)	127
Total expenditure	135
Surplus (deficit) for year	113
Amount of political fund at beginning of year	260
Amount of political fund at the end of year (as <u>Balance Sheet</u>)	373
Number of members at end of year contributing to the political fund	76,063
Number of members at end of the year not contributing to the political fund	6,141
Number of members at end of year who have completed an exemption notice and do not contribute to the political fund	204

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		

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

[illegible]

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	£
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

[illegible]

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
Peoples Press Printing Society 2019 General Election Special	3
Total	3

**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

Total expenditure

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

£000

Admin costs	42

Total expenditure

(c) the total amount of all other money expended

£000

Officers' salaries	17
Office staff salaries	68

Total expenditure

Total of all expenditures

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

(see notes 34 and 35)

		£000
Administrative Expenses		
Remuneration and expenses of staff		9,170
Salaries and Wages included in above	6,305,000	
Auditors' fees		65
Legal and Professional fees		434
Occupancy costs		1,298
Stationery, printing, postage, telephone, etc.		212
Expenses of Executive Committee (Head Office)		
Expenses of conferences		383
Other administrative expenses (specify)		
Branches and Regional Councils		1,275
Motor expenses		172
Computer and equipment maintenance		574
Other admin costs		252
Other Outgoings		
Interest payable:		
Bank loans (including overdrafts)		55
Bank charges		70
Other loans		
Depreciation		275
Taxation		
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
Refund of VAT		-167
Bad debt movement		
Re-measurement of defined benefit pension liability		
tretert		
Total		14,068
Charged to:	General Fund (Page 3)	14,068
	Orphan Fund	
Total		14,068

Analysis of officials' salaries and benefits

(see notes 36 to 46 below)

Office held	Gross Salary	Employers N.I. contributions	Benefits			Total
	£	£	Pension Contributions £	Other Benefits		£
				Description	Value	
					£	
General Secretary	109,542	14,125	38,370	Car benefit	1,432	163,468
Senior Assistant General Secretary	61,720	7,741	21,610	Car benefit	2,945	94,016
Assistant General Secretary	85,282	10,993	22,175			118,450

Analysis of investment income

(see notes 47 and 48)

	Political Fund £000		Other Fund(s) £000
Rent from land and buildings			
Dividends (gross) from:	9		487
Equities (e.g. shares)			
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			
Other investment income (specify)			
Loss on sale of investments			-657
	9		-170
Total investment income			
			-161
Credited to:			
		General Fund (Page 3)	-182
		Orphan Fund	12
		Political Fund	9
Total Investment Funds			
			-161

Balance sheet as at

31 December 2020

(see notes 49 to 52)

Previous Year		£000	£000
35,982	Fixed Assets (at page 14)		34,971
	Investments (as per analysis on page 15)		
20,047	Quoted (Market value £ (18,430k))		18,430
3,539	Unquoted		3,768
	Total Investments		22,198
	Other Assets		
	Loans to other trade unions		
1,004	Sundry debtors		886
982	Cash at bank and in hand		2,700
	Income tax to be recovered		
	Stocks of goods		
	Others (specify)		
1,986	Total of other assets		3,586
61,554	Total assets		60,755
49,266	General fund (page 3)		45,189
2,811	Orphan Fund		3,029
260	Political Fund Account		373
	Liabilities		
	Amount held on behalf of central trade union political fund		
342	Bank loans <1 yr		509
1,259	Creditors and accruals		933
1,197	Bank loans >1 yr		1,658
6,419	Pension liability		9,064
9,217	Total liabilities		12,164
61,554	Total assets		60,755

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	14,534		1,222		22,314	38,070
Additions	63		101		816	980
Disposals						
Revaluation/Transfers	-646				-1,430	-2,076
At end of year	13,951		1,323		21,700	36,974
Accumulated Depreciation						
At start of year	1,006		1,082			2,088
Charges for year	219		56			275
Disposals						
Revaluation/Transfers	-360					-360
At end of year	865		1,138			2,003
Net book value at end of year	13,086		185		21,700	34,971
Net book value at end of previous year	13,528		140		22,314	35,982

Analysis of investments

(see notes 58 and 59)

Quoted		All Funds Except Political Funds £000	Political Fund £000
	Equities (e.g. Shares)		
	Industrial	18,430	
	Government Securities (Gilts)		
	Other quoted securities (to be specified)		
	Total quoted (as Balance Sheet)	18,430	
	Market Value of Quoted Investment	18,430k	
Unquoted	Equities		
	Other shares	3,244	
	Government Securities (Gilts)		
	Mortgages		
	Bank and Building Societies		
	Cash deposits	524	
	Other unquoted investments (to be specified)		
	Total unquoted (as Balance Sheet)	3,768	
	Market Value of Unquoted Investments	3,768	

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?	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; padding: 5px;"> Yes <input style="width: 40px; height: 20px;" type="checkbox"/> </td> <td style="width: 50%; padding: 5px;"> No <input checked="" style="width: 40px; height: 20px;" type="checkbox"/> </td> </tr> </table>	Yes <input style="width: 40px; height: 20px;" type="checkbox"/>	No <input checked="" style="width: 40px; height: 20px;" type="checkbox"/>
Yes <input style="width: 40px; height: 20px;" type="checkbox"/>	No <input checked="" style="width: 40px; height: 20px;" type="checkbox"/>		

If YES name the relevant companies:

Company name	Company registration number (if not registered in England & Wales, state where registered)

Are the shares which are controlled by the union registered in the names of the union's trustees?	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; padding: 5px;"> Yes <input style="width: 40px; height: 20px;" type="checkbox"/> </td> <td style="width: 50%; padding: 5px;"> No <input style="width: 40px; height: 20px;" type="checkbox"/> </td> </tr> </table>	Yes <input style="width: 40px; height: 20px;" type="checkbox"/>	No <input style="width: 40px; height: 20px;" type="checkbox"/>
Yes <input style="width: 40px; height: 20px;" type="checkbox"/>	No <input style="width: 40px; height: 20px;" type="checkbox"/>		

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

Company name	Names of shareholders

Summary sheet

(see notes 62 to 73)

	All funds except Political Funds	Political Funds £	Total Funds £
Income			
From Members	18,101	239	18,340
From Investments	-170	9	-161
Other Income (including increases by revaluation of assets)	-4,310		-4,310
Total Income	13,621	248	13,869
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	17,480	135	17,615
Funds at beginning of year (including reserves)	52,077	260	52,337
Funds at end of year (including reserves)	48,218	373	48,591
Assets			
	Fixed Assets		34,971
	Investment Assets		22,198
	Other Assets		3,586
	Total Assets		60,755
Liabilities		Total Liabilities	12,164
Net Assets (Total Assets less Total Liabilities)			48,591

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

(see notes 74 to 80)

Did the union hold any ballots in respect of industrial action during the return period?		Yes
If Yes How many ballots were held: 49		
For each ballot held please complete the information below:		
Ballot 1		
Number of individual who were entitled to vote in the ballot		
Number of votes cast in the ballot		
Number of Individuals answering "Yes" to the question		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 2		
Number of individual who were entitled to vote in the ballot		
Number of votes cast in the ballot		
Number of Individuals answering "Yes" to the question		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 3		
Number of individual who were entitled to vote in the ballot		
Number of votes cast in the ballot		
Number of Individuals answering "Yes" to the question		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 & Industrial Action: If you have 6 or more entries for either of these, please complete the Excel Spreadsheet

Ballot 4

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question

1

Number of individuals answering "No" to the question

2

Number of 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

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 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

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 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

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:

RMT

Reporting Period

2020

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

Yes

If yes, how many ballots were held?

49

For each ballot held please complete the information below

Attention:

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	Does 226(2B) of the 1992 Act apply to this ballot?	If yes, were the number of individuals answering "Yes" to the question(or each question) at least 40% of the number of individuals who were entitled to vote in the ballot
1	15	15	15	0	0	Yes	Yes	Yes
2	851	505	416	88	1	Yes	Yes	Yes
3	851	505	465	38	2	Yes	Yes	Yes
4	25	23	15	8	0	Yes	Yes	Yes
5	25	23	22	1	0	Yes	Yes	Yes
6	40	28	22	6	0	Yes	Yes	Yes
7	40	28	27	1	0	Yes	Yes	Yes
8	13	9	9	0	0	Yes	Yes	Yes
9	13	9	9	0	0	Yes	Yes	Yes
10	105	79	73	5	1	Yes	Yes	Yes
11	105	79	79	0	0	Yes	Yes	Yes
12	96	57	38	17	2	Yes	Yes	No
13	96	57	45	12	0	Yes	Yes	Yes
14	53	43	39	4	0	Yes	Yes	Yes
15	53	43	40	3	0	Yes	Yes	Yes
16	108	42	38	4	0	No	Yes	No
17	108	42	40	2	0	No	Yes	No
18	134	40	22	17	1	No	Yes	No
19	134	40	27	13	0	No	Yes	No
20	516	290	274	16	0	Yes	Yes	Yes
21	516	290	275	12	3	Yes	Yes	Yes
22	34	30	30	0	0	Yes	Yes	Yes
23	34	30	24	4	2	Yes	Yes	Yes
24	76	55	44	11	0	Yes	Yes	Yes
25	76	55	49	6	0	Yes	Yes	Yes
26	18	17	17	0	0	Yes	Yes	Yes
27	18	17	17	0	0	Yes	Yes	Yes
28	57	49	43	6	0	Yes	Yes	Yes
29	57	49	46	3	0	Yes	Yes	Yes

[illegible]

Notes to the accounts

(see notes 82 and 83)

All notes to the accounts must be entered on or attached to this part of the return.

See attached notes in the accounts.

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2020

1 INFORMATION IN RESPECT OF THE UNION

The National Union of Rail, Maritime and Transport Workers is a trade union registered in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992 with its head office at Unity House, 39 Chalton Street, London NW1 1JD.

2 ACCOUNTING FRAMEWORK

The accounts have been prepared in accordance with FRS102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS102"). The Union is a Public Benefit Entity.

In accordance with FRS102, the format of these accounts is based on those contained in the Regulations to the Companies Act 2006, notwithstanding that the Union does not report under that Act. The formats have been adapted, as required by Part 1 of Schedule 1 of the Regulations, in order that they give a true and fair view of the Union's activities.

3 PRESENTATION CURRENCY

The accounts are presented in sterling and rounded to the nearest thousand Pounds.

4 GOING CONCERN

The National Executive Committee has considered the effect of the Covid-19 outbreak. The National Executive Committee considers that the outbreak is likely to cause some disruption to the Union's business but does not believe that this will be significant. The National Executive Committee has a reasonable expectation that the Union can continue as a going concern for a period of at least twelve months from the date of approval of these financial statements.

5 SIGNIFICANT ACCOUNTING POLICIES

The accounts have been prepared under the historical cost convention, as modified to include the revaluation of certain fixed assets, and in accordance with the specific accounting policies set out below.

(a) Contribution income

Contributions are accounted for on an accruals basis.

(b) Expenditure

Expenditure in the accounts is presented inclusive of VAT where applicable.

(c) Investment income

Income from the Union's investments in equity and debt instruments and rental property is accounted for on an accruals basis.

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2020

5 SIGNIFICANT ACCOUNTING POLICIES (continued)

(d) Taxation

Current tax is payable on the excess of interest income, rental income and chargeable gains arising on the disposal of properties and investments over expenditure on the provident benefits and reinvested chargeable gains for the year. Current tax is calculated using tax rates that have been enacted or substantively enacted by the reporting end date.

Deferred tax liabilities are generally recognised for all timing differences and deferred tax assets are recognised to the extent that it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable income. Deferred tax is calculated at the tax rates that are expected to apply in the period where the liability is settled or the asset is realised. Deferred tax is charged or credited in the income and expenditure accounts.

The Union has adopted a reinvestment policy whereby all realised proceeds on the disposal of investments are reinvested into other chargeable assets, thereby eliminating any current tax liability and thereby the need for the recognition of a deferred tax liability. Where the proceeds are not fully reinvested no current tax liability is considered likely to arise due to expenditure on provident benefits exceeding any chargeable gains that might arise.

(e) Tangible fixed assets

Tangible fixed assets are initially measured at cost. Office equipment and the land and buildings comprising the Union's Education Centre are subsequently measured at cost and the Union's office buildings (including Head Office) are subsequently measured at valuation, in all cases net of depreciation and any impairment losses. At each reporting date, the Union reviews the carrying amounts of its tangible fixed assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any). Impairment losses are recognised in the income and expenditure account.

Depreciation is provided on all tangible fixed assets, except freehold land, to write off the cost or valuation, less estimated residual value, on a straight line basis over the estimated useful lives of the assets. The rates applied are as follows:

Freehold buildings	-	2% per annum
Office equipment	-	20% per annum

The gain or loss arising on the disposal of a tangible fixed asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the income and expenditure account.

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2020

5 SIGNIFICANT ACCOUNTING POLICIES (continued)

(f) Investment properties

Investment properties are initially measured at cost and subsequently measured at fair value. Changes in the fair value of investment properties are recognised in the income and expenditure account.

(g) Financial assets and liabilities

Financial assets and liabilities are grouped as either "Basic financial assets or liabilities" or "Other financial assets or liabilities" based on their particular characteristics and are accounted for accordingly.

Basic financial assets

Basic financial assets include cash and bank balances and trade and other debtors. Basic financial assets are initially measured at transaction price and subsequently measured at cost less any impairment losses.

Other financial assets

Other financial assets include the Union's investments in listed and unlisted equity and debt instruments.

Listed investments are initially measured at fair value, which is normally the transaction price, and subsequently measured at fair value (market value). Changes in the fair value of listed investments are recognised in the income and expenditure account.

The Union does not consider that reliable on-going estimates of the fair value of its unlisted investments are available. As a result, unlisted investments are initially measured at transaction price and subsequently measured at cost less any impairment losses unless a fair value can be determined.

Impairment of financial assets

At each reporting date, the Union reviews the carrying amounts of all financial assets carried at cost to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any). Impairment losses are recognised in the income and expenditure account.

Basic financial liabilities

Basic financial liabilities include trade and other creditors and bank loans. Basic financial liabilities are initially measured at transaction price and subsequently measured at cost. Debt instruments repayable in more than one year, including bank loans, are subsequently measured at amortised cost using the effective interest method, in order to systematically allocate the interest expense over the expected repayment period of the debt.

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2020

5 SIGNIFICANT ACCOUNTING POLICIES (continued)

(h) Post-employment benefits

The Union recognises the present value of its defined benefit pension obligations, net of the fair value of plan assets, as its “net defined benefit pension liability” in the balance sheet and the net change in that liability during the period in the income and expenditure account or as other comprehensive income as appropriate depending on the nature of the change.

The Union measures the cost of its pension obligations using the projected unit credit method which incorporates a number of actuarial assumptions and is discounted to present value using an appropriate discount rate derived from the rate of return on a high quality corporate bond of the same currency and a term similar to the estimated period of the future payments. It is the Union's policy to engage an independent actuary to perform the detailed actuarial calculations necessary to value its defined benefit pension obligations.

The change in the net defined benefit pension liability arising from employee service rendered during the reporting period is recognised in the income and expenditure account within the operating result; the net interest on the net defined benefit pension liability during the reporting period is recognised in the income and expenditure account within income from investment operations; and the remeasurement of the net defined benefit liability, including actuarial gains and losses, is recognised in other comprehensive income.

6 JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

In the application of its accounting policies, the Union is required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates. All significant estimates and underlying assumptions are reviewed on an on going basis and the relevant carrying amounts of assets and liabilities are revised to reflect any changes.

As at 31 December 2020 the carrying amounts of the following assets and liabilities were subject to judgement or to estimation uncertainty:

It is the Union's judgement that reliable estimates of the fair value of its unlisted investments, as included in note 13 to the accounts, are not available. As a result, unlisted investments are measured on the basis of the latest purchase offer.

The fair values of the Union's investment properties and other land and buildings, as included in note 11 and note 12 to the accounts, cannot be directly observed. In order to manage the resulting estimation uncertainty the Union engages independent valuers to provide all material valuations. As at 31 December 2020 an independent valuation of the Union's investment property was undertaken following the completion of the refurbishment work.

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2020

6 JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY (continued)

The Union is involved in numerous on-going legal cases on behalf of its members, the total cost and outcome of which are uncertain. At each balance sheet date the Union considers all cases on a portfolio basis in order to arrive at an estimate of its liability for unbilled legal costs in respect of cases which may prove to be unsuccessful.

The cost of defined benefit pension plans is determined using actuarial valuations. The actuarial valuation involves making assumptions about discount rates, future salary increases, mortality rates and future pension increases. Due to the complexity of the valuation, the underlying assumptions and the long term nature of these plans, such estimates are subject to significant uncertainty. In determining the appropriate discount rate, management considers the interest rates of corporate bonds in the respective currency with at least AA rating, with extrapolated maturities corresponding to the expected duration of the defined benefit obligation. The underlying bonds are further reviewed for quality, and those having excessive credit spreads are removed from the population bonds on which the discount rate is based, on the basis that they do not represent high quality bonds. The mortality rate is based on publicly available mortality tables for the specific country. Future salary increases and pension increases are based on expected future inflation rates for the respective country. Further details are given in note 18.

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2020

7 CONTRIBUTIONS	2020	2019
	£'000	£'000
General Fund	17,746	17,019
Orphan Fund	355	325
Political Fund	239	233
	<u>18,340</u>	<u>17,577</u>

Contributions to the General Fund were made up as follows:-

National Dispute Fund	89	81
Legal Fund	246	244
Other	17,411	16,694
	<u>17,746</u>	<u>17,019</u>

The Union's expenditure in respect of Dispute Fund payments and member legal costs is set out in Note 8.

8 OPERATING EXPENDITURE

(a) Benefits and services to members	2020	2019
	£'000	£'000
<i>Legal costs</i>		
Defence of members and other legal costs	500	804
<i>Cash benefits</i>		
Accident benefit	102	125
Death grants	59	59
Retirement grants	47	55
Permanent downgrading	1	2
Fines Pool	1	2
Dispute Fund payments	307	651
	<u>517</u>	<u>894</u>
<i>Education Costs</i>		
Representatives' courses	14	45
Branch Secretaries' courses	-	1
Regional Council schools	2	37
Education Centre costs	109	240
Other courses	75	226
Bursaries	-	-
Union Learning Fund	622	461
	<u>822</u>	<u>1,010</u>
<i>Negotiation expenses</i>		
Committees, conferences and negotiating expenses	77	97
<i>Publicity and Propaganda</i>		
Publicity and website costs	121	389
RMT News	538	630
Member communications	2	37
Recruitment of members	34	110
Diaries	101	90
	<u>796</u>	<u>1,256</u>
General Fund	<u>2,712</u>	<u>4,061</u>

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2020

8 OPERATING EXPENDITURE (continued)

(b) Representation of members	2020 £'000	2019 £'000
<i>Branch and Regional Council costs</i>		
Branch Secretaries' salaries	799	780
Branch and Regional Council expenditure	476	914
	<u>1,275</u>	<u>1,694</u>
<i>Affiliation fees and grants</i>		
Affiliation fees	537	526
Grants	13	68
	<u>550</u>	<u>594</u>
<i>Committees and conferences</i>		
Annual General Meeting	287	259
Special General Meeting	-	-
Delegates to TUC and various bodies	48	133
Foreign delegations	5	36
Other costs	43	106
	<u>383</u>	<u>534</u>
General Fund	2,208	2,822
Political Fund	8	31
	<u>2,216</u>	<u>2,853</u>
 (c) Employment costs	 2020 £'000	 2019 £'000
Officers' salaries and expenses	1,503	1,533
Office staff salaries	4,079	3,597
Other staff costs	150	414
National Executive Committee	902	860
National Insurance costs	723	674
Net pension scheme charges	1,813	1,597
	<u>9,170</u>	<u>8,675</u>
General Fund	85	83
Political Fund		
	<u>9,255</u>	<u>8,758</u>

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2020

8 OPERATING EXPENDITURE (continued)

(d) Property and equipment costs	2020 £'000	2019 £'000
Rent and rates	557	552
Insurance	89	65
Heating and lighting	132	116
Cleaning and materials	70	70
Maintenance and renewals	450	553
	<u>1,298</u>	<u>1,356</u>
Motor car expenses	172	190
Computer and equipment maintenance	574	712
Depreciation	275	257
	<u>1,021</u>	<u>1,159</u>
General Fund	<u>2,319</u>	<u>2,515</u>
(e) Professional services and administration	2020 £'000	2019 £'000
<i>Administration costs</i>		
Printing and stationery	36	78
Membership services	132	197
Literature and periodicals	120	66
Postage and carriage	73	172
Telephone	103	59
Credit Union costs	-	(2)
	<u>464</u>	<u>570</u>
<i>Professional services</i>		
Audit fees	65	65
Bank charges	70	100
Commission on contributions	1	5
Investment management fees	74	78
Property costs	36	20
Legal fees	66	85
Professional fees	134	119
Ballots and elections costs	49	252
General financial services	74	57
	<u>569</u>	<u>781</u>
General Fund	<u>1,033</u>	<u>1,351</u>
Political Fund	<u>42</u>	<u>1</u>
	<u>1,075</u>	<u>1,352</u>

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2020

8 OPERATING EXPENDITURE (continued)

(f) Other operating expenditure	2020 £'000	2019 £'000
Refund of VAT relating to expenditure in the current year	(167)	(264)
Bad debt provision	-	-
Interest payable	55	22
General Fund	(112)	(242)
Orphan Fund	150	139
Political Fund	-	-
	38	(103)

9 OTHER INCOME/(EXPENDITURE)

(a) Other income	2020 £'000	2019 £'000
Rental income	545	535
Sundry income	651	590
	1,196	1,125
General Fund	1,195	1,125
Orphan Fund	1	-
	1,196	1,125
(b) Investment operations	2020 £'000	2019 £'000
Dividend income	496	781
(Loss)/Gain on sale of investments	(657)	58
	(161)	839
General Fund	(182)	779
Orphan Fund	12	34
Political Fund	9	26
	(161)	839

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2020

9 OTHER INCOME/(EXPENDITURE) (continued)

(c)	Change in fair value of investments	2020	2019
		£'000	£'000
	Change in fair value of listed investments	(923)	2,250
	Change in fair value of investment properties	(1,430)	-
	General Fund	(2,353)	2,250
(d)	Net pension scheme interest	2020	2019
		£'000	£'000
	Interest on funded pension scheme assets	1,356	1,749
	Interest on funded pension scheme liabilities	(1,473)	(2,081)
	Interest on unfunded supplementation liability	(10)	(16)
	General Fund	(127)	(348)

10 TAXATION

Current tax

No Corporation Tax liability arises as the cost of provident benefits provided by the Union in the year is in excess of taxable income.

Deferred tax

The Union does not expect any tax liability to arise in the event of the sale of the properties and investments measured at fair value in these accounts as a result of its on-going reinvestment policy and the availability of provident benefit and other reliefs. Accordingly no deferred tax liability has been recognised as at the balance sheet date. The Union is aware that all chargeable assets were disposed of in any particular year there may be a current tax liability. However, as the disposal of such assets is controlled as part of the reinvestment policy of the Union, this likelihood is considered remote and consequently no deferred tax provision has been made.

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2020

11 TANGIBLE FIXED ASSETS

	Land and buildings - Education Centre £'000	Land and buildings - Other £'000	Office equipment £'000	Total £'000
Cost or Valuation				
At 1 January 2020	3,753	10,781	1,222	15,756
Additions	17	46	101	164
Disposals	-	-	-	-
Revaluations	-	(646)	-	(646)
At 31 December 2020	3,770	10,181	1,323	15,274
Depreciation				
At 1 January 2020	707	299	1,082	2,088
Charge for the year	68	151	56	275
Disposals	-	-	-	-
Revaluations	-	(360)	-	(360)
At 31 December 2020	775	90	1,138	2,003
Net book value				
At 31 December 2020	2,995	10,091	185	13,271
<i>At 31 December 2019</i>	<i>3,046</i>	<i>10,482</i>	<i>140</i>	<i>13,668</i>
Comparable historical cost for the land and buildings included at valuation:				£'000
Cost				
At 1 January 2020				10,497
Additions				46
At 31 December 2020				10,543
Depreciation based on cost				
At 1 January 2020				3,388
Charge for the year				141
At 31 December 2020				3,529
Net book value				
At 31 December 2020				7,014
<i>At 31 December 2019</i>				<i>7,109</i>

All land and buildings are freehold.

Cost or valuation in respect of other land and buildings reflects the following:

The National Education Centre, Doncaster, is carried at its historic cost of £3,753,000 plus additions less accumulated depreciation.

Unity House, Chalton Street, London was valued at £8,500,000 as at 31 December 2020 by CBRE and is carried at that value.

All properties aside from the above were valued as at 31 December 2017 by professional valuers. They are carried at that valuation plus additions less accumulated depreciation.

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2020

12 INVESTMENT PROPERTY

	2020 £'000	2019 £'000
Fair Value		
At 1 January 2020	22,314	20,900
Additions	816	1,414
Disposals	-	-
Revaluations	(1,430)	-
At 31 December 2020	21,700	22,314

The investment property relates to Maritime House, Clapham, London. The property was valued at £21,700,000 as at 31 December 2020 by CBRE and is carried at that value.

13 INVESTMENTS

(a) Movement in the year

	Quoted securities £'000	Unquoted securities £'000	Loans and deposits £'000	Total £'000
Fair Value				
At 1 January 2020	20,047	3,244	295	23,586
Additions	1,772	-	229	2,001
Disposals	(2,466)	-	-	(2,466)
Change in fair value	(923)	-	-	(923)
At 31 December 2020	18,430	3,244	524	22,198
<i>At 31 December 2019</i>	<i>20,047</i>	<i>3,244</i>	<i>295</i>	<i>23,586</i>

(b) Summary position

	2020		2019	
	Cost or realisable value £'000	Market value £'000	Cost or realisable value £'000	Market value £'000
Quoted				
Industrial	15,954	18,430	16,340	20,047
Unquoted				
Other shares	1,692	3,244	1,692	3,244
Loans and deposits				
Loans	-	-	-	-
Cash deposits	524	524	295	295
	524	524	295	295
	18,170	22,198	18,327	23,586

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2020

13 INVESTMENTS (continued)

(c) Detailed schedule of investments

Quoted			Fair value £'000
1,105,683	Aberdeen Standard Fund Mgrs	Inv Grade Corp Bond S Inc	652,795
10,000	Admiral Group Plc	0.1p Ordinary Shares	290,600
7,200	Astrazeneca Plc	US\$0.25 Ordinary Shares	527,328
50,000	Barclays Plc	25p Ordinary Shares	73,340
36,000	BHP Group Plc	US\$0.50 Ordinary Shares	693,000
125,000	Blackrock Fund MGRS	Contl European Income D Inc	220,063
32,000	Blackrock Greater Europe	0.1p Ordinary Shares	169,600
100,000	BP Plc	US\$0.25 Shares	254,800
12,000	Bunzl Plc	32 1/7p Ordinary Shares	293,160
26,000	Compass Group Plc	11.05p Ordinary Shares	354,380
18,000	Diageo Plc	28 101/108p Ordinary Shares	518,040
110,000	Ecclesiastical Ins Office	8.625% Non Cum Irrd Pref	176,550
15,000	Experian PLC	US\$0.10 Ordinary Shares	416,550
5,000	Findlay Park	FP American (US\$)	579,748
32,000	Glaxosmithkline Plc	25p Ordinary Shares	429,440
14,000	Halma PLC	10p Ordinary Shares	342,860
170,000	Home Reit Plc	1p Ordinary Shares	183,600
64,000	HSBC Holdings Plc	US\$0.50 Ordinary Shares	242,464
52,000	Ishares Plc	S&P 500 shares	1,415,310
51,000	JP Morgan Asset Mgrs (UK)	Japan C Net Inc	210,120
110,000	JP Morgan Asset Mgrs (UK)	Emerging Markets C Net Inc	236,500
18,750	Land Securities Group Plc	10.666666p Ordinary shares	126,338
77,000	Legal & General Group Plc	2.5p Ordinary Shares	204,974
1,000	Legg Mason Global Funds	ClearBridge US Agg Gwth Class	289,000
620,000	Lloyds TSB Group Plc	10p Ordinary Shares	225,928
2,500	London Stock Exchange GRp	6 79/86p Ordinary Shares	342,304
15,000	M&G Plc	5p Ordinary Shares	29,693
330,000	Maitland Instl Services Ltd	Chelverton UK Equity B Inc	352,873
63,000	Man Fund Mgmt (UK)	GLG Japan CoreAlpha Prof D Inc	123,921
100,000	Melrose Industries Plc	New Ordinary Shares	178,050
150,000	Mercantile Investment	2.5p Ordinary Shares	371,250
40,000	National Grid Plc	12.431289p Ordinary shares	346,000
13,376	Natwest Group Plc	£1 Ordinary Shares	22,425
36,000	Pimco Global Investors	Gbl Invest Grade Credit (Hgd)	512,280
27,000	Prudential Plc	5p Ordinary Shares	363,690
17,000	Relx Plc	14.44p Ordinary Shares	304,725
84,000	River & Mercantile Asset Mgmt	UK Equity Smlr Cos B Inc (GBP)	516,454
43,000	Royal Dutch Shell Plc	EUR0.07 B Shares (UK Listed)	541,542

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2020

13 INVESTMENTS (continued)

(c) Detailed schedule of investments (continued)

			Fair value £'000
29,852	S4 Capital PLC	25p Ordinary Shares	149,260
300,000	Schroder Investment Mgmt	Asian Income L Inc	228,750
17,500	Shaftesbury Plc	25p Ordinary Shares	111,592
27,000	Smith & Nephew Plc	US\$0.20 Ordinary Shares	407,700
17,500	SSE Plc	50p Ordinary Shares	262,500
20,000	Standard Chartered Plc	US\$0.50 Ordinary Shares	93,180
30,000	Stewart Investors	Asia Pacific Leaders B Acc	286,251
450,000	Threadneedle Investments	UK Corp Bond Inst 2 Dist	254,472
230,000	Threadneedle Investments	Sterling Corp Bond L Inc	497,880
200,000	Treasury 5% Stock	5% Stock 7/03/2025	774,961
630,000	Treasury Stock	5% Stock 7/03/2025	246,019
250,000	Treasury Stock 4%	4% Treasury Gilt 7/03/2022	265,425
610,000	Treasury Stock 4.25%	4 1/4% Stock 07/12/2027	790,929
10,800	Unilever Plc	3 1/9p Ordinary Shares	474,336
210,000	Vodafone Group Plc	US\$0.2095238 Ordinary Shares	253,974
160,000	Vodafone Group Plc	5.625% EMTN 4/12/2025	200,866

18,429,790

Unquoted

Fair value
£'000

Other shares

1,622,052 Unity Trust Bank plc £1 Ordinary shares

3,244

3,244

3,244

Loans and deposits

Cost
£'000

Cash deposits

524

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2020

14	DEBTORS AND PREPAYMENTS	2020	2019
		£'000	£'000
	Trade debtors	119	104
	Other debtors	524	679
	Prepayments and accrued income	243	221
		<u>886</u>	<u>1,004</u>
15	CREDITORS AND ACCRUALS	2020	2019
		£'000	£'000
	Trade creditors	284	150
	Taxes and social security costs	227	273
	Other creditors	23	187
	Accruals and deferred income	399	649
		<u>933</u>	<u>1,259</u>
16	BANK LOANS		
	Bank loan maturity analysis		
		2020	2019
		£'000	£'000
	Due within one year	509	342
		<u>509</u>	<u>342</u>
	Bank loan due after more than one year		
	Due between one to two years	276	534
	Due between two to five years	885	663
	Due in five years or more	497	-
		<u>1,658</u>	<u>1,197</u>
The bank loans are secured against a freehold property, and interest is charged at 2.5% above the bank's base rate. At the balance sheet date the base rate was 0.1% p.a.			
17	FINANCIAL ASSETS AND LIABILITIES BY CATEGORY	2020	2019
		£'000	£'000
	Financial assets:		
	Measured at fair value through income and expenditure	18,430	20,047
	Equity instruments measured on the basis of the latest purchase offer	1,692	1,692
	Basic debt instruments measured at cost less impairment	882	849
	Total financial assets	<u>21,004</u>	<u>22,588</u>
	Financial liabilities:		
	Short-term debt instruments measured at cost	706	986
	Financial liabilities measured at amortised cost	2,167	1,539
	Total financial liabilities	<u>2,873</u>	<u>2,525</u>

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2020

18 POST-EMPLOYMENT BENEFITS

The Union operates a defined benefit pension scheme for its employees and officials. The assets of the scheme are held in trustee administered funds separate from the Union's finances.

In addition to the funded scheme, the Union has granted unfunded supplementation benefits to certain historic pensioners of the National Union of Railwaymen.

The details of both of these schemes are given in the following notes.

1. The National Union of Rail, Maritime & Transport Workers Pension Scheme

From 1 January 1991, the Fund incorporates the assets and liabilities of the National Union of Railwaymen's Employee's Superannuation Fund. From 31 January 2008 the Fund incorporates The National Union of Seamen - Officials' and Employees' Superannuation Fund.

The Fund is a funded defined benefit scheme providing benefits based on final pensionable salary. The basis of determining the final pension and the rates at which the member and the Union provides contributions differ depending on when the member entered the Fund. Contribution rates are determined by the Fund's actuary. A salary sacrifice arrangement is now in place resulting in the Union making contributions on behalf of members and members having a corresponding reduction in pay.

The Union pays additional employer contributions of £490,000 per annum until 31 December 2026.

The most recent actuarial valuation was carried out as at 31 December 2017. This valuation showed that the fair value of the assets of the Fund was £64.2 million. The estimated actuarial value of the liabilities is assessed as being £68.4 million, which represents a deficit of £4.2 million and a funding level of 94%, compared to the projected liabilities. The next triennial actuarial valuation will be performed as at 31 December 2020 and is still to be completed.

The most recent comprehensive actuarial valuation has been updated by independent actuaries appointed by the Union in order to measure the defined benefit pension obligation as at 31 December 2020. The result of this updated valuation is reported below.

Net defined benefit pension liability at the balance sheet date

	2020 £'000	2019 £'000
Fair value of scheme assets	74,594	68,127
Present value of defined benefit pension obligations	(83,208)	(74,022)
Net defined benefit pension liability	<u>(8,614)</u>	<u>(5,895)</u>

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2020

18 POST-EMPLOYMENT BENEFITS (continued)

Reconciliation of opening and closing balances of the present value of defined benefit pension obligations

	2020 £'000	2019 £'000
Scheme liabilities at start of year	74,022	72,267
Current service cost	1,515	1,262
Past service cost (GMP equalisation)	-	-
Interest expense	1,473	2,081
Actual contributions - members	24	33
Actual benefit payments by the scheme	(2,329)	(2,336)
Actuarial loss/(gain)	8,503	715
Scheme liabilities at end of year	83,208	74,022

The current service cost is the cost to the Union of pension rights earned by members of the scheme in the year.

Reconciliation of opening and closing balances of the fair value of scheme assets

	2020 £'000	2019 £'000
Fair value of scheme assets at start of year	68,127	60,663
Actual benefit payments by the scheme	(2,329)	(2,336)
Actual contributions - employer	1,956	1,920
Actual contributions - members	24	33
Administrative expenses paid by scheme	(289)	(335)
Interest income	1,356	1,749
Return on assets less amount recognised in interest income	5,749	6,433
Fair value of scheme assets at end of year	74,594	68,127

Total cost of the scheme for the year analysed between the amounts recognised in the income and expenditure account and other comprehensive income:

Income and expenditure account

	2020 £'000	2019 £'000
<i>Employment costs</i>		
Current service cost	1,515	1,262
<i>Investment income</i>		
Interest income on scheme assets	(1,356)	(1,749)
Interest expense on scheme liabilities	1,473	2,081
Net interest on the net defined benefit pension liability	117	332
Total charge to income and expenditure	1,632	1,594

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2020

18 POST-EMPLOYMENT BENEFITS (continued)

Remeasurement of the net defined benefit pension liability recognised in other comprehensive income

	2020	2019
	£'000	£'000
Return on scheme assets less interest on scheme assets recognised in the income and expenditure account	(5,749)	(6,433)
Actuarial loss/(gain)	8,503	715
Total amount recognised in other comprehensive income	2,754	(5,718)

Analysis of scheme assets

	Fair values	
	2020	2019
	£'000	£'000
Equity securities	19,415	18,886
Debt securities	51,165	40,191
Other (includes investments in diversified growth funds, alternatives and cash)	4,014	9,050
Total fair value of scheme assets	74,594	68,127

The return on scheme assets for the year was a gain of £7,105,000 (2019: gain of £8,182,000).

The principal actuarial assumptions used at the balance sheet date were:

	2020	2019
	%	%
Rate of increase in pensionable salaries	4.20	4.00
Rate of increase in pensions in payment	3.20	3.00
Rate of increase of deferred benefits	2.40	2.30
Discount rate for scheme liabilities	1.40	2.00
Rate of inflation (RPI/CPI)	3.20/2.40	3.00/2.30

2. Unfunded supplementation to historic pensioners of the National Union of Railwaymen

Benefit supplementation was awarded to certain historic members of the National Union of Railwaymen's Employees' Superannuation Fund to provide cost of living increases. The benefits are unfunded and are payable directly by the Union. No new members accrue further supplementation.

Independent actuaries appointed by the Union have valued the Union's obligations arising from these supplementation rights as at 31 December 2020. The result of this valuation is reported below.

NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2020

18 POST-EMPLOYMENT BENEFITS (continued)

Defined benefit pension liability at the balance sheet date

	2020	2019
	£'000	£'000
Present value of defined benefit pension obligations	450	524

Reconciliation of opening and closing balances of the present value of defined benefit pension obligations

	2020	2019
	£'000	£'000
Scheme liabilities at start of year	524	603
Interest expense	10	16
Actual benefit payments by the Union	(70)	(81)
Actuarial loss/(gain)	(14)	(14)
Scheme liabilities at end of year	450	524

Total cost of the scheme for the year analysed between the amounts recognised in the income and expenditure account and other comprehensive income:

<u>Income and expenditure account</u>	2020	2019
	£'000	£'000
<i>Investment income</i>		
Interest expense on scheme liabilities	10	16
Total amount recognised in the income and expenditure account	10	16

<u>Remeasurement of defined benefit pension liability recognised in other comprehensive income</u>	2020	2019
	£'000	£'000
Actuarial loss/ (gain)	(14)	(14)
Total amount recognised in other comprehensive income	(14)	(14)

The principal actuarial assumptions used at the balance sheet date were:

	2020	2019
	%	%
Rate of increase in pensions in payment	3.20	3.00
Discount rate for scheme liabilities	1.40	2.00
Rate of inflation (RPI)	3.20	3.00

Accounting policies

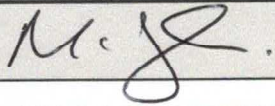
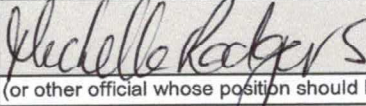
(see notes 84 and 85)

See attached notes in the accounts.

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:	M Lynch	Name:	M Rodgers, President
Date:	28/10/2021	Date:	28/10/2021

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

SEE 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

SEE ATTACHED

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

In our opinion the financial statements:

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

Auditor's report (continued)

See attached accounts.

Signature(s) of auditor or auditors:

HW Fisher LLP

Name(s):

HW Fisher LLP

Profession(s) or Calling(s):

Chartered Accountants, Statutory Auditor

Address(es):

Acre House

11 - 15 William Road

London

United Kingdom

Postcode

NW1 3ER

Date

22 October 2021

Contact name for inquiries and telephone number:

Sailesh P Mehta, 020 7388 7000

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

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF THE NATIONAL UNION OF RAIL, MARITIME & TRANSPORT WORKERS

Opinion

We have audited the financial statements of the National Union of Rail, Maritime & Transport Workers [“The Union”] for the year ended 31 December 2020 which comprise the Income and Expenditure account, the Statement of Comprehensive Income, the Balance Sheet, the Statement of Changes in Equity, the Statement of Cash Flows and notes to the financial statements, including a summary of the significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- Give a true and fair view of the state of the Union's affairs as at 31 December 2020 and of its income and expenditure for the year then ended; and
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Union in accordance with the ethical requirements that are relevant to the 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 National Executive Committee'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 National Executive Committee with respect to going concern are described in the relevant sections of this report.

Other information

The National Executive Committee is responsible for the other information. The other information comprises the information included in the Report of the General Secretary and schedules attached to the financial statements other than the financial statements and our auditors report thereon. Our opinion of the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF THE NATIONAL UNION OF RAIL, MARITIME & TRANSPORT WORKERS

Matters on which we are required to report by exception

The Trade Union and Labour Relations (Consolidation) Act 1992 (Amended) requires us to report to you if, in our opinion:

- A satisfactory system of control over transactions has not been maintained; or
- The Union has not kept proper accounting records; or
- The financial statements are not in agreement with the books of account; or
- We have not received all the information and explanations we need for our audit.

We have nothing to report in this regard.

Responsibilities of the National Executive Committee

As explained more fully in the Statement of Responsibilities of the National Executive Committee, the National Executive Committee is responsible for the preparation of financial statements and being satisfied that they give a true and fair view, and for such internal control as the National Executive Committee determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the National Executive Committee is responsible for assessing the Union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the National Executive Committee either intends 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 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

As part of our planning process:

- We enquired of management the systems and controls the Union has in place, the areas of the financial statements that are most susceptible to the risk of irregularities and fraud, and whether there was any known, suspected or alleged fraud. The Union did not inform us of any known, suspected or alleged fraud.
- We obtained an understanding of the legal and regulatory frameworks applicable to the Union. We determined that the following were most relevant: FRS 102 and the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended).
- We considered the incentives and opportunities that exist in the Union, including the extent of management bias, which present a potential for irregularities and fraud to be perpetuated, and tailored our risk assessment accordingly.
- Using our knowledge of the Union, together with the discussions held with the Union at the planning stage, we formed a conclusion on the risk of misstatement due to irregularities including fraud and tailored our procedures according to this risk assessment.

**REPORT OF THE INDEPENDENT AUDITORS
TO THE MEMBERS OF THE
NATIONAL UNION OF RAIL, MARITIME & TRANSPORT WORKERS**

The key procedures we undertook to detect irregularities including fraud during the course of the audit included:

- Identifying and testing journal entries and the overall accounting records, in particular those that were significant and unusual.
- Reviewing the financial statement disclosures and determining whether accounting policies have been appropriately applied.
- Reviewing and challenging the assumptions and judgements used by management in their significant accounting estimates, in particular in relation to property valuations, valuation of unlisted shares, legal fees provision and the employee pension benefits liability.
- Testing key revenue lines, in particular cut-off, for evidence of management bias.
- Obtaining third-party confirmation of material bank and loan balances and investment balances.
- Documenting and verifying all significant related party balances and transactions.
- Reviewing documentation such as the National Executive Committee meeting minutes, for discussions of irregularities including fraud.

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. The primary responsibility for the prevention and detection of irregularities and fraud rests with those charged with governance of the Union.

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

Use of our report to the members of The Union

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



HW FISHER LLP
Chartered Accountants
Statutory Auditor

Date: 20 September 2021

Acre House
11 - 15 William Road
London NW1 3ER
United Kingdom

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 proceeding 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 / No

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

Yes / No

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

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

Membership audit certificate (continued)

Signature of assurer	
Name	
Address	
Date	
Contact name and telephone number	

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 it 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	

YEAR ENDED 31 DECEMBER 2020

INDEPENDENT ASSURER'S MEMBERSHIP AUDIT CERTIFICATE

**MADE IN ACCORDANCE WITH SECTION 24ZD OF THE TRADE UNION AND
LABOUR RELATIONS (CONSOLIDATION) ACT 1992**

Respective responsibilities of trade union and independent assurer

The Union is required by Section 24 of the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended) ["the Act"] to maintain a register of the names and addresses of its members and, by section 24ZB of the Act, in respect of each reporting period to appoint a qualified independent person to be an assurer in relation to that period.

Our responsibilities as independent assurer are to provide the Union a membership audit certificate in relation to the reporting period which accords with the requirements of section 24ZD of the Act and to carry out such enquiries as we consider necessary to provide that certificate.

Basis of opinion

The evidence available to us in order to assess whether the Union's system for processing changes of member addresses had operated effectively throughout the reporting period was limited as a result of the Union's systems not requiring the retention of documentary evidence relating to member address changes once such changes have been processed.

Opinion of the independent assurer

In our opinion:

- (a) Except for the area described in the basis of opinion paragraph above in respect of which the evidence available to us was limited, the Union's system for compiling and maintaining the register of the names and addresses of its members was satisfactory for the purposes of complying with the union's duties under section 24(1) throughout the reporting period; and;
- (b) Solely in respect of the information described in the basis of opinion paragraph above where the information available to us was limited, we did not obtain all of the information and explanations which we considered necessary for the performance of our functions.



HW FISHER LLP
Chartered Accountants

Acre House
11 – 15 William Road
London, NW1 3ER
United Kingdom

Dated: 28 October 2021