

UNISON FINANCIAL STATEMENTS

For the year ended 31 December 2008

UNISON
FINANCIAL STATEMENTS

For the year ended 31 December 2008

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UNISON

REPORT ON THE 2008 FINANCIAL STATEMENTS

Dear Treasurers, Secretaries, Fellow Stewards, Staff and Members,

It is my pleasure to present the foreword to the 2008 Financial Statements. I hope you find time to read through these Financial Statements as they are just as important as any of our policy documents that you receive.

You will see that the Financial Statements highlight the tremendous work undertaken by UNISON throughout 2008. Whether it be the enormous amount of work surrounding Equal Pay, or the ongoing challenge surrounding pay restraint in the public sector.

The year has seen much turmoil in the financial markets. UNISON has historically taken a policy decision not to invest its reserves in the stock markets but to invest in cash. Therefore whilst we have not suffered from the fall in equities, our investment income has fallen due to low interest rates within the financial markets. We will however, continue to strive to achieve the best rate of return on our investments in very difficult financial times.

As background the reader is reminded that the original budget for Subscription Income was set at £158 million in Autumn 2007 for 2008. This was re-forecasted to £162 million as indicated to and resolved by the National Delegate Conference so as to provide £4 million towards Equal Pay funding and maintain branch funding based at least on the previous year's actual income of £158 million.

Therefore on that basis, in looking at the accounts you will notice that we made a surplus in 2008 on our General Fund of £6.7 million. Of this, £5.8 million was achieved at National Level compared to a budget of £5 million (these figures include amounts relating to equal pay costs and reserves which are summarised on Page 2 Note 4). The £0.8m increase was due to net operating costs being £5.8m under budget, offset by subscription income being £0.9 million lower than budgeted (actual of £161.1m against budget of £162.0m); equal pay costs being £2.2m higher (actual costs £6.2m against budget of £4.0m), and exceptional costs above budget by £1.9m.

The union's balance sheet continues to show its financial strength with National Assets standing at £102.4 million. This includes fixed assets of £32.2 million and assets under construction of £31.1 million, the increase was due to progress on our new Head Office site and the purchase of our Newcastle office. Cash balances are £33.8 million, a decrease of £5.1m on 2007. In addition Branch reserves stand at £41.3 million at the year end, up by £1 million on 2007.

Care Connect Learning Limited, UNISON's trading company providing education and training, produced a small deficit in 2008, in what has been a difficult year due to changes in the way NHS training has been funded by government agencies. Care Connect Learning integrated the College of Operating Department Practitioners (CODP) during the year.

Financial Reporting Standard 17 requires the union to show any surplus or deficit on the staff pension schemes in the accounts. The impact of this is to report a deficit of £58.9 million against the union's overall assets of £166.6 million. Despite an increase in asset values due to actuarial revisions, and additional contributions from UNISON and members of the scheme the deficit has grown by £18.8m since 2004. I previously mentioned the current turmoil in the financial markets and our pension schemes have been affected by this instability. However, the pension scheme trustees, senior officers, staff trade unions and the Finance and Resource Management Committee are working together to develop a strategy that will ensure that UNISON can both effectively manage the deficit and also maintain the long term viability of our final salary pension schemes.

Despite the current, relatively healthy state of our finances, we have major challenges ahead that will prove a significant drain on resources during the forthcoming years. At the forefront are issues such as the restriction on cost of living pay awards in the Public Sector. But the most significant impact will come from the costs surrounding Equal Pay. A taskforce of senior officers and lay officials meets regularly to plan a financial strategy which will ensure that all levels of our union, National, Regional and Branches can equally meet this challenge. The decision taken at last year's National Delegate Conference that branches would contribute from their funding entitlement to the Equal Pay Fund was a bold step. It highlighted a mature attitude in assisting the tens of thousands of low paid women who have waited long enough for Equal Pay. I am committed to continue working with all levels of UNISON to ensure that Equal Pay is achieved for all our members.

The National Finance Department continues to provide a first class service across the union. Internally it initiates strategy papers for both the National Executive Council and the Senior Management Group, reports on the financial performance of our functions, works on union wide projects as well as managing the income, payments, payroll and pension activities. Externally, it produces the Annual Accounts and trade union information, pays our expenses, audits Branches and takes part in the wider finance community deliberations on issues of the day.

I would repeat the offer of the Finance and Resource Management Committee that any part of the organisation that is struggling with its finances should get in touch with finance staff at Head Office or in the Regions as soon as possible. The pressures involved in running a branch are difficult enough, but finance should not be one of them. The sooner we talk about financial issues, the sooner we can resolve them.

In closing my remarks I would like to thank; first, Fiona Smith my vice chair, and current members of the finance and resource management committee for all their hard work during the year. Secondly, Steve Tasker, Director of Finance, and all the staff of the finance department for their professionalism, dedication, advice and friendship during my time as chair of the Finance and Resource Management Committee. Third, all the Branch Treasurers who work tirelessly throughout the year and without whom we would not have the financial set up the best trade union in the United Kingdom enjoys.

Finally, many thanks to you the reader for being a member of our union and taking such an active part in it.

Mike Hayes
Chairperson
Finance and Resource Management Committee

30 April 2009

UNISON

REPORT ON THE 2008 FINANCIAL STATEMENTS

1 Introduction

The Financial Statements for UNISON are prepared showing the usual detailed financial information. They are prepared in accordance with legislation on trade unions, internal rules and financial reporting standards.

They are a consolidation of union activity at National, Regional and Branch level and include within the Revenue Account and Balance Sheet, financial data on staff pension schemes in accordance with Financial Reporting Standard 17 (FRS17). In addition UNISON has to consolidate the activities of its subsidiaries, Care Connect Learning Limited and the College of Operating Department Practitioners, and the joint venture Managers in Partnership (MiP) into its financial statements, to comply with Financial Reporting Standard 2, Accounting for Subsidiary Undertakings and Financial Reporting Standard 9, Associates and Joint Ventures. It does this by means of the Group Account column shown in the Revenue Account and Balance Sheet.

The aggregated union revenue statement shows a surplus of £11.8 million, down on the 2007 position of £18.5 million. This surplus increased the pre FRS17 reserves of the union to £166.6 million as at 31 December 2008 although to be set against this is the deficit on the staff pension scheme as determined under FRS17 of £58.9 million. The results for 2008 continue to maintain the healthy financial position of the biggest public service union in the UK.

Including the results of the group, the overall surplus rises to £12.1 million (2007 £18m), with the reserves before FRS17, rising to £166.9 million (2007 £158.9m). After FRS17 adjustments, total group reserves are £108 million (2007 £136.1m).

Details of the results for this year are contained on pages 6 to 24 of these Financial Statements. There is also a 10 year summary of our Union's Income & Expenditure and Assets & Liabilities, it is on pages 30 to 31.

2 UNISON General Fund

Members' subscription income for the year totalled £161.1 million up 1.9% from the 2007 level reflecting the members upward movement in the subscription bands during the year.

After funding Political Funds, Branches, Regional Pool, Industrial Action Fund and Regional Lay activity some £115.4 million was available for the NEC to meet UNISON's objectives and priorities, to which can be added a further £7.7 million of other income and £1.7 million of investment income. The NEC has incurred £118.4 million in expenditure. Of the increase from 2007 of £6.6m, £2.6m was due to Equal Pay issues.

The 2008 National Delegate Conference agreed to top slice subscription income by 2.5% as a contribution towards Equal Pay Funding. A safety net was agreed that the basis for branch funding would not drop below the 2007 level of £158 million.

3 Reserves and Assets of UNISON

The reserves and assets of the union and group are shown below.

	UNION £m	GROUP £m
Fixed Assets	36.9	37.0
Assets in the course of construction	31.1	31.1
Investment Assets	2.7	2.7
Short term deposits and cash at bank	95.2	95.5
Net Current Asset/Liabilities – excluding cash at bank and deposit	0.7	0.6
	<u>166.6</u>	<u>166.9</u>
Fair value of pension schemes assets	268.0	
Present value of pension scheme liabilities	(326.9)	
Less: Pension defined benefit obligations	<u>(58.9)</u>	<u>(58.9)</u>
Total Net Assets	<u>107.7</u>	<u>108.0</u>

It is important to note that all of the pensions accounting entries are volatile, especially given the unusually large market movements in late 2008 caused by the credit crisis. This is particularly true of the balance sheet figure, as the assets are largely linked to the equity market, whereas the value of the liabilities is linked to yields on AA-rated corporate bonds. As an indication, a decrease in the discount rate of 0.1% pa would, other things being equal, lead to an increase in the deficit of around £6m. Also, a 5% rise in equity values would, other things being equal, reduce the deficit by about £7m.

4 Equal Pay Reserve

This year we ring fenced £7.1m income in respect of equal pay issues to cover UNISON costs and external legal costs incurred in defending the union and in pursuing employers. We spent £6.2m of these reserves in 2008. The 2008 surplus of £0.9m is added to last year's surplus of £3.9m and carried forward within UNISON overall reserves.

	2008	2007
Opening equal pay reserves	£3.9m	nil
Earmarked reserves in year – <i>top slicing</i>	£3.1m	–
– <i>NEC contribution</i>	£4.0m	£7.5m
Amount spent in year:		
Legal & professional	(£5.5m)	(£3.2m)
Staff	(£0.5m)	(£0.2m)
Agency	(£0.2m)	(£0.2m)
Reserves carried forward	<u>£4.8m</u>	<u>£3.9m</u>

5 Funding for Branches and the Regional Pool

The funding formula agreed at the 2001 Conference came into operation on 1 January 2002. Under the formula at least 23% of income has to be available for direct funding of branches with a further 0.5% available for the direct funding of the regional pool. If the direct funding of branches is not utilised, any balance is credited to the regional pool.

Funding available for Branches in 2008 was £37.1 million being 23.5% of the agreed income cap of £158 million. In the year £36.3 million was credited to branches under the formula with £790,000 being placed in the regional pool.

Along with other income, Branches had some £39.9 million at their disposal in 2008. Branches spent £38.9 million during the year resulting in a surplus on branch activity of £1million.

Branch general reserves thus increased to £41.3 million as at 31 December 2008.

In the 7 years since the introduction of the new branch funding formula, Branches general reserves have increased by £16.5 million, an average of £2.4 million a year or on average 7.5% per year. This clearly indicates that the introduction of the formula achieves the aim of ensuring adequate funding to branches to carry out their activities.

6 Branch Funding for 2010

Funding arrangements agreed at Conference in 2001 called for certain information to be reported to the preceding National Delegate Conference to assist branches in connection with their funding arrangements. Hence for 2010 the following data will be used in order to comply with that commitment.

The information is as follows;

Subscription income for 2008	£161.1m
Membership as at 31 December 2008	1,315,000
Branch Funding for 2008 at:	23.5%

Branch average subscriptions per member	Additional entitlement
Less than £111 and not less than £98	0.5%
Less than £98 and not less than £86	1.0%
Less than £86 and not less than £74	1.5%
Less than £74	2.0%

Average branch general fund reserves per member	Additional entitlement
More than £11.20	0.0%
Less than £11.20 and not less than £9.80	0.5%
Less than £9.80 and not less than £8.40	1.0%
Less than £8.40 and not less than £7.00	1.5%
Less than £7.00	2.0%

For branches of more than 500 members	Percentage reduction in additional entitlements
Branch general fund reserves expressed as an average per member	
At £14 or below	0%
More than £14.00 and less than or equal to £15.40	20%
More than £15.40 and less than or equal to £16.80	40%
More than £16.80 and less than or equal to £18.20	60%
More than £18.20 and less than or equal to £19.60	80%
More than £19.60	100%

For branches of less than 501 members	Percentage reduction in additional entitlements
Total branch general fund reserves	
£7,000 or below	0%
More than £7,000 and less than or equal to £7,700	20%
More than £7,700 and less than or equal to £8,400	40%
More than £8,400 and less than or equal to £9,100	60%
More than £9,100 and less than or equal to £9,800	80%
More than £9,800	100%

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REPORT ON THE 2008 FINANCIAL STATEMENTS

7 UNISON Industrial Action Fund 2008

UNISON continues to support Branches and the membership in dispute with their Employers. In 2003 Conference agreed that at least 1% of subscription income less branch funding should be allocated to the Industrial Action Fund.

The reserves of the National Fund stood at £8.2 million (up £0.9m) at the end of the year and Branches held £11.2 million, (up £0.1m).

The level of the fund continues to be monitored particularly with a view to supporting members further should they be drawn into disputes during 2009. In the last five years the combined reserves have increased by £5m.

8 Ten Year Summary Results – Group only

A summary of the union's results over 10 years is shown on pages 30 to 31. These highlight the continued financial strength and growth of the union. On inception the combined group assets of the partner unions was £84.4 million (excluding political funds). At the end of December 2008 the combined assets of the group were £166.9 million (excluding the pension figures included under FRS17).

9 Statement of Officers' Responsibility

The Trade Union and Labour Relations (Consolidation) Act 1992 as amended by the Employment Relations Act 1999 requires the officers of the union to;

- keep proper records which give a true and fair view of the state of affairs of UNISON and explains its transactions;
- establish and maintain a satisfactory system of control of the accounting records, cash holdings, and all the receipts and remittances;
- prepare an annual return for the Certification Officer giving a true and fair view of the Revenue Account and Balance Sheet; and
- provide members of UNISON with a statement of income and expenditure for the year.

UNISON Rules require the officers of the union to present audited accounts to the Finance and Resources Committee for approval and adoption by the National Delegate Conference.

The maintenance and integrity of the UNISON website is the responsibility of the officers of the union. 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.

Legislation in the United Kingdom governing the preparation and dissemination of the accounts and the other information included in annual reports may differ from legislation in other jurisdictions.

Dave Prentis
General Secretary

30 April 2009

Susan Highton
President

30 April 2009

We have audited the Financial Statements of UNISON for the year ended 31 December 2008 which comprise the Consolidated Revenue Account, the Consolidated Balance Sheet, the Consolidated Cash Flow Statement and the related notes, for the union and the group, plus the Affiliated Political Fund and the General Political Fund on pages 26 to 29. These Financial Statements have been prepared under the historical cost convention and the accounting policies set out therein.

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

Respective Responsibilities of Officers and Auditors

The union's officers' responsibilities for preparing the Financial Statements in accordance with applicable law and United Kingdom Accounting Standards are set out in the Statement of Officers' Responsibilities. Our responsibility is to audit the Financial Statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the Financial Statements give a true and fair view. We also report to you if, in our opinion, the Foreword and the Report on the Financial Statements are not consistent with the Financial Statements, if the union has not kept proper accounting records, or if we have not received all the information and explanations we require for our audit. We read the information contained in the Foreword and the Report on the Financial Statements and consider whether it is consistent with the audited Financial Statements. We consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the Financial Statements. Our responsibilities do not extend to any other information.

Basis of Opinion

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes an examination, on a test basis, of evidence relevant to the amounts and disclosures in the Financial Statements. It also includes an assessment of the significant estimates and judgements made by the officers in the preparation of the Financial Statements, and of whether the accounting policies are appropriate to the union's circumstances, consistently applied and adequately disclosed. We planned and performed our audit so as to obtain all the information and explanations which we consider necessary in order to provide us with sufficient evidence to give reasonable assurance as to whether the Financial Statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the Financial Statements.

Unqualified opinion

In our opinion the financial statements give a true and fair view, in accordance with United Kingdom Generally Accepted Accounting Practice, of the state of the group and union's affairs as at 31 December 2008 and of its transactions for the year then ended.

Horwath Clark Whitehill LLP
Chartered Accountants and Registered Auditors
St Bride's House
10 Salisbury Square
London
EC4Y 8EH

12 May 2009

UNISON
CONSOLIDATED REVENUE ACCOUNT

For the year ended 31 December 2008

	Notes	2008 General Funds (Note 3) £'000s	2008 Industrial Action Funds (Note 4) £'000s	2008 Pension Scheme £'000s	2008 Total Union £'000s	2008 Total Group £'000s
Membership Income						
Members' subscriptions		161,162	–	–	161,162	161,182
Local levy		142	–	–	142	142
Donations by Branch members		–	546	–	546	546
Allocations to Political Funds		(5,458)	–	–	(5,458)	(5,458)
Allocations to Industrial Action Fund		(1,209)	1,209	–	–	–
Available Operating Income		154,637	1,755	–	156,392	156,412
Non-Membership Income						
National Office income	6	6,782	–	–	6,782	6,782
Regional Office income	7	793	–	–	793	793
Lay Regional income	8	510	–	–	510	510
Branch income	9	2,511	–	–	2,511	2,511
Industrial Action income	4	–	109	–	109	109
Care Connect Limited – Company income	14	–	–	–	–	2,542
International Development Fund	18	153	–	–	153	153
College of Operating Department Practitioners Limited	14	–	–	–	–	179
Share of Income of Joint Venture	14	–	–	–	–	889
Total Non-Membership Income		10,749	109	–	10,858	14,468
Total Income		165,386	1,864	–	167,250	170,880
Expenditure						
National Office expenditure	6	(67,731)	–	–	(67,731)	(67,731)
Regional Office expenditure	7	(42,855)	–	–	(42,855)	(42,855)
Lay Regional expenditure	8	(3,461)	–	–	(3,461)	(3,461)
Branch expenditure	9	(38,874)	–	–	(38,874)	(38,874)
Staff rationalisation costs	11b	(1,303)	–	–	(1,303)	(1,303)
Dispute pay and associated expenses	4	–	(1,568)	–	(1,568)	(1,568)
Depreciation	13	(4,099)	–	–	(4,099)	(4,109)
Care Connect Limited – National expenses		(218)	–	–	(218)	(218)
Care Connect Limited – Company expenses	14	–	–	–	–	(2,258)
College of Operating Department Practitioners Limited	14	–	–	–	–	(198)
Pension cost	12	(2,087)	–	4,104	2,017	2,017
International Development Fund	18	(131)	–	–	(131)	(131)
Share of Costs of Joint Venture	14	–	–	–	–	(655)
Operating Expenditure		(160,759)	(1,568)	4,104	(158,223)	(161,344)
Net Income from Operations		4,627	296	4,104	9,027	9,536
Other Income						
Investment income		2,611	745	–	3,356	3,358
Distributions from Joint Venture	14	221	–	–	221	–
Impairment of Joint Venture	14	–	–	–	–	–
Profit/(loss) on disposal of fixed assets		–	–	–	–	–
Taxation	10	(772)	6	–	(766)	(766)
Net Income for the year		6,687	1,047	4,104	11,838	12,128
Actuarial losses on pension scheme	12	–	–	(40,241)	(40,241)	(40,241)
Surplus/(Deficit) for the year		6,687	1,047	(36,137)	(28,403)	(28,113)
Reserves brought forward balance		140,481	18,389	(22,768)	136,102	136,105
Reserves as at 31 December 2008		147,168	19,436	(58,905)	107,699	107,992

The above Revenue account contains all the gains and losses recognised in the current and preceding years and the surpluses retained in these years represent the only movements in funds.

UNISON
CONSOLIDATED REVENUE ACCOUNT

For the year ended 31 December 2007

	Notes	2007 General Funds (Note 3) £'000s	2007 Industrial Action Funds (Note 4) £'000s	2007 Pension Scheme £'000s	2007 Total Union £'000s	2007 Total Group £'000s
Membership Income						
Members' subscriptions		158,167	–	–	158,167	158,167
Local levy		156	–	–	156	156
Donations by Branch members		–	364	–	364	364
Allocations to Political Funds		(5,576)	–	–	(5,576)	(5,576)
Allocations to Industrial Action Fund		(1,209)	1,209	–	–	–
Available Operating Income		151,538	1,573	–	153,111	153,111
Non-Membership Income						
National Office income	6	8,792	–	–	8,792	8,792
Regional income	7	1,031	–	–	1,031	1,031
Lay Regional income	8	439	–	–	439	439
Branch income	9	2,066	–	–	2,066	2,066
Industrial Action income	4	–	392	–	392	392
Care Connect Limited – Company income	14	–	–	–	–	2,050
International Development Fund	18	335	–	–	335	335
College of Operating Department Practitioners Limited		–	–	–	–	–
Prior year distributions from Joint Venture		372	–	–	372	372
Share of Income of Joint Venture	14	–	–	–	–	865
Total Non-membership Income		13,035	392	–	13,427	16,342
Total Income		164,573	1,965	–	166,538	169,453
Expenditure						
National Office expenditure	6	(62,306)	–	–	(62,306)	(62,306)
Regional Office expenditure	7	(42,210)	–	–	(42,210)	(42,210)
Lay Regional expenditure	8	(3,059)	–	–	(3,059)	(3,059)
Branch expenditure	9	(37,686)	–	–	(37,686)	(37,686)
Staff rationalisation costs	11b	(1,212)	–	–	(1,212)	(1,212)
Dispute pay and associated expenses	4	–	(1,297)	–	(1,297)	(1,297)
Depreciation		(4,014)	–	–	(4,014)	(4,014)
Care Connect Limited – National expenses		(158)	–	–	(158)	(198)
Care Connect Limited – Company expenses	14	–	–	–	–	(1,979)
College of Operating Department Practitioners Limited		–	–	–	–	–
Pension cost	12	(1,670)	–	5,345	3,675	3,675
International Development Fund	18	(196)	–	–	(196)	(196)
Share of Costs of Joint Venture	14	–	–	–	–	(567)
Operating Expenditure		(152,511)	(1,297)	5,345	(148,463)	(151,049)
Net Income from Operations		12,062	668	5,345	18,075	18,404
Other Income						
Investment income		2,791	848	–	3,639	3,639
Distributions from Joint Venture	14	298	–	–	298	–
Impairment of Joint Venture	14	–	–	–	–	(488)
Profit on disposal of fixed assets		730	–	–	730	730
Taxation	10	(4,201)	(39)	–	(4,240)	(4,240)
Net Income for the year		11,680	1,477	5,345	18,502	18,045
Actuarial gain on pension scheme	12	–	–	5,990	5,990	5,990
Surplus/(Deficit) for the year		11,680	1,477	11,335	24,492	24,035
Reserves brought forward balance		128,801	16,912	(34,103)	111,610	112,070
Reserves as at 31 December 2007		140,481	18,389	(22,768)	136,102	136,105

UNISON

CONSOLIDATED BALANCE SHEET

As at 31 December 2008

	Notes	2008 General Funds £'000s	2008 Industrial Action Funds £'000s	2008 Pension Scheme £'000s	2008 Total Union £'000s	2008 Total Group £'000s
Fixed Assets						
Tangible assets	13	67,945	–	–	67,945	68,049
Investments: Unlisted	14	2,654	–	–	2,654	2,654
		70,599	–	–	70,599	70,703
Current Assets						
Debtors	15	19,175	13	–	19,188	18,723
Other loans		266	–	–	266	266
Short Term Bank Deposits		30,000	7,980	–	37,980	37,980
National and Regional – cash at bank and in hand		5,915	210	–	6,125	6,400
Branches – cash at bank and in hand		39,843	11,238	–	51,081	51,084
		95,199	19,441	–	114,640	114,453
Current Liabilities						
Creditors payable within one year	16a	(14,191)	(5)	–	(14,196)	(14,606)
Branch and regions – other net current liabilities		(3,653)	–	–	(3,653)	(3,653)
		(17,844)	(5)	–	(17,849)	(18,259)
Net Current Assets						
		77,355	19,436	–	96,791	96,194
Total Assets less Current Liabilities						
		147,954	19,436	–	167,390	166,897
Provisions and charges	16b	(786)	–	–	(786)	–
Net Assets excluding Pension Scheme						
		147,168	19,436	–	166,604	166,897
Pension fund deficit	12	–	–	(58,905)	(58,905)	(58,905)
Total Net Assets						
		147,168	19,436	(58,905)	107,699	107,992
Represented by:						
Reserves		147,168	19,436	–	166,604	166,897
Pension scheme liability	12	–	–	(58,905)	(58,905)	(58,905)
Total Reserves						
		147,168	19,436	(58,905)	107,699	107,992

The Financial Statements were approved by the Finance and Resource Management Committee on 30 April 2009 and are signed on its behalf by:

Dave Prentis
General Secretary
30 April 2009

Susan Highton
President
30 April 2009

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CONSOLIDATED BALANCE SHEET

As at 31 December 2007 restated

	Notes	2007 General Funds £'000s	2007 Industrial Action Funds £'000s	2007 Pension Scheme £'000s	2007 Total Union £'000s	2007 Total Group £'000s
Fixed Assets						
Tangible assets	13	54,837	–	–	54,837	54,947
Investments: Unlisted	14	2,408	–	–	2,408	2,408
		57,245	–	–	57,245	57,355
Current Assets						
Debtors	15	18,557	–	–	18,557	18,475
Other loans		304	–	–	304	304
Short Term Bank Deposits		36,000	7,800	–	43,800	43,800
National and Regional – cash at bank		4,817	285	–	5,102	5,105
Branches – cash at bank		37,291	11,084	–	48,375	48,375
		96,969	19,169	–	116,138	116,059
Current Liabilities						
Creditors payable within one year	16a	(9,867)	(780)	–	(10,647)	(11,262)
Branch and regions – other net current liabilities		(3,279)	–	–	(3,279)	(3,279)
		(13,146)	(780)	–	(13,926)	(14,541)
Net Current Assets						
		83,823	18,389	–	102,212	101,518
Total Assets less Current Liabilities						
		141,068	18,389	–	159,457	158,873
Provisions and charges	16b	(587)	–	–	(587)	–
Net Assets excluding Pension Scheme						
		140,481	18,389	–	158,870	158,873
Pension fund deficit	12	–	–	(22,768)	(22,768)	(22,768)
Total Net Assets						
		140,481	18,389	(22,768)	136,102	136,105
Represented by:						
Reserves		140,481	18,389	–	158,870	158,873
Pension scheme liability	12	–	–	(22,768)	(22,768)	(22,768)
Total Reserves						
		140,481	18,389	(22,768)	136,102	136,105

UNISON**CONSOLIDATED CASH FLOW STATEMENT**

For the year ended 31 December 2008

		2008 Total Group	2007 Total Group
	Notes	£'000s	£'000s
Cash inflow from operating activities	<i>20a</i>	12,283	18,424
Returns on Investments and Servicing of Finance			
Interest received		3,358	3,639
Capital Expenditure and Financial Investment			
FIXED ASSETS			
Purchase of tangible fixed assets – National		(17,390)	(7,785)
Purchase of tangible fixed assets – by subsidiary undertaking		14	(17)
Purchase of intangible fixed assets – by subsidiary undertaking		(12)	
Net (purchase)/sale of tangible fixed assets – branches and regions		177	237
Sale of tangible fixed assets – National		–	978
INVESTMENTS			
(Purchase) /sale of investments		(246)	105
(Decrease) / Increase in Cash	<i>20b</i>	(1,816)	15,581

1 Basis of Financial Statements

- a The Financial Statements have been prepared on a historical cost basis and in accordance with applicable accounting standards.
- b The Consolidated Financial Statements are comprised of two elements.

Total Union represents

- All the income, expenditure and net assets of National Office, Branches and Regions.
- All adjustments required in connection with the inclusion of pension scheme income, expenditure, assets and liabilities as required by FRS 17.

Total Group represents

- Total union results as described above
- All the income and expenditure and net assets of subsidiary undertakings, where UNISON owns a controlling interest in the shares of a separate entity.
- UNISON's share of the net income, expenditure, assets and liabilities of any joint venture arrangements.

A joint venture is an undertaking in which the union has a long term interest and over which it exercises equal joint control.

A subsidiary undertaking is an undertaking that the union owns in excess of 50 percent of the voting rights or exercises dominant influence over the activities of the undertaking. The subsidiaries are consolidated on a line by line basis. All intra-group balances and transactions, and any unrealised gains arising on intra-group transactions are eliminated in preparing the consolidated financial statements.

- c Where audited year end returns have not yet been received from Branches, previous year end audited amounts have been incorporated into the Financial Statements.

The amount of such net assets relating to 64 (2007: 47) branches at 31 December 2008 was £1,575,000 (2007: £413,000).

- d Expenditure is accounted for on an accruals basis. Any amounts of irrecoverable VAT are added to expenditure incurred.

e International Development Fund

This fund is part of the General Fund, and all income, expenditure, assets and liabilities of the International Development Fund are included within the National results within the General Fund.

f Equal Pay Fund

This fund is an ear-marked part of the General Fund, and all income and expenditure is included within the National results within the General Fund.

2 Other Accounting Policies**a Subscriptions**

Members' subscriptions are brought into the Revenue Account on the basis of subscriptions due for the year ending 31 December 2008.

Amounts not received as at 31 December 2008 are included in current assets under the heading Debtors.

b Interest on Investments and Loans

Interest on investments and loans comprises gross interest receivable for the year.

c Depreciation

Freehold buildings are depreciated on a straight line basis at two per cent per annum on cost. The exception to this relates to chalets at Croyde Bay Holiday Village which are depreciated on a straight line basis over a period of 20 years.

There is no depreciation while assets are in the course of construction

Leasehold property is depreciated over the life of each lease.

Furniture and equipment is depreciated on a straight line basis at ten per cent per annum.

Equipment acquired on hire purchase terms are depreciated over their estimated useful lives.

Computer equipment is depreciated on a straight line basis at twenty five per cent per annum.

d Investments

Investments are carried at cost less provision for any permanent diminution in value.

e Taxation

For corporation tax purposes the activities of the General Fund, Industrial Action Fund, General Political Fund and Affiliated Political Fund are amalgamated.

For the purposes of these Financial Statements, the Funds are treated separately and the overall tax charge is allocated between the individual Funds.

f Pension schemes

UNISON operates a defined benefit pension scheme. The disclosures required to be made under the provisions of FRS 17 are made in note 12. The current and past service costs, interest costs and the expected return on pension scheme assets are included within operating expenditure. 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 defined benefit scheme liability is shown separately on the face of the balance sheet.

g Operating Leases

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to revenue as incurred.

3 General Fund Revenue Account Analysis

	Notes	2008 National £'000s	2008 Branches £'000s	2008 Regions £'000s	2008 Total £'000s	2007 National £'000s	2007 Branches £'000s	2007 Regions £'000s	2007 Total £'000s
Income									
Members' subscriptions		161,092	70	–	161,162	158,090	77	–	158,167
Branch funding		(37,130)	36,340	790	–	(37,152)	36,337	815	–
Local levy		–	142	–	142	–	156	–	156
Allocations to regions		(1,917)	–	1,917	–	(1,932)	–	1,932	–
Allocations to Political Funds		(5,458)	–	–	(5,458)	(5,576)	–	–	(5,576)
Allocation to Other Funds		(1,209)	–	–	(1,209)	(1,209)	–	–	(1,209)
Available Operating Income		115,378	36,552	2,707	154,637	112,221	36,570	2,747	151,538
Non-Membership Income									
National Office income	6	6,782	–	–	6,782	8,792	–	–	8,792
Regional Office income	7	793	–	–	793	1,031	–	–	1,031
Lay Regional income	8	–	–	510	510	–	–	439	439
Branch income	9	–	2,511	–	2,511	–	2,066	–	2,066
International Development Fund	18	153	–	–	153	335	–	–	335
Distributions from Joint Venture		–	–	–	–	372	–	–	372
Total Non-Membership Income		7,728	2,511	510	10,749	10,530	2,066	439	13,035
Total Income		123,106	39,063	3,217	165,386	122,751	38,636	3,186	164,573
Expenditure									
National Office expenditure	6	(67,731)	–	–	(67,731)	(62,306)	–	–	(62,306)
Regional Office expenditure	7	(42,855)	–	–	(42,855)	(42,210)	–	–	(42,210)
Lay Regional expenditure	8	–	–	(3,461)	(3,461)	–	–	(3,059)	(3,059)
Branch expenditure	9	–	(38,874)	–	(38,874)	–	(37,686)	–	(37,686)
Staff rationalisation costs	11b	(1,303)	–	–	(1,303)	(1,212)	–	–	(1,212)
Depreciation	13	(4,099)	–	–	(4,099)	(4,014)	–	–	(4,014)
Care Connect Limited		(218)	–	–	(218)	(158)	–	–	(158)
Pension cost	12	(2,087)	–	–	(2,087)	(1,670)	–	–	(1,670)
International Development Fund	18	(131)	–	–	(131)	(196)	–	–	(196)
Operating Expenditure		(118,424)	(38,874)	(3,461)	(160,759)	(111,766)	(37,686)	(3,059)	(152,511)
Net Income/(Expenditure) from Operations		4,682	189	(244)	4,627	10,985	950	127	12,062
Other Income									
Distributions from Joint Venture	14	221	–	–	221	298	–	–	298
Investment and other income		1,685	843	83	2,611	1,873	821	97	2,791
Taxation	10	(772)	–	–	(772)	(4,201)	–	–	(4,201)
Profit on disposal of fixed assets		–	–	–	–	730	–	–	730
Surplus / (Deficit) for the year		5,816	1,032	(161)	6,687	9,685	1,771	224	11,680
Reserves brought forward as reported		96,541	40,263	3,677	140,481	86,856	38,492	3,453	128,801
Reserves as at 31 December 2008		102,357	41,295	3,516	147,168	96,541	40,263	3,677	140,481

Included under regions is the allocation of £790,000 (2007: £815,035) for the regional pool and £1,097,000 (2007: £965,000) expenditure from the pool.

UNISON**NOTES TO THE FINANCIAL STATEMENTS**

For the year ended 31 December 2008

4 Industrial Action Fund Revenue Account Analysis

	2008			2007		
	National £'000s	Branches £'000s	Total £'000s	National £'000s	Branches £'000s	Total £'000s
Income						
Donations	206	340	546	–	364	364
Other Income	–	109	109	–	392	392
Allocation from General Fund	1,209	–	1,209	1,209	–	1,209
Operating Income	1,415	449	1,864	1,209	756	1,965
Expenditure						
Dispute pay and associated expenses	(898)	(670)	(1,568)	(745)	(552)	(1,297)
Operating Expenditure	(898)	(670)	(1,568)	(745)	(552)	(1,297)
Net Income from Operations	517	(221)	296	464	204	668
Investment income	405	340	745	426	422	848
Taxation	6	–	6	(39)	–	(39)
Surplus for the year	928	119	1,047	851	626	1,477
Reserves as at 1 January 2008	7,302	11,087	18,389	6,451	10,461	16,912
Reserves as at 31 December 2008	8,230	11,206	19,436	7,302	11,087	18,389

5 Analysis of General Fund Balance Sheet

	2008				2007 (restated)			
	National £'000s	Branches £'000s	Regions £'000s	Total £'000s	National £'000s	Branches £'000s	Regions £'000s	Total £'000s
Tangible fixed assets	65,746	2,198	1	67,945	52,455	2,379	3	54,837
Investments	1,773	881	–	2,654	1,774	634	–	2,408
Other net assets	34,838	38,216	3,515	76,569	42,312	37,250	3,674	83,236
	102,357	41,295	3,516	147,168	96,541	40,263	3,677	140,481

	2008	2008	2008	2007	2007	2007
			Net			Net
			Expenditure/			Expenditure/
		Non	Non		Non	Non
	Expenditure	Membership	Membership	Expenditure	Membership	Membership
	£'000s	Income	Income	£'000s	Income	Income
		£'000s	£'000s		£'000s	£'000s
6 Total National Expenditure/ Non-Membership Income Service Groups						
Local Government	1,500	(62)	1,438	1,525	(29)	1,496
Healthcare	1,705	(30)	1,675	1,596	(9)	1,587
Business and Environment	964	(4)	960	1,164	–	1,164
Education Services	889	(101)	788	817	(132)	685
Police Staffs	137	–	137	114	(1)	113
Pensions	214	–	214	199	–	199
Bargaining Support/Health & Safety	665	(14)	651	569	–	569
	6,074	(211)	5,863	5,984	(171)	5,813
Organising and Membership						
Membership Participation Unit	1,342	(19)	1,323	1,308	(1)	1,307
Learning and Organising Services	2,888	(1,067)	1,821	3,340	(1,541)	1,799
Communications	4,712	(687)	4,025	4,927	(941)	3,986
Legal Services	5,159	–	5,159	5,626	–	5,626
Membership Services	278	(1,291)	(1,013)	415	(1,299)	(884)
Croyde Bay	1,720	(1,677)	43	1,715	(1,716)	(1)
Membership Liaison	2,729	(23)	2,706	2,896	(27)	2,869
Recruitment and Organising	325	–	325	398	–	398
RMS project– operating costs only	1,245	–	1,245	1,033	–	1,033
Allocation to UNISON Welfare	711	–	711	635	–	635
	21,109	(4,764)	16,345	22,293	(5,525)	16,768
Managers in Partnership	238	–	238	–	–	–
Executive Office						
NEC Committees	525	–	525	560	–	560
Structural Development	1,121	–	1,121	970	–	970
Press & Media/Public Relations/Marketing	326	–	326	324	–	324
General Secretary's Office	718	–	718	707	–	707
Conference Organisation	2,641	(223)	2,418	2,551	(191)	2,360
	5,331	(223)	5,108	5,112	(191)	4,921
Financial Management						
Finance	2,334	(1,144)	1,190	2,012	(2,267)	(255)
Rule Book Benefits	416	–	416	464	–	464
	2,750	(1,144)	1,606	2,476	(2,267)	209
Policy and Public Affairs						
PPA Operations & Campaigns	6,001	–	6,001	5,626	–	5,626
TUC	71	–	71	75	–	75
International	637	(123)	514	543	–	543
	6,709	(123)	6,586	6,244	–	6,244
Organisation and Staff Development						
Staff Training	632	–	632	537	–	537
Personnel	1,596	(1)	1,595	1,649	–	1,649
Recruitment and Advertising	564	–	564	316	–	316
	2,792	(1)	2,791	2,502	–	2,502
Systems Management						
Information Technology	7,109	–	7,109	6,290	–	6,290
Resources & Facilities Management	1,623	–	1,623	1,530	–	1,530
Property & Purchasing	3,144	(316)	2,828	3,326	(638)	2,688
Internal Communications	711	–	711	915	–	915
Print	639	–	639	520	–	520
	13,226	(316)	12,910	12,581	(638)	11,943
Objectives – Project costs – operating only						
Recruiting and organising members	320	–	320	60	–	60
Negotiating and promoting equality– members	6,769	–	6,769	3,373	–	3,373
Campaigning and promoting UNISON	410	–	410	570	–	570
Developing an efficient and effective Union	1,937	–	1,937	1,111	–	1,111
Equality schemes	66	–	66	–	–	–
	9,502	–	9,502	5,114	–	5,114
Total National Expenditure/Non-Membership Income	67,731	(6,782)	60,949	62,306	(8,792)	53,514

	2008	2008	2008	2007	2007	2007
	Expenditure	Non	Net	Expenditure	Non	Net
	£'000s	Membership	Expenditure/	£'000s	Membership	Expenditure/
		Income	Non		Income	Non
		£'000s	Membership		£'000s	Membership
			Income			Income
			£'000s			£'000s
7 Regional Office Expenditure/Non-Membership Income						
Eastern	3,085	(22)	3,063	2,889	(25)	2,864
East Midlands	3,430	(21)	3,409	3,414	(169)	3,245
Greater London	4,796	–	4,796	4,591	(44)	4,547
Northern	3,033	(85)	2,948	3,356	(79)	3,277
Northern Ireland	1,560	(9)	1,551	1,454	–	1,454
North West	4,934	(90)	4,844	4,736	(102)	4,634
Scotland	4,677	(329)	4,348	4,637	(394)	4,243
South East	3,770	(36)	3,734	3,886	(15)	3,871
South West	3,318	(47)	3,271	3,285	(46)	3,239
Wales	2,939	(99)	2,840	2,953	(135)	2,818
West Midlands	3,562	(39)	3,523	3,403	(13)	3,390
Yorkshire & Humberside	3,751	(16)	3,735	3,606	(9)	3,597
	42,855	(793)	42,062	42,210	(1,031)	41,179
8 Lay Regional Expenditure/Non-Membership Income						
Other income	–	(510)	(510)	–	(439)	(439)
Local Expenditure	2,365	–	2,365	2,177	–	2,177
Regional Pool Expenditure	1,096	–	1,096	882	–	882
	3,461	(510)	2,951	3,059	(439)	2,620
9 Branch Expenditure/Non-Membership Income						
Other Income	–	(2,511)	(2,511)	–	(2,066)	(2,066)
Administration expenses	22,699	–	22,699	21,701	–	21,701
Conferences	3,992	–	3,992	4,205	–	4,205
Other meetings	3,833	–	3,833	3,366	–	3,366
Publicity	2,647	–	2,647	1,914	–	1,914
Education	1,414	–	1,414	1,439	–	1,439
Local activities	1,771	–	1,771	1,855	–	1,855
Transfers to Industrial Action Fund	240	–	240	333	–	333
Donations	612	–	612	827	–	827
Affiliations	146	–	146	159	–	159
Miscellaneous	1,520	–	1,520	1,887	–	1,887
	38,874	(2,511)	36,363	37,686	(2,066)	35,620

UNISON

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2008

10 Taxation

No corporation tax was payable by the union in the current year, because of relief available.

The Value Added Tax charge is incremental irrecoverable VAT which UNISON cannot reclaim from HM Customs and Revenue.

	General Fund £'000s	General Political Fund £'000s	Affiliated Political Fund £'000s	Industrial Action Total £'000s
2008				
Corporation tax recoverable /(chargeable)	180	(51)	(8)	(121)
Prior year provisions no longer required	(181)	46	8	127
VAT	(201)	–	–	–
PAYE	(570)	–	–	–
	<u>(772)</u>	<u>(5)</u>	<u>–</u>	<u>6</u>
2007				
Corporation tax recoverable /(chargeable)	181	(46)	(8)	(127)
Prior year provisions no longer required	(121)	24	9	88
VAT (restated)	(4,261)	–	–	–
	<u>(4,201)</u>	<u>(22)</u>	<u>1</u>	<u>(39)</u>

11 a Employees

	2008 £'000s	2007 £'000s
Salaries	37,609	36,729
Social security costs	2,974	2,963
Pension costs	10,476	10,186
Agency	1,433	1,213
Total staff costs	<u>52,492</u>	<u>51,091</u>

Average number of UNISON employees including part-time employees for the year was: 1,123 (2007: 1,123)

Salary and on costs of President, General Secretary and Members of the National Executive Committee.

Salary and on costs of General Secretary.	2008	2007
Basic salary	90,427	87,793
London weighting	4,526	4,394
Taxable expenses and subsistence	3,857	2,223
Car benefit	6,988	9,423
Employer's national insurance costs	10,524	10,320
Employer's contribution to UNISON staff pension scheme	24,311	23,603
Total cost to UNISON for the year ended 31.12.2008	<u>140,633</u>	<u>137,756</u>

No salary or other benefits are paid to the President or other Members of the National Executive.

11 b Staff Rationalisation Costs

As part of the staff rationalisation programme, 15 members (2007: 18) of staff have left the organisation. The total cost was £1,303,000 (2007:£1,212,000).

UNISON

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2008

12 Employers' Pension Costs

The Union operates two defined benefit pension schemes in the United Kingdom:

- UNISON Staff Pension Scheme
- COHSE 1974 Pension and Assurance Scheme

Only the UNISON Staff Pension Scheme remains open to new members.

FRS 17 Disclosures

The actuarial valuations have been updated to, 31 December 2008, 31 December 2007 and 31 December 2006, by independent qualified actuaries in accordance with the transitional arrangements of FRS17. As required by FRS17, the defined benefit liabilities have been measured using the projected unit method. As a result of the COHSE Scheme being closed to new entrants, the service cost for the COHSE Scheme will increase as the members of the Scheme approach retirement.

In line with the requirements of FRS 17, published by the Accounting Standards Board in November 2000 and updated in November 2002, FRS 17 figures are included in the accounts.

The major assumptions used by the actuaries were:

	31st December 2008	31st December 2007	31st December 2006
Price inflation assumption	2.8% pa	3.3% pa	2.9% pa
Rate of increase of pensions in payment	2.8% pa	3.3% pa	2.9% pa
General increase in salaries	3.3% pa	3.8% pa	3.4% pa
Discount rate	6.4% pa	5.9% pa	5.2% pa

On the basis of the assumptions used for life expectancy, a male pensioner currently aged 60 would be expected to live for a further 25.4 years (2007: 24.7 years). A male pensioner aged 60 in 20 years' time would be expected to live for a further 27.5 years (2007: 25.9 years).

The assets in the schemes and the expected rate of return were:

	31 December 2008		31 December 2007		31 December 2006	
	Long term rate of return expected	Value £'000	Long term rate of return expected	Value £'000	Long term rate of return expected	Value £'000
Equities	7.4% pa	148,727	7.6% pa	186,091	7.5% pa	182,990
Bonds	3.5% pa	95,147	4.4% pa	112,884	4.5% pa	106,714
Currency	7.8% pa	3,490	7.4% pa	4,997	n/a	Nil
Property	5.6% pa	17,292	6.4% pa	4,908	n/a	Nil
Cash	2.1% pa	3,327	4.4% pa	8,590	5.2% pa	4,890
		267,983		317,470		294,594

	31 December 2005		31 December 2004	
	Long term rate of return expected	Value £'000	Long term rate of return expected	Value £'000
Equities	7.3% pa	172,056	7.5% pa	139,100
Bonds	4.1% pa	92,288	4.5% pa	81,100
Currency	n/a	Nil	n/a	Nil
Property	n/a	Nil	n/a	Nil
Cash	4.2% pa	2,935	4.5% pa	4,700
		267,279		224,900

The expected rate of return on assets for the financial year ending 31st December 2008 was 5.8% pa (2007 6.4% pa). This rate is derived by taking the weighted average of the long term expected rate of return on each of the asset classes that the schemes were invested in at 31st December 2007.

UNISON

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2008

12 Employers' Pension Costs (continued)

	31 December 2008 £'000s	31 December 2007 £'000s	31 December 2006 £'000s	31 December 2005 £'000s	31 December 2004 £'000s
Fair value of schemes assets	267,983	317,470	294,594	267,279	224,900
Present value of defined benefit obligations	(326,888)	(340,238)	(328,697)	(327,533)	(265,000)
Net liability	(58,905)	(22,768)	(34,103)	(60,254)	(40,100)

Changes in the present value of the defined benefit obligation are as follows:

	31 December 2008 £'000s	31 December 2007 £'000s
Opening defined benefit obligation	340,238	328,697
Employer's part of current service cost	7,970	8,142
Past service cost	780	786
Interest cost	20,062	17,136
Contributions from plan members	3,116	2,991
Actuarial (gain)/loss	(33,876)	(8,118)
Benefits paid	(11,402)	(9,396)
Closing defined benefit obligation	326,888	340,238

Changes in the fair value of the plan assets are as follows:

	31 December 2008 £'000s	31 December 2007 £'000s
Opening fair value of the plans assets	317,470	294,594
Expected return on plan assets	20,309	18,969
Actuarial gain/(loss)	(74,117)	(2,128)
Contributions by the employer	12,607	12,440
Contributions by plan members	3,116	2,991
Benefits paid	(11,402)	(9,396)
Closing fair value of plans assets	267,983	317,470

The actual return on the scheme's assets over the year was a fall of £53,808,000 (2007 increase of £16,841,000).

It is important to note that all of the pensions accounting entries are volatile, especially given the unusually large market movements in late 2008 caused by the credit crisis. This is particularly true of the balance sheet figure, as the assets are largely linked to the equity market, whereas the value of the liabilities is linked to yields on AA-rated corporate bonds. As an indication, a decrease in the discount rate of 0.1% pa would, other things being equal, lead to an increase in the deficit of around £6m. Also, a 5% rise in equity values would, other things being equal, reduce the deficit by about £7m.

The following amounts have been included within operating profit under FRS17:

	Year to 2008 £'000s	Year to 2007 £'000s
Current service cost	7,970	8,141
Past service cost	780	786
Total operating charge	8,750	8,927

The following amounts have been included as net finance income under FRS17:

	Year to 2008 £'000s	Year to 2007 £'000s
Expected return on pension scheme assets	20,309	18,969
Interest on pension defined benefit obligations	(20,062)	(17,136)
Net return to credit to finance income	247	1,833

UNISON

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2008

12 Employers' Pension Costs (continued)

The following amounts have been recognised within other gains and losses

	Year to 31 December 2008 £'000s	Year to 31 December 2007 £'000s
Actual return less expected return on pension scheme assets	(74,117)	(2,128)
Experience (losses) arising on pension defined benefit obligations	(11,580)	(2,006)
Gain due to changes in assumptions underlying the FRS 17 value of defined benefit obligations	45,456	10,124
Actuarial gain recognised in the Statement of Recognised Gains and Losses	(40,241)	5,990

The deficit under FRS17 would have moved as follows during the year:

	Year to 31 December 2008 £'000s	Year to 31 December 2007 £'000s
(Deficit) in schemes at 31st December 2008	(22,768)	(34,103)
Current service cost (employee and employer)	(11,086)	(11,133)
Contributions (employees and employers)	15,723	15,431
Past service costs (vested and non-vested)	(780)	(786)
Other net finance income	247	1,833
Actuarial gain	(40,241)	5,990
Deficit in schemes at 31st December 2008	(58,905)	(22,768)

Over the year to 31 December 2008, contributions by the employers of £10,717,000 (2007:£10,245,000) were made to the schemes.

Other significant contributions (excluding employee contributions) were £1,209,000 for Branch Officials, £480,000 for members retiring from UNISON, and £846,000 of contributions from the UIA company.

It was agreed with the Trustees that contributions to the UNISON Scheme increased to 25% of members' salaries with effect from 1st April 2006.

The estimated amount of total employer contributions expected to be paid to the Schemes during 2009 is £13.2m.

	Year to 31 December 2008 £'000s	Year to 31 December 2007 £'000s	Year to 31 December 2006 £'000s	Year to 31 December 2005 £'000s	Year to 31 December 2004 £'000s
History of experience gain and losses is:					
Difference between the expected and actual return on scheme assets:					
Amount – gain /(loss)	(74,117)	(2,128)	6,124	23,162	7,500
Percentage of schemes assets	(28%)	(1%)	2%	9%	3%
Experience adjustments on plans liabilities					
Amount – gain /(loss)	(11,580)	(2,006)	(522)	(2,485)	300
Percentage of defined benefit obligations	(4%)	(0.5%)	(0%)	(1%)	0%
Total amount recognised in Statement of Recognised Gains and Losses:					
Amount – (loss)	(40,241)	5,990	23,193	(23,016)	(600)
Percentage of defined benefit obligations	(12%)	(2%)	(7%)	(7%)	0%

UNISON
NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2008

13 Tangible Fixed Assets

General Fund	Freehold Properties	Assets in the course of construction	Leasehold Properties	Equipment	Total
Cost:	£'000s	£'000s	£'000s	£'000s	£'000s
At 1 January 2008	24,667	23,990	2,478	15,710	66,845
Fully depreciated assets	–	–	(177)	(2,890)	(3,067)
Additions	7,561	7,122	140	2,567	17,390
At 31 December 2008	32,228	31,112	2,441	15,387	81,168
Depreciation					
At 1 January 2008	3,957	–	754	9,679	14,390
Fully depreciated assets	–	–	(177)	(2,890)	(3,067)
Charge for the year	708	–	183	3,208	4,099
At 31 December 2008	4,665	–	760	9,997	15,422
National net book value at 31 December 2008	27,563	31,112	1,681	5,390	65,746
National net book value at 31 December 2007	20,710	23,990	1,724	6,031	52,455
Total Union					
General Fund	27,563	31,112	1,681	5,390	65,746
Regions	1	–	–	–	1
Branches	1,472	–	46	680	2,198
Total Union net book value at 31 December 2008	29,036	31,112	1,727	6,070	67,945
Total Union net book value at 31 December 2007	22,131	23,990	1,792	6,924	54,837
College of Operating Department Practitioners Limited	–	–	–	11	11
Care Connect Learning Limited	–	–	–	93	93
Total Group net book value as at 31 December 2008	29,036	31,112	1,727	6,174	68,049
Total Group net book value as at 31 December 2007	22,131	23,990	1,792	7,034	54,947

UNISON

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2008

14 Investments

GROUP	Year to 31 December 2008			Year to 31 December 2007 restated		
	Joint Venture	Unlisted investments	Total	Joint Venture	Unlisted investments	Total
	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s
Cost:						
At 1 January 2008	–	2,408	2,408	488	2,513	3,001
Additions	–	246	246	–	–	–
Disposals	–	–	–	–	(105)	(105)
Impairment	–	–	–	(488)	–	(488)
At 31 December 2008	–	2,654	2,654	–	2,408	2,408

UNION	Year to 31 December 2008		Year to 31 December 2007 restated	
	Unlisted investments	Total	Unlisted investments	Total
	£'000s	£'000s	£'000s	£'000s
Cost:				
At 1 January 2008	2,408	2,408	2,513	2,513
Additions	246	246	–	–
Disposals	–	–	(105)	(105)
At 31 December 2008	2,654	2,654	2,408	2,408

Unlisted investments	2008		2008		Year to 31 December 2007	
	Union	Book	Group	Book	Union and Group restated	Book
	Market Value	Value	Market Value	Value	Market Value	Value
	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s
Unity Trust Bank	1,771	1,771	1,771	1,771	1,771	1,771
Others – National	2	2	2	2	2	2
Others – Branches	881	881	881	881	635	635
	2,654	2,654	2,654	2,654	2,408	2,408

Subsidiary undertakings

The union owns the following subsidiary undertakings:

Care Connect Learning Limited and College of Operating Department Practitioners Limited

Country of incorporation

England

Percentage of ownership

100% – Company is limited by Guarantee from UNISON since incorporation

UNISON purchased the intangible assets of CODP in November 2007, the published accounts reflect all the activity of the College of Operating Department Practitioners to 31 December 2008

The Financial Statements of the College of Operating Department Practitioners Limited are to 31 July 2008. The UNISON accounts include their management accounts information to 31 December 2008 for consolidation purposes. The company provides a journal and training for operating department practitioners.

College of Operating Department Practitioners for the period ending 31 December 2008

Balance Sheet

Fixed Assets	11
Net Current Liabilities	(47)
Creditors due in more than one year	(100)
Net (Liabilities)	(136)
Represented by:	
Reserves as at 31 December 2008	(136)

Profit and Loss Account

Subscription and non-membership income	200
Expenditure	(336)
Retained (Loss) for the period	(136)

UNISON

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2008

14 Investments (continued)

Subsidiary undertaking (continued)

The last audited Financial Statements of Care Connect Learning Limited are to 31 July 2008. The UNISON accounts include Care Connect Limited management accounts information to 31 December 2008 for consolidation purposes. The company provides educational courses.

Care Connect Learning Limited Management Accounts for the year to 31 December 2008

	2008 £'000s	2007 £'000s
Balance Sheet		
Fixed Assets	93	110
Net Current (Liabilities)	(53)	(108)
Creditors due in more than one year	(322)	(212)
Provisions for Liabilities and Charges	(599)	(598)
Net (Liabilities)	(881)	(808)
Represented by;		
Retained (Loss)/Surplus for the period	(73)	71
Reserves as at 1 January 2008	(808)	(879)
Reserves as at 31 December 2008	(881)	(808)
Profit and Loss Account	£'000s	£'000s
Income	2,542	2,050
Expenditure	(2,615)	(1,979)
Retained (Loss)/Surplus for the period	(73)	71

The group has taken advantage of the exemption which is conferred by Financial Reporting Standard No. 8, "Related Party Disclosures" that allows it not to disclose transactions with group undertakings that are eliminated on consolidation. Therefore no transactions or balances with Care Connect Limited are disclosed.

Joint Venture

On 1 June 2005, UNISON entered into a joint venture (JV) with the First Division Association, the JV is known as Managers in Partnership. The partnership provides support for senior managers within the health service.

The management accounts of the partnership are as follows:

	Total Partnership 2008 £'000s	UNISON Share 60% 2008 £'000s
Profit and Loss Account		
Income	1,482	889
Expenditure	(1,092)	(655)
Distributions to partners	(390)	(234)
Closing reserves	-	-
Balance Sheet as at 31 December 2008		
Net current assets	-	-
Net current liabilities	-	-
Closing reserves	-	-

Control of the partnership is 50:50. However the split of surplus for an initial period is 60:40 in UNISON favour.

UNISON

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2008

15 Debtors

	2008 Union £'000s	2008 Group £'000s	2007 Union £'000s	2007 Group £'000s
Members' subscriptions	13,270	13,270	13,802	13,802
Other debtors	2,445	1,990	2,197	2,115
Prepayments and accrued income	3,460	3,463	2,558	2,558
	<u>19,175</u>	<u>18,723</u>	<u>18,557</u>	<u>18,475</u>

16a Creditors: payable within one year

Trade creditors and accruals	(13,069)	(13,479)	(9,502)	(10,117)
PAYE, NI and other taxes	(1,127)	(1,127)	(1,145)	(1,145)
	<u>(14,196)</u>	<u>(14,606)</u>	<u>(10,647)</u>	<u>(11,262)</u>

16b Provisions and other charges

Care Connect Learning Limited	(666)	–	(467)	–
College of Operating Department Practitioners Limited	(120)	–	(120)	–
	<u>(786)</u>	<u>–</u>	<u>(587)</u>	<u>–</u>

17 Operating Lease Commitments

UNISON is committed to the following annual commitments under non-cancellable operating leases as follows:

	Union and Group 2008		Union and Group 2007	
	Land and Buildings £'000s	Other £'000s	Land and Buildings £'000s	Other £'000s
National				
Less than one year	368	11	67	35
Between two and five years	801	109	1,210	184
Over five years	833	15	718	–
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Branches				
Less than one year	237	61	114	30
Between two and five years	182	64	240	95
Over five years	20	4	20	5
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

18 International Development Fund

The above fund was established in 2004 to support the union's international commitments through a range of projects with trade unions in the developing world.

The International Fund is disclosed as part of the transactions and balances of the General Fund.

	2008 £'000s	2007 £'000s
Income		
Donations	153	309
Interest	33	26
Expenditure		
Project donations	(131)	(196)
Surplus	55	139
Reserves as at 1 January 2008	680	541
Reserves as at 31 December 2008	<u>735</u>	<u>680</u>

UNISON

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2008

19 Restatement of comparatives

Cash flow statement and Cash at bank and Net cash inflow notes 20a and 20b – Regional Lay committees have cash in investment accounts and current accounts, as these are both with Unity Trust they have been reclassified as cash rather than investments or net current assets. This change has increased the cash reported in 2008 by £2,128,433 and increased the reported cash in 2007 by £1,981,000.

Insurance income in 2007 of £1,183k from UIA (2008 income £1,146k) has been classified as non membership income rather than investment income.

20 Notes to the Cash Flow Statement

20 a Reconciliation of Surplus to Net Cash Inflow from Operating Activities

	2008 £'000s	2007 £'000s
(Deficit)/Surplus for the year	(28,113)	24,035
Actuarial losses/(gains) on pension scheme	40,241	(5,990)
Pension costs FRS17 provision	(4,104)	(5,345)
Depreciation	4,109	4,014
Interest received	(3,358)	(3,639)
(Profit) on sale of fixed assets	–	(730)
Impairment of investments	–	488
(Increase)/decrease in debtors	377	2,246
Increase in creditors	2,757	3,099
Increase in branch net liabilities	374	246
Net cash inflow from operating activities	<u>12,283</u>	<u>18,424</u>

20 b Analysis of Net Funds

	2008 £'000s	Cash Flow £'000s	2007 restated £'000s
Cash at bank and in hand	<u>95,464</u>	<u>(1,816)</u>	<u>97,280</u>

21 Contingent Liability

UNISON faces a number of claims through a 'no win no fee lawyer' targeting Unions and activists. By 31st December 2008, 8,000 sex discrimination claims in relation to local government had been lodged against UNISON. The number of such cases stand at about 6,700 as at mid-April 2009. It has to be understood that there may be duplication in the claims against the Union which may account for the variation in figures. Berrymans Solicitors have been appointed to defend the respondent claims in the Union's Northern Region where the bulk of English claims lie and are currently identifying cases in as forensic a manner as possible. We believe however that the figures given here are a good and proper assessment of the current position.

To date UNISON has brought 13,000 claims against the DoH and therefore has 44,000 claims in total in the Health Sector and in Local Government on behalf of members at ET.

There are 40 negligence claims which are still under review by Berrymans Solicitors who act for the Union on these matters

UNISON has been and will continue to defend all these claims robustly. UNISON believes that it has a strong defence to the claims brought by the NWNF lawyer. Nonetheless, it would be only prudent to factor in the potential value of these claims, based on maximum compensation payable should UNISON lose all of the cases that have been taken against it in terms of those currently active. This gives a potential figure of around £84 million for compensation payments and potential negligence claims which if payable will be settled over a number of years.

23 Post balance sheet events

UNISON sold its building in St John's Street, Manchester on 29th of January 2009 for £1,025,000 making a profit of £846,000.

UNISON
GENERAL POLITICAL FUND
REVENUE ACCOUNT

For the year ended 31 December 2008

	Notes	2008		2007	
		£'000s	£'000s	£'000s	£'000s
Income					
Contributions receivable			2,637		2,634
Interest on investments		168		153	
Less: Taxation	2	(5)		(22)	
			163		131
Total Income			2,800		2,765
Expenditure					
Campaigns		1,663		2,272	
Contributions and donations		31		–	
Contribution to General Fund expenses		54		52	
			1,748		2,324
Surplus for the year			1,052		441

UNISON
GENERAL POLITICAL FUND
BALANCE SHEET

For the year ended 31 December 2008

	Notes	2008 £'000s	2007 £'000s
Fixed Assets			
Investments	3	1	1
Current Assets			
Debtors	4	305	265
Short Term Bank Deposits		3,750	2,600
Cash at bank		5	99
		4,060	2,964
Current Liabilities			
Creditors	5	(179)	(135)
Net assets		3,882	2,830
Represented by:			
Reserves			
Balance 1 January 2008		2,830	2,389
Revenue Account surplus for the year		1,052	441
Balance 31 December 2008		3,882	2,830

The Financial Statements were approved by the Finance and Resource Management Committee on 30 April 2009 and signed on its behalf by:

Dave Prentis
 General Secretary

30 April 2009

Susan Highton
 President

30 April 2009

UNISON

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2008

15 Debtors

	2008 Union £'000s	2008 Group £'000s	2007 Union £'000s	2007 Group £'000s
Members' subscriptions	13,270	13,270	13,802	13,802
Other debtors	2,445	1,990	2,197	2,115
Prepayments and accrued income	3,460	3,463	2,558	2,558
	<u>19,175</u>	<u>18,723</u>	<u>18,557</u>	<u>18,475</u>

16a Creditors: payable within one year

Trade creditors and accruals	(13,069)	(13,479)	(9,502)	(10,117)
PAYE, NI and other taxes	(1,127)	(1,127)	(1,145)	(1,145)
	<u>(14,196)</u>	<u>(14,606)</u>	<u>(10,647)</u>	<u>(11,262)</u>

16b Provisions and other charges

Care Connect Learning Limited	(666)	–	(467)	–
College of Operating Department Practitioners Limited	(120)	–	(120)	–
	<u>(786)</u>	<u>–</u>	<u>(587)</u>	<u>–</u>

17 Operating Lease Commitments

UNISON is committed to the following annual commitments under non-cancellable operating leases as follows:

	Union and Group 2008		Union and Group 2007	
	Land and Buildings £'000s	Other £'000s	Land and Buildings £'000s	Other £'000s
National				
Less than one year	368	11	67	35
Between two and five years	801	109	1,210	184
Over five years	833	15	718	–
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Branches				
Less than one year	237	61	114	30
Between two and five years	182	64	240	95
Over five years	20	4	20	5
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

18 International Development Fund

The above fund was established in 2004 to support the union's international commitments through a range of projects with trade unions in the developing world.

The International Fund is disclosed as part of the transactions and balances of the General Fund.

	2008 £'000s	2007 £'000s
Income		
Donations	153	309
Interest	33	26
Expenditure		
Project donations	(131)	(196)
Surplus	55	139
Reserves as at 1 January 2008	680	541
Reserves as at 31 December 2008	<u>735</u>	<u>680</u>

UNISON
GENERAL POLITICAL FUND
NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2008

1 Accounting Policies

- a The Financial Statements have been prepared on a historical cost basis and in accordance with applicable accounting standards.
- b The operation of the Fund is governed by the union's Constitution and Rules.
- c Interest on investments and loans comprises gross interest receivable for the period.
- d Investments are recorded at cost less provision for any permanent diminution for value.

2 Taxation

Corporation tax at 30 per cent is provided on investment income received.

	2008 £'000s	2007 £'000s
Corporation tax	(5)	(22)

3 Investments

Unlisted Investments

Cost as at 1 January 2008 and 31 December 2008

	2008 £'000s	2007 £'000s
	1	1

4 Debtors

General Fund

	2008 £'000s	2007 £'000s
	305	265

5 Creditors

APF

Sundry creditors

General Fund

	2008 £'000s	2007 £'000s
	179	–
	–	35
	–	100
	179	135

6 Contribution to General Fund Expenses.

The General Political Fund contributes two per cent of the members' contributions receivable for the year towards General Fund expenses.

UNISON**AFFILIATED POLITICAL FUND
REVENUE ACCOUNT**

For the year ended 31 December 2008

	Notes	2008		2007	
		£'000s	£'000s	£'000s	£'000s
Income					
Contributions receivable			2,821		2,942
Bank interest		27		26	
Less: Taxation	2	—		—	
			27		26
Total Income			2,848		2,968
Expenditure					
National expenditure		1,436		1,649	
National administration		867		651	
Contribution to General Fund expenses		59		59	
Political Fund Ballot		0		258	
Regional expenditure		357		299	
Total Expenditure			2,719		2,916
Surplus/(Deficit) for the year			129		52

UNISON**AFFILIATED POLITICAL FUND
REVENUE ACCOUNT**

For the year ended 31 December 2008

	Notes	2008		2007	
		£'000s	£'000s	£'000s	£'000s
Fixed Assets					
Investments	3		1		1
Current Assets					
Debtors	4		556		507
Short Term Bank Deposits			422		220
Cash at bank			—		11
			978		738
Current Liabilities					
Creditors	5		(130)		(19)
Net assets			849		720
Represented by:					
Reserves					
Balance 1 January 2008			720		668
Revenue Account surplus for the year			129		52
Balance 31 December 2008			849		720

The Financial Statements were approved by the Finance and Resource Management Committee on 30 April 2009 and signed on its behalf by:

Dave Prentis
General Secretary

30 April 2009

Susan Highton
President

30 April 2009

UNISON
AFFILIATED POLITICAL FUND
REVENUE ACCOUNT

For the year ended 31 December 2008

1 Accounting Policies

- a The Financial Statements have been prepared on a historical cost basis and in accordance with applicable accounting standards.
- b The operation of the Fund is governed by the union's Constitution and Rules.
- c Interest on investments and loans comprises gross interest receivable for the period.
- d Investments are recorded at cost less provision for any permanent diminution for value.

2 Taxation

Corporation tax at 30 per cent is provided on investment income received.

	2008 £'000s	2007 £'000s
Corporation tax	—	—

3 Investments

Unlisted Investments
 Cost as at 1 January 2008 and 31 December 2008

	2008 £'000s	2007 £'000s
Unlisted Investments	1	1

4 Debtors

General Fund
 GPF
 Sundry debtors

	2008 £'000s	2007 £'000s
General Fund	—	144
GPF	179	0
Sundry debtors	377	363
	556	507

5 Creditors

General Fund
 Sundry creditors

	2008 £'000s	2007 £'000s
General Fund	(125)	—
Sundry creditors	(5)	(19)
	(130)	(19)

6 Contribution to General Fund Expenses.

The Affiliated Political Fund contributes two per cent of the members' contributions receivable for the year towards General Fund expenses.

UNISON

TEN YEAR 1999 TO 2008 – REVENUE ACCOUNTS

(As disclosed in the Annual Financial Statements)

	12 months	12 months	12 months	12 months	12 months	Total Group	Total Group	Total Group	Total Group	Total Group
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s
Income						Restated			Restated	
Members' Subscriptions	106,791	111,798	115,709	119,499	126,957	139,844	145,604	152,656	158,167	161,182
Local levy	118	156	181	111	132	142	154	129	156	142
Donations by branch members	555	646	830	522	428	672	481	389	364	546
Allocations to Political Funds	(4,168)	(4,253)	(4,493)	(4,726)	(4,754)	(4,899)	(5,227)	(5,349)	(5,576)	(5,458)
Available Operating Income	103,296	108,347	112,227	115,406	122,763	135,759	141,012	147,825	153,111	156,412
Non-Membership Income										
National Office income	–	–	–	–	–	6,463	6,384	7,274	8,792	6,782
Regional Office income	–	–	–	–	–	1,001	1,160	1,010	1,031	793
Lay Regional income	–	–	–	–	–	440	488	276	439	510
Branch income	–	–	–	–	–	2,192	1,925	1,806	2,066	2,511
Industrial Action income	–	–	–	–	–	69	30	77	392	109
Care Connect Limited – Company income	–	–	–	–	–	–	2,387	1,429	2,050	2,542
College of Operating Department Practitioners Limited	–	–	–	–	–	–	–	–	–	179
International Development Fund	–	–	–	–	–	300	555	292	335	153
Managers in Partnership Income	–	–	–	–	–	–	372	802	1,237	889
Total Non-Membership Income –	–	–	–	–	–	10,465	13,301	12,966	16,342	14,468
Total Income	103,296	108,347	112,227	115,406	122,763	146,224	154,313	160,791	169,453	170,880
Expenditure										
National Office expenditure	(38,680)	(41,203)	(42,869)	(48,311)	(44,109)	(50,352)	(53,622)	(56,209)	(62,306)	(67,731)
Regional Office expenditure	(30,729)	(31,712)	(33,239)	(34,744)	(36,751)	(37,387)	(38,458)	(40,476)	(42,210)	(42,855)
Lay Regional expenditure	(1,577)	(1,310)	(1,534)	(1,908)	(2,732)	(2,783)	(3,027)	(3,301)	(3,059)	(3,461)
Branch expenditure	(26,016)	(25,809)	(28,497)	(28,667)	(29,174)	(30,883)	(33,482)	(35,435)	(37,686)	(38,874)
Staff rationalisation costs	(5,474)	(2,302)	(2,153)	(2,272)	(671)	(398)	(3,940)	(2,284)	(1,212)	(1,303)
Dispute pay and associated expenses	(1,250)	(3,245)	(2,827)	(2,354)	(4,929)	(4,436)	(173)	(586)	(1,297)	(1,568)
Depreciation	(1,812)	(1,959)	(1,822)	(3,523)	(4,140)	(4,682)	(5,069)	(3,834)	(4,014)	(4,109)
Care Connect Limited – National expenses	–	–	–	–	–	(1,043)	704	45	(198)	(218)
Care Connect Limited – Company expenses	–	–	–	–	–	–	(2,456)	(1,427)	(1,979)	(2,258)
College of Operating Department Practitioners Limited	–	–	–	–	–	–	–	–	–	(198)
Pension cost	–	–	–	(914)	(464)	1,500	1,716	1,430	3,675	2,017
International Development Fund	–	–	–	–	–	–	(163)	(443)	(196)	(131)
Managers in Partnership Expenditure	–	–	–	–	–	–	(263)	(424)	(567)	(665)
Total Operating Expenditure	(105,538)	(107,540)	(112,941)	(122,693)	(122,970)	(130,464)	(138,233)	(142,944)	(151,049)	(161,344)
Net Income/(Expenditure) from Operations	(2,242)	807	(714)	(7,287)	(207)	15,760	16,080	17,847	18,404	9,536
Care Connect Opening Reserves	–	–	–	–	–	–	(812)	–	–	–
Investment income	3,660	5,181	4,141	4,245	4,360	2,182	2,306	2,425	3,639	3,358
Impairment of Joint Venture	–	–	–	–	–	–	–	–	(488)	–
Profit/(Loss) on sale of fixed assets	(1,400)	(125)	385	283	530	(509)	123	1,666	730	–
Taxation	111	(154)	204	(282)	129	320	(336)	8	(4,240)	(766)
Net Income/(Expenditure) for the year	129	5,709	4,016	(3,041)	4,812	17,753	17,361	21,946	18,045	12,128
Actuarial (loses) / gains on pension scheme	–	–	–	–	–	(600)	(23,016)	23,193	5,990	(40,241)
Surplus/(Deficit) for the year	129	5,709	4,016	(3,041)	4,812	17,153	(5,655)	45,139	24,035	(28,113)
Average number of employees	1,198	1,158	1,171	1,270	1,259	1,218	1,212	1,144	1,123	1,123

Note: The above statement shows non-membership income and expenditure presented gross from 2004. Information for 1999 to 2003 is not available and therefore expenditure for these years is presented net of non-membership income.

UNISON

TEN YEAR 1999 TO 2008 – BALANCE SHEET

(As disclosed in the Annual Financial Statements)

As at 31 December...	1999	2000	2001	2002	2003	2004	Total Group 2005	Total Group 2006	Total Group 2007	Total Group 2008
	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s
Fixed Assets										
Tangible Assets										
Properties	19,196	17,814	16,869	17,479	18,152	17,034	18,911	23,571	23,923	30,763
Assets in the course of construction	–	–	–	–	–	–	19,812	21,514	23,990	31,112
Equipment and Vehicles	4,350	4,449	7,510	10,683	9,867	8,018	7,869	6,559	7,034	6,174
	<u>23,546</u>	<u>22,263</u>	<u>24,379</u>	<u>28,162</u>	<u>28,019</u>	<u>25,052</u>	<u>46,592</u>	<u>51,644</u>	<u>54,947</u>	<u>68,049</u>
Investments	8,089	7,174	7,099	6,674	6,716	3,270	3,259	3,334	2,408	2,654
Joint Venture	–	–	–	–	–	–	109	488	–	–
Total Fixed Assets	31,635	29,437	31,478	34,836	34,735	28,322	49,960	55,466	57,355	70,703
Current Assets										
Debtors	12,955	14,249	13,793	12,981	20,178	21,001	21,253	23,833	19,366	18,989
Short term cash deposits	–	–	–	–	–	–	–	25,000	43,800	37,980
Cash Reserves	43,181	50,710	53,218	49,659	51,481	75,609	68,894	52,224	61,280	57,484
Other Assets	2,017	1,916	1,665	889	8	–	891	846	–	–
	<u>58,153</u>	<u>66,875</u>	<u>68,676</u>	<u>63,529</u>	<u>71,667</u>	<u>96,610</u>	<u>91,038</u>	<u>101,903</u>	<u>124,446</u>	<u>114,453</u>
Current Liabilities										
Creditors	(8,896)	(9,711)	(9,537)	(9,875)	(12,636)	(12,246)	(13,343)	(10,766)	(14,541)	(18,259)
Net Current Assets	49,257	57,164	59,139	53,654	59,031	84,364	77,695	91,137	109,905	96,194
Total Assets less Current Liabilities	80,892	86,601	90,617	88,490	93,766	112,686	127,655	146,603	167,260	166,897
Creditors due in more than one year	–	–	–	–	–	–	(470)	–	–	–
Provisions for Liabilities and Charges	–	–	–	(914)	(1,378)	–	–	(430)	(587)	–
Net Assets excluding pension scheme	80,892	86,601	90,617	87,576	92,388	112,686	127,185	146,173	166,673	166,897
Pension fund deficit	–	–	–	–	–	(40,100)	(60,254)	(34,103)	(22,768)	(58,905)
Total Net Assets	80,892	86,601	90,617	87,576	92,388	72,586	66,931	112,070	143,905	107,992
Represented by:										
Reserves	80,892	86,601	90,617	87,576	92,388	112,686	127,185	146,173	166,673	166,897
Pension scheme liability	–	–	–	–	–	(40,100)	(60,254)	(34,103)	(22,768)	(58,905)
Accumulated Reserves	80,892	86,601	90,617	87,576	92,388	72,586	66,931	112,070	143,905	107,992

NOTE: The above statement shows group assets and liabilities from 2004. The classification "Group" was not relevant prior to 2004.

