

Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	Trades Union Congress		
Year ended:	31 December 2024		
List no:	1180T		
Head or Main Office address:	Congress House		
	23/28 Great Russell Street		
	London		
Postcode	WC1B 3LS		
Website address (if available)	https://www.tuc.org.uk/		
Has the address changed during the year to which the return relates?	Yes	No	X ('X' in appropriate box)
General Secretary:	Paul Nowak		
Telephone Number:	(020) 7636 4030		
Contact name for queries regarding the completion of this return	Basil Skeete		
Telephone Number:	(020) 7467 1278		
E-mail:	financeoffice@tuc.org.uk		

Please follow the guidance notes in the completion of this return

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

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

returns@certoffice.org

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Return of Members

(see notes 10 and 11)

	Number of members at the end of the year				
	Great Britain	Northern Ireland	Irish Republic	Elsewhere Abroad (including Channel Islands)	Totals
	48				48
Total	48				A 48

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

48

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

Change of Officers

Please complete the following to record any changes of officers during the twelve months covered by this return

Position Held	Name of Officer ceasing to hold Office	Name of Officer Appointed	Date of change

State whether the union is:

a. A branch of another trade union?

Yes

No

X

If yes, state the name of that other union:

b. A federation of trade unions?

Yes

X

No

If yes, state the number of affiliated unions:

and names:

See Appendix 1

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.

Name of Officer	Position held and date elected
Joanne Cairns	EC Member - 11/09/24
Sarah Carpenter	EC Member - 11/09/24
Mike Clancy	EC Member - 11/09/24
Mark Dickinson	President & EC Member - 11/09/24
Maria Exall	EC Member - 11/09/24
Sue Ferns	EC Member - 11/09/24
Steve Gillan	EC Member - 11/09/24
Jo Grady	EC Member - 11/09/24
Sharon Graham	EC Member - 11/09/24
Fran Heathcote	EC Member - 11/09/24
Daniel Kebede	EC Member - 11/09/24
Paddy Lillis	EC Member - 11/09/24
Mick Lynch	EC Member - 11/09/24
Christina McAnea	EC Member - 11/09/24
Gloria Mills	EC Member - 11/09/24
Ged Nichols	EC Member - 11/09/24
Dave Penman	EC Member - 11/09/24
Barbara Plant	EC Member - 11/09/24
Patrick Roach	EC Member - 11/09/24
Gary Smith	EC Member - 11/09/24
Liz Snape	EC Member - 11/09/24
Claire Sullivan	EC Member - 11/09/24
Steve Turner	EC Member - 11/09/24
Dave Ward	EC Member - 11/09/24
Simon Weller	EC Member - 11/09/24
Matt Wrack	EC Member - 11/09/24
Paul Nowak	General Secretary & EC Member

TUC Members at 31 December 2024

1	Accord	25	National Association of Schoolmasters Union of Women Teachers (NASUWT)
2	Advance	26	National Association of Stable Staff (NARS)
3	Aegis	27	National Education Union (NEU)
4	Artists Union England	28	National House Building Council Staff Association
5	Associated Society of Locomotive Engineers and Firemen (ASLEF)	29	National Society for Education in Art and Design (NSEAD)
6	Association of Educational Psychologists (AEP)	30	National Union of Journalists (NUJ)
7	Association of Flight Attendants (AFA-CWA)	31	National Union of Mineworkers (NUM)
8	Bakers, Food & Allied Workers Union (BFAWU)	32	National Union of Rail, Maritime & Transport Workers (RMT)
9	British & Irish Orthoptic Society (BIOS)	33	Nationwide Group Staff Union (NGSU)
10	British Air Line Pilots Association (BALPA)	34	Nautilus International
11	British Dietetic Association (BDA)	35	Prison Officers Association (POA)
12	Chartered Society of Physiotherapy (CSP)	36	Professional Footballers Association (PFA)
13	College of Podiatry	37	Prospect
14	Communication Workers Union (CWU)	38	Public & Commercial Services Union (PCS)
15	Community	39	Royal College of Midwives (RCM)
16	Educational Institute of Scotland (EIS)	40	Society of Radiographers (SoR)
17	Equity	41	Transport Salaried Staffs' Association (TSSA)
18	F D A	42	Undeb Cenedlaethol Athrawon Cymru (UCAC)
19	Fire Brigades Union (FBU)	43	Union of Shop Distributive & Allied Workers (USDAW)
20	G M B	44	UNISON
21	Hospital Consultants & Specialists Association (HCSA)	45	Unite the Union
22	Musicians Union (MU)	46	United Road Transport Union (URTU)
23	National Association of Head Teachers (NAHT)	47	University & College Union (UCU)
24	National Association of Probation Officers (NAPO)	48	Writers' Guild of Great Britain (WGGB)

General Fund

(see notes 13 to 18)

	£000	£000
Income		
From Members: Contributions and Subscriptions		15,264
From Members: Other income from members (specify)		
Total other income from members		
Total of all income from members		15,264
Investment income (as at page 12)		3,820
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	386	
Total of other income (as at page 4)		386
Total income		19,470
Interfund Transfers IN		
Expenditure		
Benefits to members (as at page 5)		
Administrative expenses (as at page 10)		18,369
Federation and other bodies (specify)		
ITUC		1,003
ETUC		788
TUAC		100
Total expenditure Federation and other bodies		1,891
Taxation		401
Total expenditure		20,661
Interfund Transfers OUT		182
Surplus (deficit) for year		-1,191
Amount of general fund at beginning of year		65,181
Amount of general fund at end of year		63,808

(see notes 19 and 20)

P4

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

			£
Representation – Employment Related Issues		brought forward Advisory Services	
Representation – Non Employment Related Issues		Other Cash Payments	
		Education and Training services	
Communications			
		Negotiated Discount Services	
Dispute Benefits		Other Benefits and Grants (specify)	
carried forward		Total (should agree with figure in General Fund)	

(See notes 21 and 23)

Fund 2		Fund Account	
Name:	Development Fund	£000	£000
Income			
	From members		1,430
	Investment income (as at page 12)		
	Other income (specify)		
	Sales and publications		4
	Donations and grants received		295
	Total other income as specified		299
	Total Income		1,729
	Interfund Transfers IN		
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		1,417
	Total Expenditure		1,417
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		312
	Amount of fund at beginning of year		7,620
	Amount of fund at the end of year (as Balance Sheet)		7,932
	Number of members contributing at end of year		

Fund 3		Fund Account	
Name:	External Grants Fund	£000	£000
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Donations and grants received		2,856
	Total other income as specified		2,856
	Total Income		2,856
	Interfund Transfers IN		
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		2,828
	Total Expenditure		2,828
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		28
	Amount of fund at beginning of year		41
	Amount of fund at the end of year (as Balance Sheet)		69
	Number of members contributing at end of year		

(See notes 21 and 23)

Fund 4		Fund Account	
Name:	Dilapidations Fund	£000	£000
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
	Interfund Transfers IN		166
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		588
	Total Expenditure		588
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		-588
	Amount of fund at beginning of year		422
	Amount of fund at the end of year (as Balance Sheet)		
	Number of members contributing at end of year		

Fund 5		Fund Account	
Name:	Relocation Fund	£000	£000
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
	Interfund Transfers IN		16
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		16
	Total Expenditure		16
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		-16
	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)

£

£

Political fund account 1

To be completed by trade unions which maintain their own political fund

Income	Members contributions and levies		
	Investment income (as at page 12)		
Other income (specify)			
	Total other income as specified		
	Total income		

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)	
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)	
Total expenditure	
Surplus (deficit) for year	
Amount of political fund at beginning of year	
Amount of political fund at the end of year (as <u>Balance Sheet</u>)	
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 contribute to the political fund	

Political fund account 2

To be completed by trade unions which act as components of a central trade union

Income	Contributions and levies collected from members on behalf of central political fund		
	Funds received back from central political fund		
	Other income (specify)		
	Total other income as specified		
	Total income		
Expenditure	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)		
	Administration expenses in connection with political objects(specify)		
	Non-political expenditure		
	Total expenditure		
	Surplus (deficit) for year		
	Amount held on behalf of trade union political fund at beginning of year		
	Amount remitted to central political		
	Amount held on behalf of central political fund at end of year		
	Number of members at end of year contributing to the political fund		
	Number of members at end of the year not contributing to the political fund		
	Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund		

The following pages 9i to 9vii relate to the Political Fund Account Expenditure

Political fund account expenditure (a)

Expenditure under section 72 (1) (a) of the Trade Union and Labour Relations (consolidation) Act.

To be completed where total expenditure from the political fund exceeds £2,000 during the period to which return relates.

[illegible]

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

[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

Name of political party	£
Total	

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	£
Total	

**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	£

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

£

Total expenditure

£

(c) the total amount of all other money expended

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)

		£
Administrative Expenses		
Remuneration and expenses of staff		13,691
Salaries and Wages included in above	11,103	
Auditors' fees		60
Legal and Professional fees		649
Occupancy costs		3,535
Stationery, printing, postage, telephone, etc.		111
Expenses of Executive Committee (Head Office)		
Expenses of conferences		370
Other administrative expenses (specify)		
Repairs and Renewals		624
Travel and Meetings		348
Other Outgoings		
Depreciation		1,100
VAT Recovered		-121
Grants and donations		18
Projects and Campaigns		1,561
Finance Adjustment - pension schemes		181
Loss on disposal of fixed assets		143
Loss on disposal of investments		-165
Changes in FV of Investments and Investment Property		3,477
Deferred tax on Changes in FV of Inv & Inv property		-804
Change in FV of freehold property		5,496
Outgoings on land and buildings (specify)		
Pension scheme actuarial loss		-6,065
Other outgoings (specify)		
Deferred tax on OCI		-1,263
Trade Union education		268
Foreign Exchange		4
Total		23,218
Charged to:	General Fund (Page 3)	18,369
	Development Fund	1,417
	External Grants Fund	2,828
	Dilapidations Fund	588
	Relocation Fund	16
Total		23,218

Analysis of officials' salaries and benefits

(see notes 36 to 46 below)

[illegible]

Analysis of investment income

(see notes 47 and 48)

[illegible]

Balance sheet as at

31 December 2024

(see notes 49 to 52)

Previous Year		£000	£000
43,727	Fixed Assets (at page 14)		33,488
	Investments (as per analysis on page 15)		
9,366	Quoted (Market value £ (9,597,000)		9,597
6	Unquoted		6
	Total Investments		9,603
	Other Assets		
	Loans to other trade unions		
2,427	Sundry debtors		2,585
3,303	Cash at bank and in hand		3,812
	Income tax to be recovered		
	Stocks of goods		
	Others (specify)		
20,160	Pension Asset		26,044
	Total of other assets		32,441
	Total assets		75,532
65,181	General fund (page 3)		63,808
7,620	Development Fund		7,932
41	External Grants Fund		69
422	Dilapidations Fund		
	Relocation Fund		
	Political Fund Account		
	Liabilities		
	Amount held on behalf of central trade union political fund		
£734	Tax payable		1,055
£940	Sundry creditors		808
£1,031	Accrued expenses		914
£663	Provisions		656
£2,357	Deferred tax		290
	Total liabilities		3,723
	Total assets		75,532

Fixed assets account

(see notes 53 to 57)

	Land and Buildings Freehold Leasehold £000 £000		Furniture and Equipment £000	Motor Vehicles £000	Not used for union business £000	Total £000
Cost or Valuation						
At start of year	24,806	139	3,305	49	17,014	45,313
Additions			154			154
Disposals		-139	-33			-172
Revaluation/Transfers	-5,496				-3,654	-9,150
At end of year	19,310		3,426	49	13,360	36,145
Accumulated Depreciation						
At start of year			1,574	12		1,586
Charges for year			1,088	12		1,100
Disposals			-29			-29
Revaluation/Transfers						
At end of year			2,633	24		2,657
Net book value at end of year	19,310		793	25	13,360	33,488
Net book value at end of previous year	24,806	139	1,731	37	17,014	43,727

Analysis of investments

(see notes 58 and 59)

Quoted		All Funds Except Political Funds £000	Political Fund £000
	Equities (e.g. Shares)		
	UK Quoted	4,324	
	International Quoted	5,273	
	Government Securities (Gilts)		
	Other quoted securities (to be specified)		
	Total quoted (as Balance Sheet)	9,597	
	Market Value of Quoted Investment	9,597,000	
Unquoted			
	Equities		
	Unity Trust shares	1	
	Government Securities (Gilts)		
	Mortgages		
	Bank and Building Societies		
	Other unquoted investments (to be specified)		
	Union Energy Limited		
	MSI Brussels	5	
	Total unquoted (as Balance Sheet)	6	
	Market Value of Unquoted Investments	6	

Analysis of investment income (controlling interests)

(see notes 60 and 61)

Does the union, or any constituent part of the union, have a controlling interest in any limited company?

Yes

☒

No

☐

If YES name the relevant companies:

Company name	Company registration number (if not registered in England & Wales, state where registered)
Trades Union Congress Superannuation Society Limited	IP10896R

Are the shares which are controlled by the union registered in the names of the union's trustees?

Yes

☒

No

☐

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	16,694		16,694
From Investments	3,820		3,820
Other Income (including increases by revaluation of assets)	3,541		3,541
Total Income	24,055		24,055
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	25,510		25,510
Funds at beginning of year (including reserves)	73,264		73,264
Funds at end of year (including reserves)	71,809		71,809
Assets			
	Fixed Assets		33,488
	Investment Assets		9,603
	Other Assets		32,441
	Total Assets		75,532
Liabilities		Total Liabilities	3,723
Net Assets (Total Assets less Total Liabilities)			71,809

Summary sheet

(see notes 62 to 73)

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

(see notes 74 to 80)

Did the union hold any ballots in respect of industrial action during the return period?		
If Yes How many ballots were held:		
For each ballot held please complete the information below:		
Ballot 1		
Number of individual who were entitled to vote in the ballot		
Number of votes cast in the ballot		
Number of Individuals answering "Yes" to the question		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		

Ballot 4

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question

1

Number of individuals answering "No" to the question

2

Number of invalid or otherwise spoiled voting papers returned

3

1-3 should total "Number of votes cast"

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot

Ballot 5

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question

1

Number of individuals answering "No" to the question

2

Number of invalid or otherwise spoiled voting papers returned

3

1-3 should total "Number of votes cast"

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot

Ballot 6

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question

1

Number of individuals answering "No" to the question

2

Number of invalid or otherwise spoiled voting papers returned

3

1-3 should total "Number of votes cast"

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot

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

(see note 81)

***Categories of Nature of Trade Dispute**

A: terms and conditions of employment, or the physical conditions in which any workers require to work;

B: engagement or non-engagement, or termination or suspension of employment or the duties of employment, of one or more workers;

C: allocation of work or the duties of employment between workers or groups of workers;

D: matters of discipline;

E: a worker's membership or non-membership of a trade union;

F: facilities for officials of trade unions;

G: machinery for negotiation or consultation, and other procedures, relating to any of the above matters, including the recognition by employers or employers' associations of the right of a trade union to represent workers in such negotiation or consultation or in the carrying out of such procedures

Did Union members take industrial action during the return period in response to any inducement on the part of the Union? YES/NO

☐

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

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 Appendix 2

TRADES UNION CONGRESS

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2024

1. ACCOUNTING POLICIES

a Basis of accounts

The accounts have been prepared under the historical cost basis of accounting and in accordance with applicable Accounting Standards, including Financial Reporting Standard 102 (FRS 102), 'the Financial Reporting Standard in the UK and Republic of Ireland'. These financial statements are presented in pounds sterling (GBP), as this is the currency in which the majority of the TUC's transactions are denominated. They comprise the financial statements of the TUC for the year ended 31 December 2024 and are presented to the nearest pound.

b Going concern

The General Council have reviewed the TUC's financial performance and reserves position. We have adequate financial resources and are well placed to manage the business risks. Our planning process, including financial projections, has taken into consideration the current economic climate and its potential impact on the various sources of income and planned expenditure. The impact of the imminent Congress House relocation and closure of conferencing facilities has been recognised where appropriate. The General Council have, at the time of approving the financial statements, a reasonable expectation that the TUC has adequate resources to continue in operational existence for the foreseeable future. Thus, they continue to adopt the going concern basis of accounting in preparing the financial statements.

c Affiliation fee Income

Affiliation fees are shown in the accounts on the basis of those amounts collected and due from members in respect of the year under review.

d Property rental and service charges

Rental income is recognised on a straight-line basis over the lease term, taking into account any rent free period at the commencement of the lease.

e Investment income

Dividends from investments are recognised when entitlement to receive payment is established.

f Donations and fees income

Donations and fees income is recognised in the accounts on an accruals basis in accordance with the underlying conditions attached to it. Amounts relating to future periods are accounted for as deferred income within creditors.

Government grants are recognised on the performance model, when the union has complied with any conditions attaching to the grant and the grant will be received. The grant in connection to the job retention scheme has been recognised in the period to which the underlying furloughed staff costs relate to.

g Tangible fixed assets and depreciation

Fixed assets are stated at a cost. Depreciation is provided on all tangible fixed assets on a straight line basis, at rates estimated to write off the cost, less estimated residual value, of each asset over its expected useful life.

Furniture and Fittings	10% per annum on cost as applicable
Equipment	20% - 50% per annum on cost as applicable
Motor Vehicles	25% per annum on cost

The assets' residual values, useful lives and depreciation methods are reviewed, and adjusted prospectively if appropriate, or if there is an indication of a significant change since the last reporting date.

TRADES UNION CONGRESS

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2024

1. ACCOUNTING POLICIES (CONTINUED)

h Freehold property

Individual freehold properties are carried at current year value at fair value at the date of the revaluation. Revaluations are undertaken at the end of each reporting period to ensure the carrying amount does not differ materially from that which would be determined using fair value at the balance sheet date. Fair values are determined from market-based evidence normally undertaken by professionally qualified valuers.

i Investment property

Investment properties are carried at fair value determined on an annual basis by external valuers. Values are derived from the current market rents and investment property yields for comparable real estate, adjusted if necessary for any difference in the nature, location, or condition of the specific asset. No depreciation is provided. Changes in fair value are recognised in profit or loss.

j Operating leases

Rentals under operating leases are charged on a straight-line basis over the term of the contract.

k Investments

Investments held as fixed assets are stated at market value.

l Pension

The Trades Union Congress Superannuation Society Limited pension scheme is a defined benefit scheme. The amounts charged to Statement of Comprehensive Income are the current service costs. Actuarial gains and losses are recognised immediately in the Statement of Comprehensive Income.

The assets of the scheme are held separately from those of the Trades Unions Congress in a separate trustee administered fund. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method and a discounted rate equivalent to the current rate of return on high quality corporate bonds of equivalent currency and term to the scheme liabilities.

m Critical accounting assumptions and adjustments

The preparation of financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the accounting policies selected for use by the union. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements are disclosed below. Use of available information and application of judgement are inherent in the formation of estimates. Actual outcomes in the future could differ from such estimates.

In preparing these financial statements, the following estimates and judgements have been made:

Investments

Quoted investments are disclosed at mid-market values at the Statement of Financial Position date. Unquoted investments are disclosed at their original cost or, where available, at their estimated current value as estimated by an independent third party.

Provisions for liabilities

Provisions for liabilities included at the year-end have been calculated using the best available knowledge at the time of preparing the financial statements, adjusted for information subsequently received. An element of estimation is therefore required when calculating the provisions.

Contingent liabilities

Where at the balance sheet date a possible obligation to expend significant resources exists and this is dependent on uncertain future events, the amount of such a liability is disclosed in the accounts. Note 18 discloses such a liability in respect of redundancy costs.

TRADES UNION CONGRESS

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2024

1. ACCOUNTING POLICIES (CONTINUED)

Defined benefit pension scheme

The cost of defined benefit pension plans are 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. After taking appropriate professional advice, management determines the appropriate discount rate at the end of each reporting period. This is the interest rate that should be used to determine the present value of estimated future cash outflows expected to be required to settle the pension obligations. In determining the appropriate discount rate, consideration is given to the interest rates of high-quality corporate bonds that are denominated in the currency in which the benefits are to be paid and that have terms to maturity approximating the terms of the related pension liability. Details of the assumptions used in the calculation of the value of the defined benefit pension scheme can be found in note 15.

Valuation of property

The TUC carries its property at fair value, with changes in fair value being recognised in the Statement of Comprehensive Income for the period in which they arise. Management review the valuation of the properties on an annual basis and, taking the market conditions into account, consider the values included in the accounts to be the fair value of the properties. Further detail of the current valuation of the property can be found in note 9.

2. STAFF COSTS

	2024	2023
	£'000	£'000
Salaries and national insurance	11,103	10,857
Pension contributions	1,501	1,803
Welfare and training	486	382
Termination costs	513	82
Additional banked leave liability	22	38
Advertising and recruitment	66	54
	<u>13,691</u>	<u>13,216</u>

Termination payments of £513k were made (2023: £82k). Of the total, £88k was still outstanding for payment at 31st December 2024.

	2024	2023
	Number	Number
AVERAGE STAFF NUMBERS		
Total staff employed	<u>189</u>	<u>187</u>

KEY MANAGEMENT PERSONNEL

Key management personnel are made up of the General Secretary, Assistant General Secretary, and Senior Management Team. Compensation consists of salary and benefits including employer pension contributions.

	2024	2023
	£'000	£'000
Key management personnel compensation	<u>1,038</u>	<u>835</u>
	<u>1,038</u>	<u>835</u>

TRADES UNION CONGRESS

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2024

	2024	2023
	£'000	£'000
3. PROPERTY CHARGES		
Rent and rates	1,144	844
Heating and lighting	522	651
Cleaning	128	136
Insurance	138	126
Building repairs and renewals	375	372
External functions	763	726
Expenditure from dilapidations fund	465	270
	3,535	3,125
	2024	2023
	£'000	£'000
4. OFFICE EXPENSES		
Communications	68	73
Stationery and printed materials	43	46
Renewals and repairs to office equipment	624	885
Audit fees	60	56
Bank charges	8	7
Legal costs	84	270
Finance	142	137
Consultancy fees	415	415
Provision for doubtful debts	-	1
	1,444	1,890

TRADES UNION CONGRESS

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2024

	2024	2023
	£'000	£'000
5. PROJECT AND CAMPAIGN EXPENSES		
Printing and publicity	73	121
Media and supporters work	119	260
Projects and campaigns	66	79
Conferences	117	91
Training and development	32	31
Consultancy fees	1,154	713
	1,561	1,295
	2024	2023
	£'000	£'000
6. INTERNATIONAL AFFILIATION FEES		
ITUC	1,003	964
ETUC	788	875
TUAC	100	78
	1,891	1,917
	2024	2023
	£'000	£'000
7. GRANTS AND DONATIONS		
Sundry	18	21
	18	21
8. TAXATION		
This represents tax due on investment income, rents receivable and capital gains arising on disposal of investments.		
	2024	2023
	£'000	£'000
Under/(Over) provision in prior years	62	(2)
Provision for the year	339	224
	401	222
DEFERRED TAX LIABILITY	2024	2023
	£'000	£'000
1 January 2024	2,357	4,635
Increase in deferred tax on changes in fair value of investment property and investments	(804)	(873)
Decrease in deferred tax on other comprehensive income	(1,263)	(1,405)
31 December 2024	290	2,357

TRADES UNION CONGRESS

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2024

8. TAXATION (CONTINUED)

RECONCILIATION OF TAX CHARGE

As a membership organisation, profits and losses arising from the TUC's membership activities are outside the scope of corporation tax. Profits and losses arising from non-membership activities and income from its investments is subject to corporation tax.

	2024		2023	
	Total £'000	Tax at 25% £'000	Total £'000	Tax at 23.52% £'000
Income	24,055	-	22,052	-
Foreign exchange (loss)	(4)	-	-	-
Gain on disposal of investments	165	-	(57)	-
Changes in fair value of investments	177	-	407	-
Profit/(loss) on sale of fixed assets	(143)	-	-	-
(Loss) from changes in fair value of investment property	(3,654)	-	(3,837)	-
(Loss) from changes in fair value of freehold property	(5,496)	-	(5,593)	-
Pension scheme actuarial gain /(loss)	6,065	-	(2,813)	-
Other finance adjustments – pension schemes	(181)	-	(598)	-
Total income and gains	20,984	-	9,561	-
Non-member activities and investment income chargeable to corporation tax				
Income from property	1,090	273	847	199
Income from investments	106	26	181	43
Chargeable /gains	252	63	27	6
Allowable expenditure:				
Investment manager fees	-	-	(95)	(22)
Gift aid	(84)	(21)	(1)	-
Income tax	-	(2)	-	(2)
Total chargeable to corporation tax	1,364	339	959	224
(Deficit)from TUC membership activities outside the scope of corporation tax	(1,577)	-	(2,179)	-
Unrealised (losses) on investments not subject to corporation tax	(3,477)	-	(3,430)	-
Unrealised (losses) on revalued property not subject to corporation tax	(5,496)	-	(5,593)	-
Actuarial gain / (loss) not subject to corporation tax	6,065	-	(2,813)	-
Total comprehensive (deficit) before corporation tax	(3,121)	339	(13,056)	224
Current tax	(401)	-	(222)	-
Deferred tax	2,067	-	2,278	-
Total comprehensive (expense)	(1,455)	339	(11,000)	224

TRADES UNION CONGRESS
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2024

9. FIXED ASSETS

	Investment property	Land & Buildings	Leasehold improvements	Furniture, Fittings & Equipment	Motor Vehicles	Total
COST OR VALUATION						
1 January 2024	17,014	24,806	139	3,305	49	45,313
Additions	-	-	-	154	-	154
Disposals	-	-	(139)	(33)	-	(172)
Transfer	-	-	-	-	-	-
Revaluations	(3,654)	(5,496)	-	-	-	(9,150)
31 December 2024	13,360	19,310	-	3,426	49	36,145
DEPRECIATION						
1 January 2024	-	-	-	(1,574)	(12)	(1,586)
Disposal	-	-	-	29	-	29
Charge for year	-	-	-	(1,088)	(12)	(1,100)
31 December 2024	-	-	-	(2,633)	(24)	(2,657)
NET BOOK VALUE						
31 December 2024	13,360	19,310	-	793	25	33,488
31 December 2023	17,014	24,806	139	1,731	37	43,727

A charge was registered against the property on 28 March 2006 for £9 million in favour of the TUC Superannuation Society Limited.

A valuation of Congress House was undertaken at 31 December 2024 by Farebrother. The basis of the valuation was market value as defined by the RICS Valuation – Professional Global Standards 2022. The investment property element has been valued subject to the current lease terms in place and the freehold property element has been valued assuming full vacant possession.

TRADES UNION CONGRESS

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2024

10. INVESTMENTS

	Market value brought forward at 01.01.2024 £'000	Purchases £'000	Sales £'000	Change in market value £'000	Market value carried forward at 31.12.2024 £'000
Quoted					
UK Quoted	4,519	1,406	(1,584)	(17)	4,324
International Quoted	4,847	1,747	(1,680)	359	5,273
	9,366	3,153	(3,264)	342	9,597
UK Unquoted					
Unity Trust shares	1	-	-	-	1
Union Energy Limited	-	-	-	-	-
MSI Brussels	5	-	-	-	5
	6	-	-	-	6
	9,372	3,153	(3,264)	342	9,603

The change in market value seen above is made up of £165k of gains on disposal of investments (2023: £57k loss) and £177k, of change in fair value of investments (2023: 407k) and £nil of gains on foreign exchange (2023: £nil).

	2024 £'000	2023 £'000
Historical cost		
Unquoted	6	6
Quoted	9,420	8,490
	9,426	8,496

11. DEBTORS & PREPAYMENTS

	2024 £'000	2023 £'000
Trade debtors	654	778
Other debtors	983	794
Prepayments and accrued income	937	843
	2,574	2,415

TRADES UNION CONGRESS

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2024

12. CREDITORS & ACCRUED EXPENSES

	2024	2023
	£'000	£'000
Trade creditors	405	736
Taxation and social security	1,055	734
Other creditors	403	204
Accruals and deferred income	914	1,031
	<u>2,777</u>	<u>2,705</u>

13. PROVISION FOR LIABILITIES AND CHARGES

A provision has been made to reflect payments expected to arise from banked leave and accrued holiday pay.

	2024	2023
	£'000	£'000
1 January 2024	663	688
Utilised in year	(30)	(62)
Additional provision charged to staff costs	23	37
31 December 2024	<u>656</u>	<u>663</u>

14. COMMITMENTS AND CONTRACTED INCOME - OPERATING LEASES

Operating leases are payable for office equipment and office space receivable for property rentals

	2024	2023
	£'000	£'000
Payable during the year	211	444
Future minimum lease payments due:		
Within one year	153	159
Between two and five years	340	420
After five years	85	115
	<u>578</u>	<u>694</u>
	2024	2023
	£'000	£'000
Receivable during the year	1,087	1,113
Future minimum lease payments receivable:		
Within one year	783	904
Between two and five years	795	1,285
After five years	-	105
	<u>2,231</u>	<u>2,294</u>

The amounts receivable are a reflection of the current lease agreements, but as a consequence of the decision to sell Congress House, the amounts receivable more than one year from the balance sheet date are more uncertain as lease renegotiations may need to be entered into.

TRADES UNION CONGRESS

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2024

15. PENSION COSTS

The Trades Union Congress operates one defined benefit scheme in the UK which offers both pensions in retirement and death benefits to members. Pension benefits are related to the members' final salary at retirement and their length of service. Employer contributions to the scheme for the year beginning 1 January 2025 are expected to be £1.6m. The most recent formal actuarial valuation of the Scheme was as at 31 August 2022.

The major assumptions used by the actuary were (in nominal terms);

	At 31.12.2024	At 31.12.2023
Rate of increase in salaries	4.20%	4.20%
Rate of increase in pensions in payment		
- RPI, capped at 2.5% per annum	2.20%	2.20%
- RPI, capped at 5.0% per annum	3.10%	3.20%
- RPI, 3% per annum minimum and 5.0% per annum maximum	3.60%	3.65%
Discount rate	5.50%	4.80%
RPI Inflation assumption	3.20%	3.10%
Revaluation in deferment*	3.00%	2.60%
Assumed life expectancies on retirement at age 65 are:		
Retiring today		
Males	87.3	87.4
Females	89.5	89.5
Retiring in 20 years time		
Males	89.2	89.3
Females	91.0	91.00

*Note that the revaluation of deferred pensions between leaving and retirement is subject to an underpin of 3% per annum

The assumptions used in determining the overall expected return of the scheme have been set with reference to yields available on government bonds and appropriate risk margins.

	2024 £'000	2023 £'000
The amounts recognised in the balance sheet are as follows:		
Present value of scheme liabilities	(86,864)	(97,775)
Fair value of scheme assets	112,908	117,935
Pension asset	26,044	20,160

	2024 £'000	2023 £'000
Reconciliation of opening and closing balances of the present value of the scheme liabilities		
Liabilities at beginning of year	(97,775)	(90,367)
Current service cost	(1,508)	(1,356)
Interest cost	(4,343)	(4,295)
Contributions by scheme participants	(560)	(545)
Actuarial loss/(gain)	14,230	(5,235)
(Loss) on plan introductions and changes	(582)	-
Benefits paid	3,674	4,023
Liabilities at end of year	(86,864)	(97,775)

TRADES UNION CONGRESS
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2024

15. PENSION COSTS (CONTINUED)

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

	2024	2023
	£'000	£'000
Fair value of scheme assets at beginning of year	117,935	113,938
Interest income on scheme assets	5,259	5,417
Return on assets, excluding interest income	(8,165)	737
Scheme administrative costs	(547)	(522)
Contributions by employers	1,540	1,843
Contributions by plan participants	560	545
Benefits paid	(3,674)	(4,023)
Fair value of scheme assets at end of year	112,908	117,935

The assets in the scheme were:

	Value At 31.12.2024 £'000	Value At 31.12.2023 £'000
Equities	11,464	11,034
Bonds	10,183	7,835
Equity linked bonds	52,015	54,971
Cash	2,080	7,058
Other	37,166	37,037
Fair value of plan assets	112,908	117,935

Amount recognised in other comprehensive income

Actuarial (gain)/loss	(14,230)	3,550
Return on assets, excluding interest income	8,165	(737)
(Credit)/charge to other comprehensive income	(6,065)	2,813

Amounts recognised in profit and loss

Service cost including current and past service costs and settlements	1,508	1,356
Administrative cost	547	522
Net interest expense	582	1,685
Net interest on the net defined benefit liability	(916)	(1,122)
	1,721	2,441
Employer contributions	(1,540)	(1,843)
Net pension cost	181	598

TRADES UNION CONGRESS

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2024

16. CAPITAL COMMITMENTS

The TUC had contracted commitments at 31 December 2024 for future capital projects totalling nil (2023: £217k)

17. RELATED PARTIES

During the year the TUC had transactions with the following charities which are under its control through the appointment of trustees. The outstanding balances are included within other debtors.

	2024	2023
	£	£
<u>TUC Educational Trust</u>		
Owed to TUC		
Opening balance	483,792	256,999
Payments to TUC	-	-
Net costs paid through TUC	196,496	226,793
Closing balance	680,288	483,792
<u>Tolpuddle Martyrs Memorial Trust</u>		
Owed to TUC		
Opening balance	254,571	271,015
Payments to TUC	(254,571)	(271,015)
Net costs paid through TUC	217,659	254,571
Closing balance	217,659	254,571
<u>TUC Aid</u>		
Owed to TUC		
Opening balance	23,272	23,703
Payments to TUC	-	-
Net costs paid through TUC	28,881	(431)
Closing balance	52,153	23,272

18. CONTINGENT LIABILITY

Redundancy costs associated with the decision to close the conferencing operation in 2025 are estimated to be £1.2m. At 31 December 2024, the redundancy compensation package had not been agreed between Management and the staff bargaining group. Direct communication with the employees most directly impacted was made in Q1 2025.

Accounting policies

(see notes 84 and 85)

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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

General Secretary's Signature:  Name: Paul Nowak Date: 28 May 2025	Asst General Secretary's Signature:  (or other official whose position should be stated) Name: Kate Bell Date: 28 May 2025
--	--

Checklist

(see notes 88 to 89)

(please tick as appropriate)

Has the return of change of officers been completed? (see Page 2 and Note 12)	Yes		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.

2. Are the auditors or auditor of the opinion that the union has complied with section 28 of the 1992 Act and has:

- a. kept proper accounting records with respect to its transactions and its assets and liabilities; and
- b. established and maintained a satisfactory system of control of its accounting records, its cash holding and all its receipts and remittances. (See section 36(4) of the 1992 Act set out in note 92)

Please explain in your report overleaf or attached

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

In our opinion the financial statements:

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

Auditor's report (continued)

See Appendix 3

Signature(s) of auditor or auditors:

Crowe U.K. LLP

Name(s):

Crowe U.K. LLP

Profession(s) or Calling(s):

Chartered Accountants

Address(es):

55 Ludgate Hill

Postcode

London

EC4M 7JW

Date

19/06/2025

Contact name for inquiries and
telephone number:

(020) 7842 7262

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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TRADES UNION CONGRESS FOR THE YEAR ENDED 31 DECEMBER 2024

Opinion

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

The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of Trades Union Congress's affairs as at 31 December 2024 and of its transactions for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Trade Union and Labour Relations Act 1992.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the union in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the officer'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 officers with respect to going concern are described in the relevant sections of this report.

Other information

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

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Trades Union and Labour Relations Act 1992 requires us to report to you if, in our opinion:

- proper accounting records have not been kept;
- a satisfactory system of control over its accounting records, cash holdings and receipts and remittances has not been maintained; or
- the financial statements are not in agreement with the accounting records and returns.

Responsibilities of officers

As explained more fully in the statement of officers responsibility, the officers 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 officers determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

We have been appointed as auditor under section 33 of the Trade Union and Labour Relations Act 1992 and report in accordance with section 36 of that Act.

In preparing the financial statements, the officers 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 officers either intend to liquidate the union or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

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

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the union operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Trade Union and Labour Relations Act 1992 together with the financial reporting standards. We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the union's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the union for fraud. The laws and regulations we considered in this context for the UK operations were health and safety legislation, employment legislation and taxation legislation.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the officers and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management and the Executive Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in

accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

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

A handwritten signature in dark ink that reads "Crowe U.K. LLP". The signature is written in a cursive, slightly stylized font.

Crowe U.K. LLP
Statutory Auditor
London

19 June 2025

Membership audit certificate

made in accordance with section 24ZD of the Trade Union and Labour
Relations (Consolidation) Act 1992

(See notes 97 to 103)

At the end of the reportign period proceding the one to which this audit relates was the total membership of the trade union greater than 10,000?

No

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 inforamation 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 its members and secured, so far as is reasonably practicable, that the entries in the register are accurate and up-to-date?

Yes

If "No" Please explain below:

Signature



Name

Paul Nowak

Office held

General Secretary

Date

28/05/2025