



AEGIS THE UNION
AEGON UK plc Edinburgh Park Edinburgh EH12 9SEE
Telephone: 0131-549-5474 Fax: 0131 549 4228
General Secretary: Brian Linn

Aegis Statement to Members

AEGIS THE UNION STATEMENT TO MEMBERS ISSUED IN CONNECTION WITH THE UNION'S ANNUAL RETURN FOR YEAR ENDED 30 JUNE 2025 AS REQUIRED BY SECTION 32A TRADE UNION & LABOUR RELATIONS (CONS.) ACT 1992

Income and Expenditure

The total income of the union for the period was £512,965. This amount included payments of £308,439 in respect of membership income of the union. The union's total expenditure for the period was £603,406.

Political Fund

In line with Aegis' constitution, there is no Political Fund.

Salary paid & other benefits provided to the General Secretary

The General Secretary of the union was paid £70,286 in respect of salary and £17,066 in respect of benefits in the period.

Irregularity statement

A member who is concerned that some irregularity may be occurring, or have occurred, in the conduct of the financial affairs of the union may take steps with a view to investigating further, obtaining clarification and, if necessary, securing regularisation of that conduct. The member may raise any such concern with such one or more of the following as it seems appropriate to raise it with: the officials of the union, the auditors of the union, the Certification Officer (who is an independent officer appointed by the Secretary of State), and the police. Where a member believes that the financial affairs of the union have been or are being conducted in breach of the law or in breach of the rules of the union and contemplates bringing civil proceedings against the union or responsible officials, he should consider obtaining independent legal advice.

Auditor's report

Please refer to the accounts for the period which are available to view on the Aegis the Union website, www.aegistheunion.co.uk.

Yours sincerely

Brian Linn
General Secretary
Aegis the Union

**Registration No. 5028T – Trade Union
And Labour Relations (Consolidation)
Act 1992**

AEGIS THE UNION

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2025

AEGIS THE UNION

COMPANY INFORMATION

Treasurer

Mrs Ania Lomax

General secretary

Mr. Brian Linn

Union address

Aegon UK
Lochside Crescent
Edinburgh Park
Edinburgh
EH12 9SE

Accountants

Cunningham Grant
Chartered Accountants
G6 The Granary Business Centre
Coal Road
Cupar
Fife
KY15 5YQ

Auditors

Johnston Smillie Ltd
Chartered Accountants
5 South Gyle Crescent Lane
Edinburgh
EH12 9EG

Bankers

Unity Trust Bank
Nine Brindley Place
Birmingham
B1 2HB

AEGIS THE UNION

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AEGIS THE UNION

STATEMENT OF THE COMMITTEE OF MANAGEMENT'S RESPONSIBILITIES

FOR THE YEAR ENDED 30 JUNE 2025

The Committee of management are responsible for preparing the financial statements in accordance with applicable law and regulations.

The Constitution of the Association requires the Committee of Management to prepare financial statements for each year. The Committee of management have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). The financial statements are required by law to give a true and fair view of the state of affairs of the association and of the surplus or deficit of the association for that period. In preparing those financial statements, the Committee of management are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the association will continue in business.

So far as the Committee of Management is aware, there is no relevant audit information of which association's auditor is unaware. Additionally, the Committee of management have taken all the necessary steps that they ought to have taken to make themselves aware of all relevant audit information and to establish that the auditor is aware of that information.

Brian Linn

Brian Linn 27 November 2025

Mr. B. Linn
On behalf of the Committee of Management

AEGIS THE UNION

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF AEGIS THE UNION

Opinion

We have audited the financial statements of Aegis the Union (the 'Union') for the year ended 30 June 2025 which comprise the income and expenditure account, the balance sheet and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 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 30 June 2025 and of its deficit 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 (Consolidation) 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 company 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 Committee of Management'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 Committee of Management with respect to going concern are described in the relevant sections of this report.

Other information

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

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

AEGIS THE UNION

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF AEGIS THE UNION

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the Committee of Management's report.

We have nothing to report in respect of the following matters where the Trade Union and Labour Relations (Consolidation) 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.

Respective responsibilities of Committee of Management

As explained more fully in the Committee of Management's responsibilities statement, the Committee of Management 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 Committee of Management 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 (Consolidation) Act 1992 and report in accordance with section 36 of that Act.

In preparing the financial statements, the Committee of Management 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 Committee of Management 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.

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.

We obtained an understanding of the legal and regulatory frameworks applicable to the Union, focusing on provisions of those laws and regulations which could have a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context included the Trade Union and Labour Relations (Consolidation) Act 1992, FRS 102 and local tax legislation.

AEGIS THE UNION

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF AEGIS THE UNION

We assessed the susceptibility of the Union's financial statements to material misstatement, including how fraud might occur, by considering our knowledge of the entity and the sector in which it operates and by discussion with staff and those charged with governance. We considered the procedures and controls that are in place to address risks identified, or that otherwise prevent, deter and detect fraud.

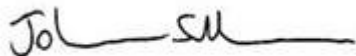
Based on this understanding we designed our audit procedures to detect circumstances in which irregularities could result in material misstatement and to identify irregularities which may have occurred. Our procedures included: journal entry testing; enquiries of staff and those charged with governance; review of specific transactions and documentation; analytical procedures; and review of the presentation and disclosures in the financial statements.

We communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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.

This report is made solely to the Union's members, as a body, in accordance with section 36 of the Trade Union and Labour Relations (Consolidation) Act 1992. 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.



Johnston Smillie Ltd

**Chartered Accountants
Statutory Auditor**

27 November 2025

5 South Gyle Crescent Lane
Edinburgh
EH12 9EG

AEGIS THE UNION

INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 JUNE 2025

	Notes	£	2025 £	£	2024 £
Turnover					
Union Dues			308,439		286,476
Donations			151,500		169,500
Union Learning			25,251		41,229
Settlement Agreements			9,950		11,900
Flat Rental Income	3		13,850		12,580
			<u>508,990</u>		<u>521,685</u>
Administrative Expenses					
Wages and salaries (excl. N.I.)		257,230		271,148	
Employer's N.I. contributions		25,801		31,340	
Employer's Pension contributions		27,403		27,585	
Employee Benefits		5,341		10,650	
Redundancy Payments		24,690		-	
Staff training		8,221		7,609	
Insurance		2,328		3,756	
Conference		4,782		12,562	
Printing, postage and stationery		592		1,037	
Telephone		2,484		2,926	
Computer running costs		25,157		28,614	
Website		679		5,743	
Advertising		15,422		18,742	
Motor vehicle leasing		14,728		18,025	
Motor running expenses		896		5,127	
Assistant General Secretary Travel		6,579		6,564	
General Secretary travel and subsistence		3,736		5,243	
General Committee travel and subsistence		8,752		18,237	
Deputy General Secretary travel and subsistence		2,450		467	
Legal and professional fees		60,500		16,320	
Audit fees		10,800		9,600	
Accountancy fees		4,303		4,215	
Bank charges		1,411		1,544	
Other interest		18		30	
Lottery		6,176		6,525	
Sundry expenses		924		2,388	
Flat rental expenses		4,030		4,293	
Affiliation fees		26,058		18,962	
ACAS TU levy		6,284		6,152	
Union Learning expenses		30,275		46,079	
Depreciation on tangible fixed assets	5	905		1,136	
			<u>(588,955)</u>	<u>(592,619)</u>	
Operating loss before interest and tax c/f			(79,965)		(70,934)

AEGIS THE UNION

INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 JUNE 2025

	Notes	2025 £	2024 £
Operating loss before interest and tax b/f		(79,965)	(70,934)
Other interest receivable and similar income	3	3,975	5,436
Interest payable and similar charges		-	-
Changes in the fair value of investment properties		(14,600)	-
Operating (loss)/profit before tax		<u>(90,590)</u>	<u>(65,498)</u>
Tax on deficit on ordinary activities	4	149	(2,530)
Operating (loss)/profit		<u><u>(90,441)</u></u>	<u><u>(68,028)</u></u>

AEGIS THE UNION

BALANCE SHEET

AS AT 30 JUNE 2025

	Notes	£	2025 £	£	2024 £
Fixed assets					
Tangible assets	5		200,000		215,505
Current assets					
Stocks		100		400	
Debtors	6	71,931		117,675	
Cash at bank and in hand		<u>214,174</u>		<u>245,960</u>	
		286,205		364,035	
Creditors: amounts falling due within one year	7	<u>(32,337)</u>		<u>(32,457)</u>	
Net current assets			253,868		331,578
Total assets less current liabilities			<u>453,868</u>		<u>547,083</u>
Provisions for liabilities			<u>(2,897)</u>		<u>(5,671)</u>
Net Assets			<u>450,971</u>		<u>541,412</u>
Represented by:					
Reserves	8		<u>450,971</u>		<u>541,412</u>

The financial statements were approved by the Committee of Management on 27 November 2025

Brian Linn

Brian Linn

General Secretary

AEGIS THE UNION

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2025

1. Accounting policies

1.1 General Information & Basis of Accounting

The financial statements have been prepared under the historic cost convention, modified to include the revaluation of investment properties at fair value, and in accordance with Financial Reporting Standard 102 Section 1A small entities, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland. The financial statements are prepared in sterling which is the functional currency of the Union and rounded to the nearest £1. The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

1.2 Going concern

The Committee of Management consider that there are no material uncertainties surrounding the Union's ability to continue as a going concern and that adequate funds will be available to enable the Union to continue to operate for a period of not less than 12 months from the date of approval of these financial statements. The financial statements have therefore been prepared on a going concern basis.

1.3 Income

Income represents subscriptions received from members during the year, employer donations, income receivable from investments and monies on deposit.

Income is recognised to the extent that it is probable that the economic benefits will flow to the Union and the income can be reliably measured. Income is measured as the fair value of the consideration received or receivable.

1.4 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost (or deemed cost) less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended.

Depreciation has been provided on all tangible fixed assets at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Computer equipment	33 1/3% Straight Line
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1.5 Investment property

Investment property is carried at fair value determined annually and derived from the current market rents and investment property yields for comparable real estate, adjusted if necessary for any difference in nature, location or condition of the specific asset. No depreciation is provided. Changes in fair value are recognised in the statement of comprehensive income.

1.6 Stock

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell (net realisable value). Costs, which comprise direct production costs, are based on the method most appropriate to the type of inventory class, but usually on a first-in first-out basis. Overheads are charged to profit or loss as incurred. Net realisable value is based on the estimated selling price less any estimated completion or selling costs.

1.7 Cash and cash equivalents

Cash and cash equivalents are basic financial instruments which include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

AEGIS THE UNION

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2025

1.8 Financial instruments

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities, including creditors and bank loans, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

1.9 Taxation

Current tax represents the amount of tax payable or receivable in respect of the taxable profit (or loss) for the current or past reporting periods. It is measured at the amount expected to be paid or recovered using the tax rates and laws that have been enacted or substantively enacted by the balance sheet date.

Deferred tax represents the future tax consequences of transactions and events recognised in the financial statements of current and previous periods. It is recognised in respect of all timing differences, with certain exceptions. Timing differences are differences between taxable profits and total comprehensive income as stated in the financial statements that arise from the inclusion of income and expense in tax assessments in periods different from those in which they are recognised in the financial statements. Unrelieved tax losses and other deferred tax assets are recognised only to the extent that it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable profits.

Deferred tax is measured using the tax rates and laws that have been enacted or substantively enacted by the balance sheet date that are expected to apply to the reversal of timing differences. Deferred tax on revalued, non-depreciable tangible fixed assets and investment properties is measured using the rates and allowances that apply to the sale of the asset.

1.10 Employee Benefits

When employees have rendered service to the company, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

1.11 Pension Costs

The company operates a defined contribution pension scheme. Contributions are charged to the profit and loss account as they become payable in accordance with the rules of the scheme.

1.12 Leasing

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to profit and loss account on a straight-line basis.

AEGIS THE UNION

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2025

1.13 Critical Accounting Estimates & Judgements

In the application of the company's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amounts 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.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period, or in the period of the revision and future periods where the revision affects both current and future periods.

In the opinion of the Committee of Management the only area in which estimates and judgements are significant to the financial statements is the valuation of investment property.

2. Operating profit

	2025	2024
	£	£
Operating profit is stated after charging:		
Depreciation of tangible assets	905	1,136
Auditors' remuneration	10,800	9,600
	<u>10,800</u>	<u>9,600</u>

3. Investment income

	2025	2024
	£	£
Bank Interest	3,975	5,436
Rental Income	13,850	12,580
Total investment income	<u>17,825</u>	<u>18,016</u>

4. Taxation

	2025	2024
	£	£
Domestic current year tax		
U.K. corporation tax	2,625	2,530
	<u>2,625</u>	<u>2,530</u>
Deferred taxation		
Taxation on changes in fair value of investment properties	(2,774)	-
	<u>(2,774)</u>	<u>-</u>
Total tax charge	<u>(149)</u>	<u>2,530</u>

AEGIS THE UNION

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2025

5. Tangible fixed assets

	Investment Property £	Plant & Equipment £	Total £
Cost			
At 1 July 2024	214,600	21,450	236,050
Revaluation	(14,600)	-	(14,600)
Additions	-	-	-
Disposals	-	-	-
At 30 June 2025	200,000	21,450	221,450
Depreciation			
At 1 July 2024	-	20,545	20,545
On disposals	-	-	-
Charge for year	-	905	905
At 30 June 2025	-	21,450	21,450
Net book value			
At 30 June 2025	200,000	-	200,000
At 30 June 2024	214,600	905	215,505

The investment property was valued by the committee of management as at the balance sheet date with reference to the market value of similar properties in the area and in consultation with an external valuer.

6. Debtors

	2025 £	2024 £
Trade debtors	954	938
Other debtors	70,977	116,737
	<u>71,931</u>	<u>117,675</u>

7. Creditors: amounts falling due within one year

	2025 £	2024 £
Taxation and social security	9,729	10,501
Other creditors and accruals	22,608	21,956
	<u>32,337</u>	<u>32,457</u>

AEGIS THE UNION

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2025

8. Statement of movements on reserves

	Reserves
	£
Balance at 1 July 2024	541,412
Loss for the year	<u>(90,441)</u>
Balance at 30 June 2025	<u>450,971</u>

9. Financial commitments

At 30 June 2025 the company had future minimum lease payments under non-cancellable operating leases as follows:

	2025	2024
	£	£
Not later than one year	6,540	11,896
Later than 1 year and not later than 5 years	4,389	10,930
Total	<u>10,929</u>	<u>22,826</u>

10. Employees

The average monthly number of employees, including directors, during the year was as follows:

2025	2024
No	No
7	8

11. Union Learn Scotland Development Fund

During the year to 30 June 2025 the Union was in receipt of a Development Fund of £17,325 from the STUC (2024: £23,100). All funding has been spent for this project in the year and all payments to third party training providers were made directly by STUC.

12. Contingent Liabilities

At the reporting date, the Union is involved in ongoing legal proceedings relating to members. The Union may be required to bear the costs of legal fees in relation to these proceedings. The likely amount of such fees is currently unknown. The upper estimate of fees which may be payable is in the region of £64,000.

Any obligations to pay such fees, and the amounts which may be payable, are contingent upon the outcomes of the proceedings. At the reporting date, the Union considers it impossible to determine with certainty whether any payment will be required or to quantify reliably the amount of any such payment.

AEGIS THE UNION

MANAGEMENT INFORMATION

FOR THE YEAR ENDED 30 JUNE 2025

AEGIS THE UNION

INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 JUNE 2025

Turnover	2025	2024
	£	£
Union Dues	308,439	286,476
Donations	151,500	169,500
Union Learning	25,251	41,229
Settlement agreements	9,950	11,900
Flat Rental income	13,850	12,580
	<u>508,990</u>	<u>521,685</u>
Administrative expenses	<u>(588,955)</u>	<u>(592,619)</u>
Operating (loss)/profit	(79,965)	(70,934)
Other interest receivable and similar income		
Bank interest received	3,975	5,436
Interest payable		
Bank interest paid	-	-
Amounts written off investments		
Changes in the fair value of investment properties	(14,600)	-
(Loss)/profit before taxation	<u>(90,590)</u>	<u>(65,498)</u>

AEGIS THE UNION

SCHEDULE OF ADMINISTRATIVE EXPENSES

FOR THE YEAR ENDED 30 JUNE 2025

	2025 £	2024 £
Administrative expenses		
Wages and salaries (excl. N.I.)	257,230	271,148
Employer's N.I. contributions	25,801	31,340
Employer's Pension contributions	27,403	27,585
Employee Benefits	5,341	10,650
Redundancy Payments	24,690	-
Staff training	8,221	7,609
Insurance	2,328	3,756
Conference	4,782	12,562
Printing, postage and stationery	592	1,037
Telephone	2,484	2,926
Computer running costs	25,157	28,614
Website	679	5,743
Advertising	15,422	18,742
Motor Vehicle leasing	14,728	18,025
Motor running expenses	896	5,127
Assistant General Secretary Travel	6,579	6,564
General Secretary travel and subsistence	3,736	5,243
General Committee travel and subsistence	8,752	18,237
Deputy General Secretary travel and subsistence	2,450	467
Legal and professional fees	60,500	16,320
Audit fees	10,800	9,600
Accountancy fees	4,303	4,215
Bank charges	1,411	1,544
Other interest	18	30
Lottery	6,176	6,525
Sundry expenses	924	2,388
Flat rental expenses	4,030	4,293
TUC affiliation fees	26,058	18,962
ACAS TU levy	6,284	6,152
Union Learning expenses	30,275	46,079
Depreciation on tangible fixed assets	905	1,136
	<u>588,955</u>	<u>592,619</u>