Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	Union Workers' Union
Year ended:	31 March 2026
List no:	
Head or Main Office address:	66 Paul Street
	London
Postcode	EC2A 4NA
Website address (if available)	https://unionworkersunion.org/

Has the address changed during the year to which the return relates?	Yes	X	No	('X' in appropriate box)

General Secretary:	Chris Musgrave
Email Address:	chris@unionworkersunion.org
Telephone Number:	7872301974
Contact name for queries regarding the completion of this return	Chris Musgrave or Jon Benson
Telephone Number:	7872301974
E-mail:	mail@unionworkersunion.org

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 9 to 10)

	Number of members at the end of the year				
	Great Britain	Northern Ireland	Irish Republic	Elsewhere Abroad (including Channel Islands)	**Totals**
					0
Total	310	0	0	0	A 310

Number of members at end of year contributing to the General Fund	
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 (see note 11)

Position Held	Name of Officer ceasing to hold Office	Name of Officer Appointed	Date of change
President	Tracy Edwards	Kerith Harris	31 March 2026
Executive Member		Fiona Westwood	31 March 2026
Executive Member		Alison Smith	31 March 2026
Executive Member		Barry Hutchinson	31 March 2026
Executive Member	Jon Benson		31 March 2026

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 11)

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

Name of Officer	Position Held	Date Elected
Chris Musgrave	General Secretary	31 March 2026
Kerith Harris	President	31 March 2026
Marianne Quick		31 March 2026
Andrew Woodman		31 March 2026
Fiona Westwood		31 March 2026
Barry Hutchinson		31 March 2026
Alison Smith		31 March 2026

General Fund

(see notes 12 to 17)

	£	£
Income		
From Members: Contributions and Subscriptions		21,564
From Members: Other income from members (specify)		
Total other income from members		0
Total of all income from members		21,564
Investment income (as at page 15)		
Other Income		
Income from Federations and other bodies (as at page 6)	0	
Income from any other sources (as at page 6)	1,000	
Total of other income (as at page 6)		1,000
Total income		22,564
Interfund Transfers IN		
Expenditure		
Benefits to members (as at page 7)		2,000
Administrative expenses (as at page 13)		21,029
Federation and other bodies (specify)		
Total expenditure Federation and other bodies		0
Taxation		
Total expenditure		23,029
Interfund Transfers OUT		
Surplus (deficit) for year		-465
Amount of general fund at beginning of year		20,040
Amount of general fund at end of year		19,576

Analysis of income from federation and other bodies and other income

(see notes 18 and 19)

Description	£
Federation and other bodies	
Total federation and other bodies	**0**
Any Other Sources	
Gift / Donation	1,000
Total other sources	**1,000**
Total of all other income	**1,000**

Analysis of benefit expenditure shown at the General Fund

(see notes 20 to 22)

			£
Representation –		**brought forward**	0
Employment Related Issues		Advisory Services	
Representation –		Other Cash Payments	
Non Employment Related Issues		State of the Sector Report	800
		Education and Training services	
Communications			
		Negotiated Discount Services	
		TOTUM	600
		Which? Wills	600
Dispute Benefits			
		Other Benefits and Grants (specify)	
carried forward	0	**Total (should agree with figure in General Fund)**	2,000

(See notes 20 and 22)

Fund 2			Fund Account
Name:		**£**	**£**
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
		Total other income as specified	0
		Total Income	0
		Interfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		0
		Total Expenditure	0
		Interfund Transfers OUT	
		Surplus (Deficit) for the year	0
		Amount of fund at beginning of year	
		Amount of fund at the end of year (as Balance Sheet)	0
		Number of members contributing at end of year	

Fund 3			Fund Account
Name:		**£**	**£**
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
		Total other income as specified	0
		Total Income	0
		Interfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		0
		Total Expenditure	0
		Interfund Transfers OUT	
		Surplus (Deficit) for the year	0
		Amount of fund at beginning of year	
		Amount of fund at the end of year (as Balance Sheet)	0
		Number of members contributing at end of year	

(See notes 20 and 22)

Fund 4			Fund Account
Name:		**£**	**£**
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
		Total other income as specified	0
		Total Income	0
		Interfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		0
		Total Expenditure	0
		Interfund Transfers OUT	
		Surplus (Deficit) for the year	0
		Amount of fund at beginning of year	
		Amount of fund at the end of year (as Balance Sheet)	0
		Number of members contributing at end of year	

Fund 5			Fund Account
Name:		**£**	**£**
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
		Total other income as specified	0
		Total Income	0
		Interfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		0
		Total Expenditure	0
		Interfund Transfers OUT	
		Surplus (Deficit) for the year	0
		Amount of fund at beginning of year	
		Amount of fund at the end of year (as Balance Sheet)	0
		Number of members contributing at end of year	

(See notes 20 and 22)

Fund 6			Fund Account
Name:		**£**	**£**
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
		Total other income as specified	0
		Total Income	0
		Interfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		0
		Total Expenditure	0
		Interfund Transfers OUT	
		Surplus (Deficit) for the year	0
		Amount of fund at beginning of year	
		Amount of fund at the end of year (as Balance Sheet)	0
		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	0
		Total Income	0
		Interfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		0
		Total Expenditure	0
		Interfund Transfers OUT	
		Surplus (Deficit) for the year	0
		Amount of fund at beginning of year	
		Amount of fund at the end of year (as Balance Sheet)	0
		Number of members contributing at end of year	

(See notes 20 and 22)

Fund 8			Fund Account
Name:		**£**	**£**
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
		Total other income as specified	0
		Total Income	0
		Interfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		0
		Total Expenditure	0
		Interfund Transfers OUT	
		Surplus (Deficit) for the year	0
		Amount of fund at beginning of year	
		Amount of fund at the end of year (as Balance Sheet)	0
		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	0
		Total Income	0
		Interfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		0
		Total Expenditure	0
		Interfund Transfers OUT	
		Surplus (Deficit) for the year	0
		Amount of fund at beginning of year	
		Amount of fund at the end of year (as Balance Sheet)	0
		Number of members contributing at end of year	

Political fund account

(see notes 23 to 26) £ £

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 15)			
Other income (specify)			
Total other income as specified			0
Total income			0

Political expenditure	
Non-political expenditure	
Total expenditure	0
Surplus (deficit) for year	0
Amount of political fund at beginning of year	
Amount of political fund at the end of year (as Balance Sheet)	0
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	

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

(see notes 27 and 28)

		£
Administrative Expenses		
Remuneration and expenses of staff		15,412
Salaries and Wages included in above	15,177	
Auditors' fees		0
Legal and Professional fees		248
Occupancy costs		288
Stationery, printing, postage, telephone, etc.		25
Expenses of Executive Committee (Head Office)		1,820
Expenses of conferences		0
Other administrative expenses (specify)		
Payroll Software		101
Membership Platform & Website		1,906
Email & Cloud Services		1,229
Direct Debit Fees		907
Other Outgoings		
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
	Total	21,936
Charged to:	General Fund (Page 3)	21,936
	0	
	0	
	0	
	0	
	0	
	0	
	0	
	0	
	Total	21,936

Analysis of officials' salaries and benefits

(see notes 29 to 39 below)

Office held	Gross Salary	Employers N.I. contributions	Benefits			Total
			Pension Contributions	Other Benefits		
				Description	Value	
	£	£	£		£	£
National Officer	14,035	0	1,347			

Analysis of investment income

(see notes 40and 41)

	Political Fund £		Other Fund(s) £
Rent from land and buildings			
Dividends (gross) from:			
Equities (e.g. shares)			
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			
Other investment income (specify)			
	0		0

Total investment income	0

Credited to:

General Fund (Page 3)	0
0	0
0	0
0	0
0	0
0	0
0	0
0	0
0	0
Political Fund	0
Total Investment Funds	0

Balance sheet as at

(see notes 42 to 46)

Previous Year		£	£
	Fixed Assets (at page 17)		0
	Investments (as per analysis on page 18)		
	Quoted (Market value £ ( )		0
	Unquoted		0
	Total Investments		0
	Other Assets		
	Loans to other trade unions		
	Sundry debtors		
	Cash at bank and in hand		
	Income tax to be recovered		
	Stocks of goods		
	Others (specify)		
	Total of other assets		0
		Total assets	0
20,040	General fund (page 5)		19,576
0	0		0
0	0		0
0	0		0
0	0		0
0	0		0
0	0		0
0	0		0
0	0		0
0	0		0
0	Political Fund Account		0
	Liabilities		
	Amount held on behalf of central trade union political fund		0
		Total liabilities	0
		Total assets	0

Fixed assets account

(see notes 47 to 51)

	Land and Buildings Freehold £	Land and Buildings Leasehold £	Furniture and Equipment £	Motor Vehicles £	Not used for union business £	Total £
Cost or Valuation						
At start of year						0
Additions						0
Disposals						0
Revaluation/Transfers						0
At end of year	0	0	0	0	0	0
Accumulated Depreciation						
At start of year						0
Charges for year						0
Disposals						0
Revaluation/Transfers						0
At end of year	0	0	0	0	0	0
Net book value at end of year	0	0	0	0	0	0
Net book value at end of previous year						0

Analysis of investments

(see notes 52 and 53)

		All Funds Except Political Funds £	Political Fund £
Quoted			
	Equities (e.g. Shares)		
	Government Securities (Gilts)		
	Other quoted securities (to be specified)		
	Total quoted (as Balance Sheet)	0	0
	Market Value of Quoted Investment	0	
Unquoted	Equities		
	Government Securities (Gilts)		
	Mortgages		
	Bank and Building Societies		
	Other unquoted investments (to be specified)		
	Total unquoted (as Balance Sheet)	0	0
	Market Value of Unquoted Investments		

Analysis of investment income (controlling interests)

(see notes 54 and 55)

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 56 to 64)

	All funds except Political Funds	Political Funds £	Total Funds £
Income			
From Members	21,564	0	21,564
From Investments	0	0	0
Other Income (including increases by revaluation of assets)	1,000	0	1,000
Total Income	22,564	0	22,564
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	23,029	0	23,029
Funds at beginning of year (including reserves)	20,040	0	20,040
Funds at end of year (including reserves)	19,576	0	19,576

Assets

Fixed Assets		0
Investment Assets		0
Other Assets		0
	Total Assets	0
Liabilities	**Total Liabilities**	-19,576
Net Assets (Total Assets less Total Liabilities)		19,576

Summary sheet

(see notes 56 to 67)

	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	
Total Liabilities	

Liabilities

Net Assets (Total Assets less Total Liabilities)

Notes to the accounts

(see notes 65 and 66)

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

Accounting policies

(see note 67 - 68)

Signatures to the annual return

(see notes 69 - 70)

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

Secretary's Signature:		Chairman's Signature:	
			(or other official whose position should be stated)
Name:	Chris Musgrave	Name:	Kerith Harris
Date:	25 September 2026	Date:	25 September 2026

Checklist

(see note 71)

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

Checklist for auditor's report

(see notes 72 to 77)

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)

Signature(s) of auditor or auditors:		
Name(s):	Semus Darcy	Caryl Rowlinson
Profession(s) or Calling(s):	Member auditor	Nurse - non memember
Address(es):	4 Radnor Terrace	12 Whitnage Road
	York Road	Tiverton
	Cheam	
	Sutton	
Postcode	SM2 6HY	EX16 7BU
Date	14/09/2025	21/09/25
Contact name for inquiries and telephone number:	Seamus Darcy 07957 418498	Caryl Rowlinson

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

Membership audit certificate

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

(See notes 79 - 85)

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 it members and secured, so far asis reasonably practicable, that the entries in the register are accurate and up-to-date?

Yes

If "No" Please explain below:

Signature	
Name	Chris Musgrave
Office held	General Secretary
Date	25/09/2026

Statement to members for period ended y/e 2026

as required by section 32a of trade union and labour relations (consolidation) act 1992

Income and Expenditure

The total income of the union for the period was £22,564. This amount included payments of £21,564 in respect of membership income of the union. The union's total expenditure for the period was £23,029.

Political Fund

In respect of the union's political fund, its total income was £0.00 and total expenditure was £0.00.

General Secretary Salary and Other benefits

The General Secretary was not paid any amount in respect of salary or benefits.

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.

Auditor's report

I am pleased to confirm that I have agreed to audit the UWU accounts from March 2025 - March 2026 and that having done so, they are compliant with S.28 of the TULRcA.

Seamus Darcy, 4 Radnor Terrace, York Road, Cheam, Sutton, SM2 6HY