

Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	FDA				
Year ended:	31 December 2025				
List no:	312T				
Head or Main Office address:	Centenary House				
	93-95 Borough High Street				
	London				
Postcode	SE1 1NL				
Website address (if available)	WWW.FDA.ORG.UK				
Has the address changed during the year to which the return relates?	Yes	☐	No	☒	('X' in appropriate box)
General Secretary:	Dave Penman				
Telephone Number:	020 7401 5555				
Contact name for queries regarding the completion of this return	Lynne Gravatt				
Telephone Number:	020 7401 5562				
E-mail:	lynne@fda.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
	24,958	525		253	25,736
Total	24,958	525		253	A 25,736

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

23,066

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

51

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

No

X

If yes, state the number of affiliated unions:

and names:

Officers in post

(see note 12)

Please complete list of all officers in post at the end of the year to which this return relates.

[illegible]

General Fund

(see notes 13 to 18)

	£	£
Income		
From Members: Contributions and Subscriptions		5,165,135
From Members: Other income from members (specify)		
Total other income from members		
Total of all income from members		5,165,135
Investment income (as at page 12)		50,076
Other Income		
Income from Federations and other bodies (as at page 4)	205,319	
Income from any other sources (as at page 4)	78,260	
Total of other income (as at page 4)		283,579
Total income		5,498,790
Interfund Transfers IN		
Expenditure		
Benefits to members (as at page 5)		275,246
Administrative expenses (as at page 10)		4,829,912
Federation and other bodies (specify)		
Total expenditure Federation and other bodies		
Taxation		
Total expenditure		5,105,158
Interfund Transfers OUT		
Surplus (deficit) for year		393,632
Amount of general fund at beginning of year		3,343,281
Amount of general fund at end of year		3,736,913

(see notes 19 and 20)

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Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

			£
Representation –		brought forward	275,246
Employment Related Issues		Advisory Services	
Legal fees	275,246		
Representation –		Other Cash Payments	
Non Employment Related Issues			
		Education and Training services	
Communications			
		Negotiated Discount Services	
Dispute Benefits			
		Other Benefits and Grants (specify)	
carried forward	275,246	Total (should agree with figure in General Fund)	275,246

(See notes 21 and 23)

Fund 2		Fund Account	
Name:	Section and Branch Funds	£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Net increase in year		66,384
	Total other income as specified		66,384
	Total Income		66,384
	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		66,384
	Amount of fund at beginning of year		1,919,058
	Amount of fund at the end of year (as Balance Sheet)		1,985,442
	Number of members contributing at end of year		

Fund 3		Fund Account	
Name:	Joint Venture Fund	£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Share of Joint venture surplus		95,728
	Total other income as specified		95,728
	Total Income		95,728
	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		95,728
	Amount of fund at beginning of year		3,964,826
	Amount of fund at the end of year (as Balance Sheet)		4,060,554
	Number of members contributing at end of year		

(See notes 21 and 23)

Fund 4		Fund Account	
Name:	FDA Staff Pension Deficit	£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Increase in surplus		718,000
Total other income as specified			718,000
Total Income			718,000
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			718,000
Amount of fund at beginning of year			4,067,000
Amount of fund at the end of year (as Balance Sheet)			4,785,000
Number of members contributing at end of year			

Fund 5		Fund Account	
Name:	Fair Value Reserve	£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Change in fair value of investments		44,529
Total other income as specified			44,529
Total Income			44,529
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			44,529
Amount of fund at beginning of year			143,111
Amount of fund at the end of year (as Balance Sheet)			187,640
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 maintaince 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		2,720,245
Salaries and Wages included in above	1,838,294	
Auditors' fees		11,048
Legal and Professional fees		82,255
Occupancy costs		294,576
Stationery, printing, postage, telephone, etc.		150,718
Expenses of Executive Committee (Head Office)		482,919
Expenses of conferences		84,819
Other administrative expenses (specify)		
PSM Production Costs		100,588
Member Products		16,461
Bank charges and subscription collection costs		27,746
Other Outgoings		
Mortgage and Loan interest		176,018
Depreciation		118,397
Database development costs		141,417
Interest on VAT payment		-6,729
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
Section rebates		429,434
Total		4,829,912
Charged to:	General Fund (Page 3)	4,829,912
	Section and Branch Funds	
	Joint Venture Fund	
	FDA Staff Pension Deficit	
	Fair Value Reserve	
Total		4,829,912

Analysis of officials' salaries and benefits

(see notes 36 to 46 below)

[illegible]

Analysis of investment income

(see notes 47 and 48)

[illegible]

31 December 2025

31 December 2025

[illegible]

Fixed assets account

(see notes 53 to 57)

	Land and Buildings Freehold Leasehold		Furniture and Equipment	Motor Vehicles	Not used for union business	Total
	£	£	£	£	£	£
Cost or Valuation						
At start of year	8,488,493		786,605			9,275,098
Additions			4,061			4,061
Disposals						
Revaluation/Transfers						
At end of year	8,488,493		790,666			9,279,159
Accumulated Depreciation						
At start of year	480,747		700,704			1,181,451
Charges for year	69,889		48,508			118,397
Disposals						
Revaluation/Transfers						
At end of year	550,636		749,212			1,299,848
Net book value at end of year	7,937,857		41,454			7,979,311
Net book value at end of previous year	8,007,746		85,901			8,093,647

Analysis of investments

(see notes 58 and 59)

Quoted		All Funds Except Political Funds £	Political Fund £
	Equities (e.g. Shares)		
	Abrdn My Folio Multi Manager	1,191,423	
	Government Securities (Gilts)		
	Other quoted securities (to be specified)		
	Total quoted (as Balance Sheet)	1,191,423	
	Market Value of Quoted Investment	1,191,423	
Unquoted	Equities		
	Government Securities (Gilts)		
	Mortgages		
	Bank and Building Societies		
	Unity Trust Bank	20,500	
	Other unquoted investments (to be specified)		
	Total unquoted (as Balance Sheet)	20,500	
	Market Value of Unquoted Investments	20,500	

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)

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	5,165,135		5,165,135
From Investments	50,076		50,076
Other Income (including increases by revaluation of assets)	1,208,220		1,208,220
Total Income	6,423,431		6,423,431
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	5,105,158		5,105,158
Funds at beginning of year (including reserves)	13,437,276		13,437,276
Funds at end of year (including reserves)	14,755,549		14,755,549
Assets			
	Fixed Assets		7,979,311
	Investment Assets		1,211,923
	Other Assets		9,183,307
	Total Assets		18,374,541
Liabilities		Total Liabilities	3,618,992
Net Assets (Total Assets less Total Liabilities)			14,755,549

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?		No
If Yes How many ballots were held:		
For each ballot held please complete the information below:		
Ballot 1 Number of individual who were entitled to vote in the ballot Number of votes cast in the ballot Number of Individuals answering "Yes" to the question Number of individuals answering "No" to the question Number of invalid or otherwise spoiled voting papers returned 1 2 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 Number of individuals answering "No" to the question Number of invalid or otherwise spoiled voting papers returned 1 2 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 Number of individuals answering "No" to the question Number of invalid or otherwise spoiled voting papers returned 1 2 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 notes in the attached accounts P11-16

Accounting policies

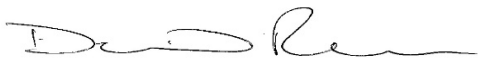
(see notes 84 and 85)

See attached accounts P11-12

Signatures to the annual return

(see notes 86 & 87)

Including the accounts and balance sheet contained in the return. Please copy and paste your electronic signature here

Secretary's Signature: 	Chairman's Signature: 
Name: Dave Penman	Name: John McCullagh - Treasurer
Date: 19th May 2026	Date: 19th May 2026

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 AUDITORS REPORT IN THE ATTACHED ACCOUNTS ON PAGES 4-6.

Signature(s) of auditor or auditors:

Orcom Civvals Audit Ltd

Name(s):

ORCOM CIVVALS AUDIT LIMITED

Profession(s) or Calling(s):

CHARTERED ACCOUNTANTS AND
REGISTERED AUDITORS

Address(es):

50 SEYMOUR STREET

LONDON

Postcode

W1H 7JG

Date

19/05/2026

Contact name for inquiries and
telephone number:

A KAZI - 0207 258 3461

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

FDA

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2025

FDA

CONTENTS OF THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2025

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FDA

GENERAL INFORMATION

FOR THE YEAR ENDED 31 DECEMBER 2025

EXECUTIVE COMMITTEE

Margaret Haig	President
Leila Kelly	Vice President
Beatriz Brown	Vice President
John McCullagh	Honorary Treasurer

GENERAL SECRETARY

Dave Penman

ADDRESS

Centenary House
93 - 95 Borough High Street
London
SE1 1NL

AUDITORS

Orcom Civvals Audit Limited
50 Seymour Street
London
W1H 7JG

FDA

TRUSTEES REPORT FOR THE YEAR ENDED 31 DECEMBER 2025

The Trustees present their report with the financial statements of the union for the year ended 31 December 2025.

The Financial Statements for FDA are prepared in accordance with legislation on trade unions, internal rules and financial reporting standards.

Review of results

Details of the results for this year are contained on pages 7 to 14 of these Financial Statements.

The subscription income of the union for the period was £5,370,454 compared to £5,090,425, an increase of 6% compared to last year.

The union's expenditure for the period was £5,105,158 compared to £5,112,841 last year. The expenditure is in line with last year mainly because the increase in the Employment costs, Advertising publications costs, Meetings & Hospitality costs and Pension scheme administration costs, have been compensated by decrease in the expenditure relating to Database development costs, Legal & professional, Mortgage interest, Repairs & maintenance and Communications expenses compared to last year. The legal and professional costs were higher last year because these included costs relating to the Rwanda Judicial Review and CS Compensation scheme.

These financial statements show a net income of £600,273 compared to £164,305. The increase in the net income is mainly driven by the increase in membership income and combined with the return to normal spend pattern after the commitment to the new database spend in 2024.

FDA Pension Scheme

FDA operates a pension scheme known as the FDA Retirement Benefits Scheme. The scheme is a defined benefit scheme and is open to new entrants.

FDA is required to value its staff pension arrangements annually in accordance with Financial Reporting Standard 102 Section 28. This standard sets out the basis of such valuation and this may differ in terms of assumptions and technical provisions used by the Trustees of the schemes and the scheme Actuary. The valuation is undertaken in accordance with FRS102 and can be volatile year on year depending on financial and economic circumstances prevailing at that point in time.

A full actuarial valuation was carried out by a qualified independent actuary as at 1 April 2024. That valuation has been projected forward by the actuary to the accounting date on a basis compliant with FRS 102 in order to assess the liabilities of the scheme. Scheme assets are stated at their fair values at the respective balance sheet dates.

As at 31st December 2025 the valuation indicated a surplus of £4,785,00 (2024: £4,067,00). The main reasons for the increase in the surplus over 2025 is primarily due to a higher discount rate following rise in corporate bond yields over the year leading to an increase in the FRS102 asset. The assumptions used for calculating the defined benefit obligation may take a range of values. Adopting different assumptions would lead to different results being disclosed. The value of assets and defined obligation are a snapshot view reflecting the market conditions on one day. The figures are therefore expected to be quite volatile from year to year.

Political fund

The union does not maintain a political fund.

FDA

TRUSTEES REPORT FOR THE YEAR ENDED 31 DECEMBER 2025

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 one or more of the following when deemed appropriate: the officials of the union, the trustees of the property of the union, the auditor or auditors of the union, the Certification Officer (who is an independent officer appointed by the Secretary of State) and the police.

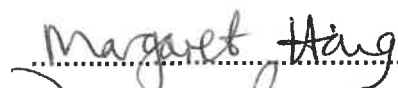
Where a member believes that the financial affairs of the union have been or are being conducted in breach of the Law or in breach of the rules of the union and contemplates bringing civil proceedings against the union or responsible officials or trustees, they should consider obtaining independent legal advice.

Responsibility for financial statements

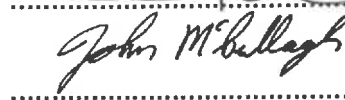
The Trade Union and Labour Relations (Consolidation) Act 1992 as amended by the Employment Relations Act 1999 requires the FDA to prepare financial statements for each financial year which give a true and fair view. In preparing these financial statements the FDA is required to:

- keep proper accounting records in respect of the transactions and the assets and liabilities of the Union;
- establish and maintain a satisfactory system of control of the Union's accounting records, cash holding and all receipts and remittances;
- ensure that such records are maintained so as to give a true and fair view of the state of affairs of the Union and to explain its transactions;
- prepare an annual return for the Certification Officer giving a true and fair view of the Revenue Account and Balance Sheet; and
- provide members with a statement of income and expenditure for the year.

The maintenance and integrity of the FDA website is the responsibility of the FDA's officers. The work carried out by the auditors does not involve the consideration of these matters and, accordingly, the auditors accept no responsibility for any changes that may have occurred in the accounts since they were initially presented on the website.

 M Haig- President, Executive Committee

 D Penman- General Secretary

 J McCullagh- Honorary Treasurer

6 May 2026

REPORT OF THE AUDITORS TO THE MEMBERS OF THE FDA

Opinion

We have audited the financial statements of FDA for the year ended 31 December 2025 which comprise the Statement of Comprehensive Income, the Statement of Financial Position 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 Financial Reporting Standard 102 Section 1A 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 FDA's affairs as at 31 December 2025 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 FDA'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 conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the union to cease to continue as a going concern.

Our responsibilities and the responsibilities of the Officers of the Union with respect to going concern are described in the relevant sections of this report.

Other information

The officers of the Union 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.

REPORT OF THE AUDITORS TO THE MEMBERS OF THE FDA

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.
- we have not received all the information and explanations we require for our audit.

Responsibilities of officers

As explained more fully in the Statement of Officers' Responsibility (set out on page 3), 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.

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

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 identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our sector experience through discussion with the Officers and other management (as required by auditing standards).
- We had regard to laws and regulations in areas that directly affect the financial statements including financial reporting (including related trade union legislation) and taxation legislation. We considered that extent of compliance with those laws and regulations as part of our procedures on the related financial statement items.
- With the exception of any known or possible non-compliance, and as required by auditing standards, our work in respect of these was limited to enquiry of the Officers.

REPORT OF THE AUDITORS TO THE MEMBERS OF THE FDA

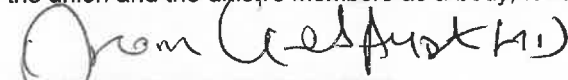
- We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit.
- We addressed the risk of fraud through management override of controls, by testing the appropriateness of journal entries and other adjustments; assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion. There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we are to become aware of it.

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.

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.



ORCOM CIVVALS AUDIT LIMITED
Statutory Auditors
& Chartered Accountants

50 Seymour Street
London
W1H 7JG

6 May 2026

FDA

STATEMENT OF COMPREHENSIVE INCOME

FOR THE YEAR ENDED 31 DECEMBER 2025

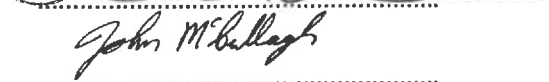
	Notes	£	2025	£	£	2024	£
<u>INCOME</u>							
Members' Subscriptions				5,165,135			4,900,059
Affiliated Associations Subscriptions				205,319			190,366
Dividends received		26,102			16,510		
Bank Interest received		23,974			18,792		
Rental income		76,616			12,719		
		126,692			48,021		
Less: Corporation Tax on interest and rental income		1,644			(8,704)		
				128,336			39,317
Miscellaneous Receipts:							
- PSM				-			-
- Income from Diaries				-			-
- Other				-			-
- Executive Repts Scheme				-			-
				5,498,790			5,129,742
<u>EXPENSES</u>							
Branch Expenses		11,745			8,279		
Section Rebates and Additional Support		429,434			407,473		
Employment expenses		2,269,593			1,864,088		
Pension Contributions		450,652			435,580		
Printing & Stationery		4,561			587		
Advertising, Information & Publications		58,658			34,394		
Postage & Delivery		1,880			1,980		
Communications, including Website costs		81,871			126,627		
Meetings & Hospitality inc. associated Travel & Subsistence		190,429			132,941		
Recruitment Initiatives incl. Fast Stream Annual Event		106,657			121,300		
Affiliation & Membership Fees		88,570			85,695		
Audit Fee		11,048			11,703		
Legal & Professional Fees		275,246			337,908		
Pension scheme administration costs		82,255			54,666		
Honoraria, Gifts & Donations		1,424			1,232		
Campaign and Ballot Fund		-			9,851		
Delegate Conference		84,819			61,678		
Depreciation		118,397			134,732		
Office Rent, Rates & Services		211,658			228,040		
Repairs and Maintenance		57,685			103,338		
Property Insurance		25,233			24,019		
PSM Production Costs		100,588			84,988		
Member Products		20,420			19,107		
Equipment Hire, Leasing & Maintenance		3,748			10,226		
Computer Costs		84,094			68,399		
Bank Charges & Subscription Collection Costs		27,746			11,947		
Annual Membership Cards		(3,959)			26,776		
Mortgage Interest and similar charges		176,018			212,852		
Interest on VAT payment		(6,729)			12,301		
Database development costs		141,417			480,134		
				5,105,158			5,112,841
<u>SURPLUS OF INCOME OVER EXPENDITURE</u>				393,632			16,901
Add: Profit / (Loss) on sale of Investments		-		-			-
Less: Corporation Tax thereon		-		-			-
<u>NET OPERATIONAL FUND SURPLUS</u>				393,632			16,901
<u>OTHER INCOME - SURPLUS / (DEFICIT)</u>							
Sections and branches fund surplus	3			66,384			83,943
Distribution from Managers in Partnership	4			95,728			45,893
Change in Fair value of investments	6	59,372			35,823		
Less: Deferred Tax movement thereon		(14,843)			(18,255)		
				44,529			17,568
<u>NET INCOME FOR THE YEAR</u>				600,273			164,305
Actuarial gain / (loss) on remeasurement of defined benefit asset	5			718,000			739,000
<u>TOTAL (DEFICIT) / SURPLUS FOR THE YEAR</u>				1,318,273			903,305
<u>RESERVES BROUGHT FORWARD</u>				13,437,276			12,533,971
<u>RESERVES CARRIED FORWARD</u>				14,755,549			13,437,276

FDA

STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2025

		2025	2024
	Notes	£	£
TOTAL ACCUMULATED FUND	2	<u>14,755,549</u>	<u>13,437,276</u>
<u>REPRESENTED BY:</u>			
INVESTMENTS	6	1,211,923	1,127,709
FIXED ASSETS	7	7,979,311	8,093,647
		<u>9,191,234</u>	<u>9,221,356</u>
CURRENT ASSETS			
Section and Branch Funds	3	1,985,442	1,919,058
Debtors & Prepayments	8	920,122	881,289
Cash on Deposit, at Bank and in Hand		1,492,743	1,197,839
		<u>4,398,307</u>	<u>3,998,186</u>
LESS: CURRENT LIABILITIES			
Creditors due within one year	9	1,055,094	1,063,798
NET CURRENT ASSETS		<u>3,343,213</u>	<u>2,934,388</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>12,534,447</u>	<u>12,155,744</u>
Creditors due after more than one year	10	(2,501,352)	(2,737,765)
DEFERRED TAX LIABILITY		(62,546)	(47,703)
NET ASSETS EXCLUDING PENSION ASSET		<u>9,970,549</u>	<u>9,370,276</u>
PENSION DEFINED BENEFIT ASSET	5	4,785,000	4,067,000
NET ASSETS INCLUDING PENSION ASSET		<u>14,755,549</u>	<u>13,437,276</u>

Approved by:


.....

.....

M Haig- President, Executive Committee

D Penman- General Secretary

J McCullagh- Honorary Treasurer

6 May 2026

FDA

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2025

1. ACCOUNTING POLICIES

- (a) The financial statements of the Union have been prepared in accordance with Financial Reporting Standard 102 Section 1A applicable in the United Kingdom and Republic of Ireland and the Trade Union and Labour Relations Act 1992.
- (b) The financial statements are presented in Pound Sterling (£), rounded to the nearest Pound Sterling, which is also the functional currency of the Union
- (c) FDA prepares its accounts using the historical cost convention with the exception of:
- Listed investments stated at fair value
 - Pension scheme asset / (liability) is based on actuarial assumptions
- (d) These accounts have been prepared on a going concern basis as the officers' have a reasonable expectation that the Union has adequate resources to continue for the foreseeable future.

The executive committee have reviewed FDA's financial performance and reserves position and they consider that the Union has adequate financial resources and are well placed to manage the business risks. In their assessment the executive committee prepared cashflow forecasts and financial projections, covering a period of at least 12 months from the approval date of these financial statements. These projections have taken into consideration the current economic climate and its potential impact on the various sources of income and planned expenditure. Based on their assessment the executive committee has a reasonable expectation that The Union has adequate resources to continue in operational existence for the foreseeable future. The accounts have therefore been prepared on the basis that FDA is a going concern.

- (e) Subscription income is accounted for on a receivable basis for the current year.
- (f) Expenditure is accounted for on an accruals basis. Any amounts of irrecoverable VAT are added to expenditure incurred.
- (g) Database development costs are written off to the income and expenditure account as incurred.
- (h) Funds held by sections and branches have been incorporated in the financial statements based upon the latest reported information.
- (i) Fixed assets are recorded at historical cost upon initial recognition in the financial statements.
- Depreciation is provided at rates estimated to reduce book value to realisable value on disposal. The rates used are as follows:

Office furniture & equipment	33 1/3% straight line
Website development costs	33 1/3% straight line
Computer hardware & software	33 1/3% straight line
Freehold property	1% straight line on cost attributable to the building

- (j) Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against income on a straight line over the period of the lease.
- (k) The share of net income arising from its sections and the joint venture with Managers in Partnership is accounted for in the statement of comprehensive income.
- (l) Under FRS 102 1A provisions, deferred tax has been provided on the potential tax liability on the future disposal of the listed investments at fair value.
- (m) FDA operates a defined benefit pension scheme. The disclosures required to be made under the provisions of FRS 102 are made in note 5. The net actuarial gains or losses are shown separately below net income / expenditure for the year. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent currency and term to the scheme liabilities. Full actuarial valuations are obtained every three years and are updated at each balance sheet date. The resulting net benefit scheme asset / (liability) is shown separately on the face of the balance sheet.
- (n) Judgements and estimates are incorporated where required in applying the Union's accounting policies and which may have a significant effect on the amounts included in the financial statements. The main areas were:
- Contingent liabilities – the inclusion of provisions for potential liabilities where there is an element of uncertainty in the outcomes of the cases
 - Pension Scheme – the actuarial assumptions used in calculating the scheme's net valuation surplus / (deficit).

FDA

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2025

- (o) Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost with the exception of investments which are held at fair value. Financial assets held at amortised cost comprises cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access and term deposit bank accounts. Financial liabilities held at amortised cost comprises all creditors except social security and other taxes and provisions.

2. ACCUMULATED FUND

	FDA Operational Fund Reserve	Section & Branch Fund Reserve	MIP Fund Reserve	Pension Deficit	Fair Value Reserve	Total
	£	£	£	£	£	£
Balance at beginning of the year	3,343,281	1,919,058	3,964,826	4,067,000	143,111	13,437,276
Surplus/ (Deficit) for the year	393,632	66,384	95,728	718,000	44,529	1,318,273
Balance at end of year	<u>3,736,913</u>	<u>1,985,442</u>	<u>4,060,554</u>	<u>4,785,000</u>	<u>187,640</u>	<u>14,755,549</u>

3. SECTION AND BRANCH FUNDS

	At start of year £	Surplus/ (Deficit) £	At end of year £
Crown Prosecution Service	354,515	(11,219)	343,296
Northern Ireland Senior Officers	40,186	(11,883)	28,303
OFSTED	340,227	(19,821)	320,406
HMI Wales	48,335	(3,564)	44,771
HMI Scotland	78,350	7,040	85,390
Procurators Fiscal Society	142,915	7,100	150,015
DSA	911,059	102,202	1,013,261
Land Registry	3,471	(3,471)	-
	<u>1,919,058</u>	<u>66,384</u>	<u>1,985,442</u>

4. JOINT VENTURE

In 2005 the FDA entered into a joint venture with UNISON, known as Managers in Partnership. The partnership provides support for senior managers within the health service.

	2025 £	2024 £
Accumulated surplus at beginning of year	3,964,826	3,918,933
Half share of surplus retained for the year	95,728	45,893
Accumulated surplus at end of year	<u>4,060,554</u>	<u>3,964,826</u>

There was an amount due to the joint venture partner at 31 December 2025 of £354,619 (2024- £343,614).

FDA

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2025

5. PENSION DEFINED BENEFIT ASSET

As at 31 December 2025 the FDA operated a pension scheme known as The FDA Retirement Benefits Scheme. The Scheme is a defined benefit scheme and is open to new entrants. A full actuarial valuation was carried out by a qualified independent actuary as at 1 April 2024. That valuation has been projected forward by the actuary to the accounting date on a basis compliant with FRS 102 in order to assess the liabilities of the scheme. Scheme assets are stated at their fair values at the respective balance sheet dates.

The Scheme is governed by the Trustees, who are responsible for ensuring that there are sufficient funds to meet current and future obligations. Responsibility for governance of the Scheme, including setting contribution rates, lies jointly with the FDA and the Trustees.

At the last triennial funding valuation, the Scheme's assets were greater than the value of the Technical Provisions and as such, no Recovery Plan was required. FDA agreed to pay regular contributions into the Scheme based on a percentage of active employees' salaries in respect of the accrual of future service benefits. The Scheme's assets are held in a separate fund from FDA's assets.

The amount and timings of future payments under the current schedule of contributions are as follows:

- 5.7% p.a. of Pensionable salaries paid by active members of the Scheme;
- 27.8% per annum from 1 April 2024 to 30 June 2025 and 23% of pensionable salaries from 1 July 2025 onwards to meet the cost of of future benefit accrual, administration expenses and life assurance premiums.

The key FRS 102 assumptions used by the actuary were:

	2025	2024
Discount rate	5.90%	5.80%
Rate of increase in salaries	2.70%	2.80%
Rate of revaluation of CARE benefits	2.70%	2.80%
Rate of revaluation of non-CARE benefits - active members	2.70%	2.80%
Rate of revaluation of non-CARE benefits - deferred members	2.70%	2.80%
Rate of increase in pensions in payment - post 1.1.88 GMP	2.30%	2.30%
Rate of increase in pensions in payment - pre 1.1.97 service non-GMP	2.90%	3.10%
Rate of increase in pensions in payment - post 1.1.97 service	2.70%	2.80%
RPI Inflation assumption	2.90%	3.10%
CPI Inflation assumption	2.70%	2.80%

The financial assumptions have been set by the Executive Committee of the FDA, having taken appropriate advice, and has been determined by reference to market yields at the accounting date as required under the standard. The Actuary considers that the assumptions detailed above are within the acceptable range under the requirements of FRS102.

Mortality assumptions:

The mortality assumptions are based on standard mortality tables which allow for future mortality improvements. The assumptions are that a current pensioner now aged 60 will live on average 27.7 years if male and 29.0 years if female and that a future pensioner now aged 40 will live on average 29.5 years if male and 30.5 years if female.

The assets in the scheme and the expected rate of return as at 31 December 2025 were:

	2025	2024
	Value	Value
	£	£
Equities	4,662,000	3,855,000
Multi-Asset Funds	-	-
Fixed Interest Gilts	-	-
Index Linked Gilts	8,804,000	11,268,000
Corporate Bonds	3,240,000	760,000
Cash	135,000	218,000
Total market value of assets	16,841,000	16,101,000
Present value of scheme liabilities	12,056,000	12,034,000
Surplus in scheme	<u>4,785,000</u>	<u>4,067,000</u>

FDA

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2025

5. PENSION DEFINED BENEFIT ASSET (continued)

The movement in the surplus / (deficit) during the year was as follows:

	£	£
Deficit in scheme at beginning of year		4,067,000
Movement in year:		
Current employer service cost	(349,000)	
Administration expenses	(161,000)	
Contributions	<u>562,000</u>	
		52,000
Net return:		
Expected return on pension scheme assets	(305,000)	
Interest on pension scheme liabilities	<u>237,000</u>	
		(68,000)
Actuarial gain:		
Experience gains / (losses) arising on scheme liabilities	(390,000)	
Changes in assumptions underlying the present value of the scheme liabilities	<u>1,124,000</u>	
		734,000
Surplus in scheme at end of year		<u><u>4,785,000</u></u>

History of experience gains and losses (£'000's)

	Year ended 31 December				
	<u>2025</u>	<u>2024</u>	<u>2023</u>	<u>2022</u>	<u>2021</u>
Present value of scheme liabilities	(12,056)	(12,034)	(13,532)	(12,282)	(19,911)
Fair value of scheme assets	16,841	16,101	16,860	16,336	17,583
Surplus / (Deficit) in the scheme	4,785	4,067	(3,328)	(4,054)	2,328
Experience gains and (losses) arising on scheme liabilities:					
Amount	(390)	106	(441)	(1,704)	569
Percentage of scheme liabilities	3.2%	(0.9%)	(3.3%)	(13.9%)	2.9%
Experience gains and (losses) arising on scheme assets:					
Amount	(305)	(1,725)	(270)	(1,654)	1,990
Percentage of scheme assets	1.8%	10.7%	(1.6%)	(10.1%)	11.3%

FDA

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2025

6. INVESTMENTS

	Listed investments £	Unlisted investments £	TOTAL £
At the beginning of the year	1,107,209	20,500	1,127,709
Additions	24,842	-	24,842
Revaluation to fair value	59,372	-	59,372
At the end of the year	1,191,423	20,500	1,211,923

The above investments were held as follows:

Holding Description	Cost £	Market Value £
1,336,724 abrdn MyFolio Multi-Manager II Fund	941,238	1,191,423
10,500 Unity Trust Plc	20,500	20,500
	961,738	1,211,923

7. FIXED ASSETS

	Freehold Property £	Office Furniture & Equipment £	Computer Hardware & Software £	Website £	TOTAL £
<u>COST</u>					
At beginning of the year	8,488,493	261,788	348,303	176,514	9,275,098
Additions	-	-	4,061	-	4,061
At end of the year	8,488,493	261,788	352,364	176,514	9,279,159
<u>DEPRECIATION</u>					
At beginning of the year	480,747	215,084	309,107	176,513	1,181,451
Charge for the year	69,889	20,756	27,751	1	118,397
At end of the year	550,636	235,840	336,858	176,514	1,299,848
<u>NET BOOK VALUES</u>					
At end of the year	7,937,857	25,948	15,506	-	7,979,311
At beginning of the year	8,007,746	46,704	39,196	1	8,093,647

FDA

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2025

8. <u>DEBTORS & PREPAYMENTS</u>	2025	2024
	£	£
Subscriptions Receivable	560,187	492,908
Other Debtors	260,102	235,106
Prepayments	99,833	153,275
	<u>920,122</u>	<u>881,289</u>

9. <u>CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR</u>	2025	2024
	£	£
Amounts due on Joint Venture	354,619	343,614
Corporation Tax	-	8,704
Other taxes & Social Security	103,104	70,435
Other Creditors	157,328	183,810
Bank loan	200,876	158,990
Accruals	239,167	298,245
	<u>1,055,094</u>	<u>1,063,798</u>

10. <u>CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR</u>	2025	2024
	£	£
Bank loan repayable after more than 5 years by instalments	<u>2,501,352</u>	<u>2,737,765</u>

The bank loan is secured by a first charge on the freehold property held by FDA.

11. SALARY PAID TO AND OTHER BENEFITS PROVIDED TO THE GENERAL SECRETARY

The General Secretary was paid £134,355 (2024: £129,410), in respect of salary and £34,378 (2024: £36,303) in respect of benefits.

12. CONTINGENT LIABILITIES

The Union is involved in ongoing legal cases on behalf of its members, the outcomes of which are inevitably uncertain. Provision has been made for the estimated unbilled costs where the Union considers that they may not be totally recovered.

13. POST BALANCE SHEET EVENTS

In December 2022, the Executive Committee approved that FDA commit to developing a new membership system, at a cost of not exceeding £750K, in order to allow the Union to better serve existing members and develop new paths to engage with prospective members within its key employers. The first stage of the project was completed in 2024 but further development will be completed in stages over a period of 2-3 years. Based on this the Executive Committee have determined that the costs relating to this project to be a non-adjusting subsequent event.

In 2024 the Union pursued a Judicial Review claim against the UK Government in relation to the Rwanda Safety bill. The costs in relation to this action are reflected in the accounts. FDA lost the JR and as such bear the risk of being awarded the other party's costs in addition to FDA's own costs. It is anticipated that FDA's existing legal accrual would support these costs if the Government seek to recover them.

FDA

SCHEDULE OF AFFILIATIONS AND MEMBERSHIPS

FOR THE YEAR ENDED 31 DECEMBER 2025

Trades Union Congress

Scottish Trades Union Congress

Wales Trades Union Congress

Irish Congress of Trade Unions

Public Services International

European Federation of Public Service Unions

Liberty

Maternity Action

Civil Service Pensioners Alliance

National Pensioners Convention

Campaign for Freedom of Information

HOPE not Hate

The Fawcett Society

The Living Wage Foundation

Unions 21

Labour Research Department

Institute of Welsh Affairs

Membership audit certificate

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

(See notes 97 to 103)

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

Yes

If "YES" please complete SECTION ONE below or provide the equivalent information on a separate document to be submitted with the completed AR21

If "NO" please complete SECTION TWO below or provide the equivalent information on a separate document to be submitted with the completed AR21

Membership audit certificate

Section one

For a trade union with more than 10,000 members, required by section 24ZB of the 1992 Act to appoint an independent assurer

- 1 In the opinion of the assurer appointed by the trade union was the union's system for compiling and maintaining its register of the names and addresses of its members satisfactory to secure, so far as is reasonably practicable, that the entries in its register were accurate and up-to-date throughout the reporting period?

Yes

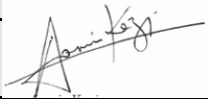
- 2 In the opinion of the assurer has he/she obtained the inforamation and explanations necessary for the performance of his/her functions?

Yes

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

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

Membership audit certificate (continued)

Signature of assurer	
Name	AAMIR KAZI on behalf of Orcom Civvals Audit Limited
Address	50 SEYMOUR STREET, LONDON, W1H 7JG
Date	19/05/2026
Contact name and telephone number	A KAZI - 0207 258 3461

Membership audit certificate

Section two

For a trade union with no **more than 10,000 members** at the end of the reporting period preceding the one to which this audit relates.

To the best of your knowledge and belief has the trade union during this reporting period complied with its duty to compile and maintain a register of the names and addresses of its members and secured, so far as is reasonably practicable, that the entries in the register are accurate and up-to-date?

Yes / No

If "No" Please explain below:

--	--

Signature	
Name	
Office held	
Date	

Double-click on icon to open guidance