

18th August 2026

Annual Statement to Members – Year Ended 31 December 2025

Dear colleagues,

I am writing to you in my capacity as General Secretary of the Security Industry Federation (SIF) trade union. Firstly, I would like to thank each and every one of you for your continued support during the past year and for your unwavering dedication to protecting the public and maintaining safety across the security industry.

We have prepared our Annual Return for the year ended 31st December 2025 for submission to the Certification Officer. As a trade union, we are required to provide members with certain information contained within our annual return in accordance with the statutory requirements of the Trade Union and Labour Relations (Consolidation) Act 1992.

This statement forms part of our commitment to transparency, accountability and ensuring that our members remain properly informed about the financial position and activities of their trade union.

Membership and Financial Overview

As at 31 December 2025, the Security Industry Federation reported:

Total membership: 594 members

Great Britain: 562 members

Northern Ireland: 32 members

Republic of Ireland: 0 members

Income from members: £85,679.82

Other income: £2,522.48

Total income: £88,202.30

Total expenditure reported in the General Fund/Summary Sheet: £4,518.00

Surplus for the year: £83,684.30

General Fund at the end of the year: £83,684.30

Cash at bank and in hand shown on the balance sheet: £29.11

Total assets shown on the balance sheet: £29.11

Total liabilities shown on the balance sheet: £0

The Union continues to operate with a cost conscious approach. We do not incur unnecessary expenditure on permanent office accommodation for our employees and volunteers, with much of the Union's work being undertaken remotely.

Member Representation

Throughout the year, SIF continued to provide representation and support to members facing workplace disputes, disciplinary proceedings, grievances and other employment-related matters, subject to the Union's rules, terms and conditions and eligibility requirements.

Providing effective representation and ensuring that security professionals have access to knowledgeable support when experiencing difficulties at work remains one of the Union's principal purposes.

Mental Health and Wellbeing Support

Eligible members continued to have access to mental health and wellbeing support through the services provided by our support partners.

We recognise that security professionals regularly operate in challenging environments and can be exposed to violence, aggression, traumatic incidents and significant workplace pressures.

Supporting the welfare of our members therefore remains an important part of the services provided by SIF.

Officer Remuneration

The Annual Return records the following remuneration and associated employment costs for officers during the year:

General Secretary – Daniel Garnham

Gross salary: £19,510

Employer's National Insurance contributions: £1,630

Pension contributions: £122

Total remuneration and associated costs: £21,262

Deputy General Secretary

Gross salary: £28,800

Employer's National Insurance contributions: £3,286

Total remuneration and associated costs: £32,436

No other officer remuneration should be inferred beyond the amounts disclosed within the Annual Return.

Political Expenditure

The Security Industry Federation remains politically independent.

No political fund income or political expenditure was reported during the reporting period.

SIF exists to represent and support security professionals and does not operate for the benefit of, or on behalf of, any political party.

Continued Growth of SIF

Membership increased from 405 members at the end of 2024 to 594 members at the end of 2025, representing an increase of 189 members, or approximately 46.7%.

This continued growth demonstrates the increasing demand for dedicated trade union representation within the UK security industry.

As a non-profit trade union with no political allegiance, our focus remains on supporting our members, providing effective workplace representation, improving employment standards and ensuring that the voice of security professionals is heard.

Irregularity statement

A member who is concerned that some irregularity may be occurring, or have occurred, in the conduct of the financial affairs of the union may take steps with a view to investigating further, obtaining clarification and, if necessary, securing regularisation of that conduct.

The member may raise any such concern with such one or more of the following as it seems appropriate to raise it with: the officials of the union, the 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.

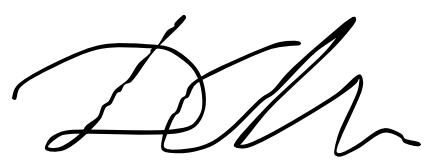
Where a member believes that the financial affairs of the union have been or are being conducted in breach of the law or in breach of the rules of the union and contemplates bringing civil proceedings against the union or responsible officials or trustees, he should consider obtaining independent legal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

A full copy of the Union's Annual Return is available for inspection by members.

Members who would like to review the return or require further information regarding this statement can contact us at:

support@sif.org.uk

Thank you for your continued support, membership and trust in the Security Industry Federation.

A handwritten signature in black ink, appearing to be 'D. Garnham', written in a cursive style.

In solidarity
Daniel Garnham
General Secretary
Security Industry Federation