

UNISON FINANCIAL STATEMENTS

For the year ended 31 December 2014

UNISON
FINANCIAL STATEMENTS

For the year ended 31 December 2014

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

It is my pleasure to present the foreword to the 2014 Financial Statements.

You will see from the Financial Statements the huge amount of work undertaken by UNISON throughout 2014. During the year the Tory-led Government has continued their ferocious attack on public sector workers and by the time we reach National Delegate Conference, we will know which Government and their policies we will be responding to over the next few years. The outcome of the General Election will have a significant impact on public services and therefore UNISON continues investing its finances into the Fighting Fund which has seen the union pledge a combined total of £33 million since its inception to fight the cuts in public services. This includes £4 million in 2014 alone, with almost £1 million contributed by branches, and equates to some 130 Fighting Fund organiser posts recruited into and benefitting over 140 branches. Over 400 activists have been directly attributable to the work of the Fighting fund.

The Finance & Resource Management Committee continues to monitor the challenges ahead. Writing this in the run up to the General Election there is much uncertainty, and so we have to plan for the worst, while – as the saying goes – hope for the best. It is in this context that we have set our short and medium term budgets. Our income in 2014 stood at £167.5 million, the third consecutive year that income has declined from its peak of £173 million in 2011. This is a critical time for the union's finances and we must work together collectively to ensure that across the organisation we set balanced budgets to maintain the sustainability of our great union and excellent services and support this unions provides.

The Finance & Resource Management Committee recognises that some branches are facing financial and operational pressures and that while the current funding formula delivers enough for branches collectively it doesn't deliver enough for all. Therefore work continues on the Branch Resources Review as a matter of priority, with pilot programmes currently being rolled out in regions. With falling income some branches may be experiencing financial difficulties much sooner and need more urgent support. Section C of the current branch funding scheme was specifically introduced to assist in such circumstances. I would therefore remind any branch that is struggling with its finances to get in touch with their regions or senior finance managers in UNISON Centre as early as possible to seek support and guidance.

The last few years have seen a great deal of financial unrest and uncertainty. The union has shielded itself generally from the risk associated with direct investment of reserves in volatile equities and other such investments. However, the triennial valuation of the unions pensions scheme as at June 2014 have revealed a further increase in the scheme deficit brought about by the continued downturn in the financial markets, low interest rates and subsequent decline in the value of government gilts and bonds. As required by accounting regulation FRS17, the financial statements report a deficit of £134.8 million (2013 £ 104 million) which is set against the net assets of the union of £226 million (2013 £222 million). Whilst there is a current recovery plan in place, a joint working group comprising of the pension scheme trustees, senior officers, staff trade unions, Staffing Committee and the Finance & Resource Management Committee are working together to ensure that UNISON can effectively address and manage the deficit.

Considering the union is facing so many new and ongoing challenges, the financial statements report a reasonable and encouraging outturn and position at the year ending December 2014. Nonetheless, the Finance & Resource Management Committee continues to keep a watchful eye on subscription income whilst also closely monitoring costs being incurred (or likely to be incurred) to ensure we remain a financially stable union.

In closing I would like to thank firstly, the current members of the Finance & Resource Management Committee, particularly vice-chair Lesley Discombe, for all their hard work and the support they have given me during my first year as chair. Particular thanks go to Mike Hayes, as outgoing chair – he provided outstanding leadership and leaves very big shoes to fill.

Secondly, thanks to all the staff in the finance department for their professionalism, advice and friendship throughout the year. Thirdly, 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.

Josie Bird

Chairperson, Finance & Resource Management Committee

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REPORT ON THE 2014 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 the 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 consolidated the activities of its subsidiary, The College of Operating Department Practitioners (CODP), and the joint venture Managers in Partnership (MiP) into the financial statements to comply with Financial Reporting Standard 2 (FRS2) Accounting for Subsidiary Undertakings and Financial Reporting Standard 9 (FRS9) Associates and Joint Ventures. It does this by means of the Group Account Column shown in the Revenue Account and Balance Sheet.

Details of the results for this year are contained on pages 6 to 24 of these Financial Statements.

2 UNISON General Fund

Subscription Income at £167.4 million is down 0.9% from 2013, a major achievement considering the ongoing austerity programme of the current administration. Political fund contributions and the allocation to the industrial action fund is made from members subscriptions which total £7.9 million. Other non membership and external income generated by the union was £8.7 million. Operating expenditure was £164.5 million. There was other non operational financial transactions generating £0.6 million. This results in a surplus of £4.3 million.

The General Fund covers the national NEC activity, regional Lay activity and branch activity. The overall surplus is contributable to national NEC £5 million, branches (£1 million) and regional lay £0.3 million.

General Fund reserves are increased by the overall surplus, rising to £199 million.

3 UNISON Industrial Action Fund

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

The Industrial Action Fund reserves as at the end of the year remain unchanged at £26.8 million. During 2014 £1.8 million was spent supporting industrial action (2013 £0.5 million)

4 Unison Pension Schemes

The union operates two defined benefit schemes, the UNISON Staff Pension Scheme and the 1974 COHSE Pension and Assurance Scheme. Both schemes are independently valued by an Actuary every three years for the Trustees of these schemes. Contributions are then paid to the schemes in accordance with the schedule of contributions drawn up and signed by the Employers and Trustees, to address any deficit arising from the valuation and on future accrual of benefits. Thus both schemes have a current recovery plan in place to meet the deficits on the schemes.

UNISON is required to value its staff pension arrangements in accordance with Financial Reporting Standard 17 (FRS 17). This standard sets out the basis of such valuation, however the assumptions and technical provisions used may vary slightly from that used by the Trustees of the schemes and the scheme Actuary in the triennial valuation. The valuation in accordance with FRS17

can be volatile year on year as it is taken at a point in time in terms of asset and liabilities but also due to changes in assumptions of inflation and salary increases.

As at 31st December 2014 the valuation indicated a deficit of £134.8 million, an increase of £30.8 million from 2013. This is primarily attributed to the uncertain financial climate in recent years resulting in lower return on government gilts and bonds than anticipated. Also, as some of the technical provisions are in relation to valuation of gilts and bonds, this can and has had the effect of increasing scheme liabilities even though the scheme assets have increased.

5 Reserves and assets of UNISON

UNISON has reserves of £226 million against which the pension scheme deficit of £135 million is set, giving net reserves of £91 million and the assets representing them are:

	GROUP 2014 £m	GROUP 2013 £m
Fixed Assets	102.7	106.4
Investment assets	2.0	2.2
Intangible assets	5.7	5.7
Short term deposits and cash at bank	110.5	85.4
Net Current Asset/Liabilities – excluding cash at bank and deposit	4.9	22.0
	<u>225.8</u>	<u>221.7</u>
Fair value of pension schemes assets	496.0	461.7
Present value of pension scheme liabilities	(629.3)	(565.8)
Effect of asset limit	(1.5)	—
Less: Pension defined benefit obligations	<u>(134.8)</u>	<u>(104.1)</u>
Total Net Assets	<u>91.0</u>	<u>117.6</u>

It is important to note that pensions accounting can be volatile, this is particularly true of the balance sheet figure, as the fair value of the assets are largely linked to the equity markets, whereas the amount of the defined benefit obligation 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 £8m. Also, a 5% rise in equity values would, other things being equal, reduce the deficit by about £9m.

6 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 subscription 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 in 2014 was £39.3 million being 23.5% of subscription income of £167.4 million. In the year £38.5m was credited to branches with the balance of £0.8 million being added to the regional pool. Spending from the pool was £1 million.

UNISON

REPORT ON THE 2014 FINANCIAL STATEMENTS

7 Branch Funding for 2016

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 2016 the following data will be used in order to comply with that commitment.

The information is as follows;

Subscription income for 2014	£167.4m
Membership as at 31 December 2014	1,254,250
Branch Funding for 2014 at:	23.5%

Branch average subscriptions per member

	Additional entitlement
Less than £120 and not less than £106	0.5%
Less than £106 and not less than £93	1.0%
Less than £93 and not less than £80	1.5%
Less than £80	2.0%

Average branch general fund reserves per member

	Additional entitlement
More than £12.80	0%
Less than £12.80 and not less than £11.2	0.5%
Less than £11.20 and not less than £9.60	1.0%
Less than £9.60 and not less than £8.00	1.5%
Less than £8.00	2.0%

For branches of more than 500 members

Branch general fund reserves expressed as an average per member	Percentage reduction in additional entitlements
At £16 or below	0%
More than £16.00 and less than or equal to £17.60	20%
More than £17.60 and less than or equal to £19.20	40%
More than £19.2 and less than or equal to £20.80	60%
More than £20.80 and less than or equal to £22.40	80%
More than £22.40	100%

For branches of less than 501 members

Branch general fund reserves expressed as an average per member	Percentage reduction in additional entitlements
At £16 or below	0%
More than £16.00 and less than or equal to £17.60	20%
More than £17.60 and less than or equal to £19.20	40%
More than £19.2 and less than or equal to £20.80	60%
More than £20.80 and less than or equal to £22.40	80%
More than £22.40	100%

8 Going concern

We have set out above a review of financial performance and UNISON's reserves position. We have adequate financial resources and are well placed to manage the business risks. Our planning process, including financial projections, has taken into consideration the current economic climate and its potential impact on the various sources of income and planned expenditure. We have a reasonable expectation that we have adequate resources to continue in operational existence for the foreseeable future. We believe that there are no material uncertainties that call into doubt UNISON's ability to continue. The accounts have therefore been prepared on the basis that UNISON is a going concern.

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
29th April 2015

Lucia McKeever
President
29th April 2015

We have audited the Financial Statements of UNISON for the year ended 31 December 2014 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 27. 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

As explained more fully in the Statement of Officers' Responsibility, the union's officers are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. We have been appointed as auditor under section 33 of the Trade Union and Labour Relations Act 1992 and report in accordance with Section 36 of that Act. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the union's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the officers; and the overall presentation of the financial statements.

In addition, we read all the financial and non-financial information in the Foreword and the Report on the Financial Statements to identify material inconsistencies with the audited financial statements, and to identify any information that is apparently materially incorrect, or materially inconsistent, with the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on the Financial Statements

"In our opinion the financial statements:

- give a true and fair view of the state of UNISON's affairs as at 31 December 2014 and of its transactions for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Trade Union and Labour Relations Act 1992.

Matters on which we report by exception

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

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

Crowe Clark Whitehill LLP

Statutory Auditors

St Bride's House

10 Salisbury Square

London

EC4Y 8EH

UNISON
CONSOLIDATED REVENUE ACCOUNT

For the year ended 31 December 2014

	Notes	2014 General Funds (Note 3) £'000s	2014 Industrial Action Funds (Note 4) £'000s	2014 Pension Scheme £'000s	2014 Total Union £'000s	2014 Total Group £'000s
Membership Income						
Members' subscriptions		167,427	-	-	167,427	167,468
Local levy		300	-	-	300	300
Donations by Branch members	4	-	196	-	196	196
Allocations to Political Funds		(6,637)	-	-	(6,637)	(6,637)
Allocations to Industrial Action Fund		(1,281)	1,281	-	-	-
Available Operating Income		159,809	1,477	-	161,286	161,327
Non-Membership Income						
National Office income	6	3,961	-	-	3,961	3,961
Regional Office income	7	603	-	-	603	603
Lay Regional income	8	1,343	-	-	1,343	1,343
Branch income	9	2,508	-	-	2,508	2,508
Industrial Action income	4	-	233	-	233	233
Share of Income of Joint Venture	13	-	-	-	-	926
Total Non-Membership Income		8,415	233	-	8,648	9,574
Total Income		168,224	1,710	-	169,934	170,901
Expenditure						
National Office expenditure	6	(64,321)	-	-	(64,321)	(64,321)
Regional Office expenditure	7	(47,286)	-	-	(47,286)	(47,286)
Lay Regional expenditure	8	(3,923)	-	-	(3,923)	(3,923)
Branch expenditure	9	(42,504)	-	-	(42,504)	(42,504)
Dispute pay and associated expenses	4	-	(1,843)	-	(1,843)	(1,843)
Depreciation	12	(4,317)	-	-	(4,317)	(4,317)
College of Operating Department Practitioners Ltd	13	-	-	-	-	(62)
Additional pension cost	11	(2,051)	-	5,797	3,746	3,746
International Development Fund	17	(159)	-	-	(159)	(159)
Share of Costs of Joint Venture	13	-	-	-	-	(644)
Operating Expenditure		(164,561)	(1,843)	5,797	(160,607)	(161,313)
Net Income from Operations		3,663	(133)	5,797	9,327	9,588
Other Income						
Investment income		311	62	-	373	373
Interest paid		-	-	-	-	-
Distributions from Joint Venture	13	283	-	-	283	-
Actuarial loss on pension scheme	11	-	-	(36,569)	(36,569)	(36,569)
Surplus/(Deficit) for the year		4,257	(71)	(30,772)	(26,586)	(26,608)
Reserves brought forward balance		194,834	26,842	(104,065)	117,611	117,633
Reserves as at 31 December 2014		199,091	26,771	(134,837)	91,025	91,025

The above Revenue account contains all the gains and losses recognised in the current and preceding years.

UNISON
CONSOLIDATED REVENUE ACCOUNT

For the year ended 31 December 2013

	Notes	2013 General Funds (Note 3) £'000s	2013 Industrial Action Funds (Note 4) £'000s	2013 Pension Scheme £'000s	2013 Total Union £'000s	2013 Total Group £'000s
Membership Income						
Members' subscriptions		168,990	-	-	168,990	169,122
Local levy		309	-	-	309	309
Donations by Branch members	4	59	93	-	152	152
Allocations to Political Funds		(6,632)	-	-	(6,632)	(6,632)
Allocations to Industrial Action Fund		(1,293)	1,293	-	-	-
Available Operating Income		161,433	1,386	-	162,819	162,951
Non-Membership Income						
National Office income	6	4,895	-	-	4,895	4,895
Regional income	7	198	-	-	198	198
Lay Regional income	8	242	-	-	242	242
Branch income	9	1,338	-	-	1,338	1,338
Industrial Action income	4	-	426	-	426	426
Share of Income of Joint Venture		-	-	-	-	959
Total Non-membership Income		6,673	426	-	7,099	8,058
Total Income		168,106	1,812	-	169,918	171,009
Expenditure						
National Office expenditure	6	(66,463)	-	-	(66,463)	(66,463)
Regional Office expenditure (restated)	7	(46,256)	-	-	(46,256)	(46,256)
Lay Regional expenditure	8	(3,177)	-	-	(3,177)	(3,177)
Branch expenditure	9	(40,196)	-	-	(40,196)	(40,196)
Dispute pay and associated expenses	4	-	(518)	-	(518)	(518)
Depreciation		(5,868)	-	-	(5,868)	(5,868)
College of Operating Department Practitioners Ltd		-	-	-	-	(95)
Pension cost	11	(2,031)	-	3,401	1,370	1,370
International Development Fund	17	(161)	-	-	(161)	(161)
Share of Costs of Joint Venture		-	-	-	-	(691)
Operating Expenditure		(164,152)	(518)	3,401	(161,269)	(162,055)
Net Income from Operations		3,954	1,294	3,401	8,649	8,954
Other Income						
Investment income		191	78	-	269	269
Interest paid		(105)	-	-	(105)	(105)
Distributions from Joint Venture		268	-	-	268	-
Actuarial gain on pension scheme	11	-	-	12,890	12,890	12,890
Surplus/(Deficit) for the year		4,308	1,372	16,291	21,971	22,008
Reserves brought forward balance		190,526	25,470	(120,356)	95,640	95,625
Reserves as at 31 December 2013		194,834	26,842	(104,065)	117,611	117,633

UNISON
CONSOLIDATED BALANCE SHEET

As at 31 December 2014

		2014	2014	2014	2014	2014
	Notes	General Funds £'000s	Industrial Action Funds £'000s	Pension Scheme £'000s	Total Union £'000s	Total Group £'000s
Fixed Assets						
Tangible assets	12	102,653	-	-	102,653	102,653
Investments: Unlisted	13	1,771	-	-	1,771	1,771
Investments: Listed	13	209	-	-	209	209
1 Mabledon Place freehold	13	5,650	-	-	5,650	5,650
		110,283	-	-	110,283	110,283
Current Assets						
Debtors	14	18,601	-	-	18,601	18,601
Other loans		705	-	-	705	705
Short Term Bank Deposits		34,100	14,230	-	48,330	48,330
National and Regional - cash at bank and in hand		7,409	10	-	7,419	7,419
Branches - cash at bank and in hand		41,957	12,802	-	54,759	54,759
CODP - Bank		-	-	-	-	-
		102,772	27,042	-	129,814	129,814
Current Liabilities						
Creditors payable within one year	15	(11,575)	(271)	-	(11,846)	(11,846)
Branch and regions – other liabilities		(2,389)	-	-	(2,389)	(2,389)
		(13,964)	(271)	-	(14,235)	(14,235)
Net Current Assets		88,808	26,771	-	115,579	115,579
Net Assets excluding Pension Scheme		199,091	26,771	-	225,862	225,862
Pension fund deficit	11	-	-	(134,837)	(134,837)	(134,837)
Total Net Assets		199,091	26,771	(134,837)	91,025	91,025
Represented by:						
Reserves		199,091	26,771	-	225,862	225,862
Pension scheme liability	11	-	-	(134,837)	(134,837)	(134,837)
Total Reserves		199,091	26,771	(134,837)	91,025	91,025

The Financial Statements were approved by the Finance and Resource Management Committee on 29th April 2015 and are signed on its behalf by:

Dave Prentis
General Secretary
29th April 2015

Lucia McKeever
President
29th April 2015

UNISON**CONSOLIDATED BALANCE SHEET**

As at 31 December 2013

	Notes	2013 General Funds £'000s	2013 Industrial Action Funds £'000s	2013 Pension Scheme £'000s	2013 Total Union £'000s	2013 Total Group £'000s
Fixed Assets	12					
Tangible assets	13	106,516	-	-	106,516	106,516
Investments: Unlisted	13	1,771	-	-	1,771	1,771
Investments: Listed	13	281	-	-	281	281
1 Mabledon Place		5,650	-	-	5,650	5,650
		114,218	-	-	114,218	114,218
Current Assets	14					
Debtors		34,099	-	-	34,099	34,097
Other loans		179	-	-	179	179
Short Term Bank Deposits		10,268	13,000	-	23,268	23,268
National and Regional – cash at bank		5,678	-	-	5,678	5,678
Branches – cash at bank		42,515	13,851	-	56,366	56,366
CODP – Bank		-	-	-	-	48
		92,739	26,851	-	119,590	119,636
Current Liabilities	15					
Creditors payable within one year		(10,334)	(9)	-	(10,343)	(10,367)
Branch and regions – other net current liabilities		(1,789)	-	-	(1,789)	(1,789)
		(12,123)	(9)	-	(12,132)	(12,156)
Net Current Assets		80,616	26,842	-	107,458	107,480
Net Assets excluding Pension Scheme		194,834	26,842	-	221,676	221,698
Pension fund deficit	11	-	-	(104,065)	(104,065)	(104,065)
Total Net Assets		194,834	26,842	(104,065)	117,611	117,633
Represented by:						
Reserves	11	194,834	26,842	-	221,676	221,698
Pension scheme liability		-	-	(104,065)	(104,065)	(104,065)
Total Reserves		194,834	26,842	(104,065)	117,611	117,633

CONSOLIDATED CASH FLOW STATEMENT

For the year ended 31 December 2014

		2014	2013
		Total Group	Total Group
	Notes	£'000s	£'000s
Cash inflow from operating activities	<i>18a</i>	25,157	7,617
Returns on Investments and Servicing of Finance			
Interest received		373	269
Interest paid		-	(105)
Capital Expenditure and Financial Investment			
Fixed Assets			
(Purchase) of tangible fixed assets - National		(126)	(853)
(Purchase) / Sale of tangible fixed assets - branches and regions		(328)	(632)
Investments			
Sale / (purchase) of investments		72	101
Cash inflow / (outflow) before Financing		25,148	6,397
Management of liquid resources			
Purchase of short term bank deposits	<i>18b</i>	(25,062)	(1,818)
Financing Activity			
Bank loan repaid		-	(6,000)
Increase / (Decrease) in Cash	<i>18b</i>	86	(1,421)

1 Basis of Financial Statements

- a The Financial Statements have been prepared under the historical cost convention with the exception of the freehold interest in the investment property which is stated at market value. They have been prepared in accordance with applicable accounting standards and on a going concern basis as discussed in the Report on the 2014 Financial Statements on page 4
- b UNISON has consolidated the results of the different parts of the union on a line by line basis. 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 (General Fund)
- All the income, expenditure and net assets the Industrial Action Fund.
- 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, currently CODP Ltd.

*Unison's share of the net income, expenditure, assets and liabilities of the joint venture. Currently 50% of Managers in Partnership.

- 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.
- 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.

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 2014.

Amounts not received as at 31 December 2014 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 Fixed Assets and Depreciation

Fixed assets are recorded as historical cost.

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. Assets are depreciated from the

year of purchase with the exception of Croyde Bay Holiday Village which starts the following year.

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.

Freehold properties valuations are regularly reviewed to assess if there has been an impairment of value.

The cost threshold for inclusion as a fixed asset is £1,000.

d Investments and Intangible Assets

Listed unlisted investments are carried at cost less provisions for any permanent diminution in value. Mabledon Place is treated as an intangible asset is valued at Market Value of the freehold interest in the property subject to the long leasehold exclusive of the lease premium payable.

e Taxation

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

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	2014 National £'000s	2014 Branches £'000s	2014 Regions £'000s	2014 Total £'000s	2013 National £'000s	2013 Branches £'000s	2013 Regions £'000s	2013 Total £'000s
Income									
Members' subscriptions		167,427	-	-	167,427	168,990	-	-	168,990
Branch funding		(39,342)	38,505	837	-	(39,713)	38,868	845	-
Local levy		-	300	-	300	-	309	-	309
Allocations to regions		(2,009)	-	2,009	-	(2,041)	-	2,041	-
Allocations to Political Funds		(6,637)	-	-	(6,637)	(6,632)	-	-	(6,632)
Allocation to Other Funds		(1,281)	-	-	(1,281)	(1,293)	-	-	(1,293)
Available Operating Income		118,158	38,805	2,846	159,809	119,311	39,177	2,886	161,374
Non-Membership Income									
National Office income	6	3,961	-	-	3,961	4,895	-	-	4,895
Regional Office income	7	603	-	-	603	198	-	-	198
Lay Regional income	8	-	-	1,343	1,343	-	-	242	242
Branch income	9	-	2,508	-	2,508	-	1,397	-	1,397
Total Non-Membership Income		4,564	2,508	1,343	8,415	5,093	1,397	242	6,732
Total Income		122,722	41,313	4,189	168,224	124,404	40,574	3,128	168,106
Expenditure									
National Office expenditure	6	(64,321)	-	-	(64,321)	(66,463)	-	-	(66,463)
Regional Office expenditure	7	(47,286)	-	-	(47,286)	(46,256)	-	-	(46,256)
Lay Regional expenditure	8	-	-	(3,923)	(3,923)	-	-	(3,177)	(3,177)
Branch expenditure	9	-	(42,504)	-	(42,504)	-	(40,196)	-	(40,196)
Depreciation	12	(4,317)	-	-	(4,317)	(5,868)	-	-	(5,868)
Pension cost	11	(2,051)	-	-	(2,051)	(2,031)	-	-	(2,031)
International Development Fund	17	(159)	-	-	(159)	(161)	-	-	(161)
Operating Expenditure		(118,134)	(42,504)	(3,923)	(164,561)	(120,779)	(40,196)	(3,177)	(164,152)
Net Income/(Expenditure) from Operations		4,588	(1,191)	266	3,663	3,625	378	(49)	3,954
Other Income									
Investment and other income		131	178	2	311	96	95	-	191
Interest paid		-	-	-	-	(105)	-	-	(105)
Distributions from Joint Venture	13	283	-	-	283	268	-	-	268
Surplus / (Deficit) for the year		5,002	(1,013)	268	4,257	3,884	473	(49)	4,308
Reserves brought forward as reported		146,564	43,758	4,512	194,834	142,680	43,285	4,561	190,526
Reserves as at 31 December 2014		151,566	42,745	4,780	199,091	146,564	43,758	4,512	194,834

The branch results are stated after consolidation of the branches annual returns and group consolidation adjustments. The consolidation adjustments reflect transactions not recorded in the returns, errors and omissions, movements on inter- group balances and provisions accumulated over several years.

Historically each year we do not receive an annual return from each branch and therefore their balances have been estimated for group accounting purposes based on last available information. In 2014 with most branches now using OLBA, greater and more accurate information has been available to allow updates. Individually the amendments are too small to warrant re-statement to prior year figures but the impact on the results are significant in this year particularly as some balances will have accumulated over several years.

For 2014, returns from branches received collectively reported a net surplus of £348,000 before appropriations to the IAF. The amendments and consolidation adjustments that were offset against revenue totalled £1,361,000 giving the reported net deficit position.

4 Industrial Action Fund Revenue Account Analysis

	2014			2013		
	National £'000s	Branches £'000s	Total £'000s	National £'000s	Branches £'000s	Total £'000s
Income						
Donations	-	196	196	-	93	93
Other Income	-	233	233	60	366	426
Allocation from General Fund	1,281	-	1,281	1,293	-	1,293
Operating Income	1,281	429	1,710	1,353	459	1,812
Expenditure						
Administration	(48)	-	(48)	(154)	-	(154)
Dispute pay and associated expenses	(1,302)	(493)	(1,795)	(84)	(280)	(364)
Operating Expenditure	(1,350)	(493)	(1,843)	(238)	(280)	(518)
Net Income from Operations	(69)	(64)	(133)	1,115	179	1,294
Investment income	49	13	62	66	12	78
(Deficit) / surplus for the year	(20)	(51)	(71)	1,181	191	1,372
Reserves as at 1 January 2014	13,989	12,853	26,842	12,808	12,662	25,470
Reserves as at 31 December 2014	13,969	12,802	26,771	13,989	12,853	26,842

5 Analysis of General Fund Balance Sheet

	2014				2013			
	National £'000s	Branches £'000s	Regions £'000s	Total £'000s	National £'000s	Branches £'000s	Regions £'000s	Total £'000s
Tangible fixed assets	99,993	2,659	1	102,653	104,184	2,332	-	106,516
Investments	1,773	207	-	1,980	1,773	279	-	2,052
Intangible asset	5,650	-	-	5,650	5,650	-	-	5,650
Other net assets	44,150	39,879	4,779	88,808	34,957	41,147	4,512	80,616
	151,566	42,745	4,780	199,091	146,564	43,758	4,512	194,834

	2014	2014	2014	2013	2013	2013
	Expenditure	Non Membership Income	Net Expenditure	Expenditure	Non Membership Income	Net Expenditure
	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s
	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s
6 Total National Expenditure/ Non-Membership Income						
Learning and Organising Services	2,488	(750)	1,738	2,762	(1,171)	1,591
Recruitment and Organising	1,071	(18)	1,053	939	-	939
Fighting Fund	3,651	(190)	3,461	3,780	0	3,780
Organising & recruitment	7,210	(958)	6,252	7,481	(1,171)	6,310
Local Government	1,289	-	1,289	1,358	(14)	1,344
Healthcare	1,366	-	1,366	1,356	(7)	1,349
Education workforce	1,087	-	1,087	1,052	-	1,052
Business & community	998	-	998	988	-	988
Police and justice	108	-	108	139	-	139
Members pension service	207	-	207	203	-	203
Members participation unit	1,272	(13)	1,259	1,253	(18)	1,235
Negotiating and promoting equality-members	1,933	-	1,933	1,428	-	1,428
Bargaining, negotiation & equalities	8,260	(13)	8,247	7,777	(39)	7,738
Communications	4,470	(268)	4,202	4,726	(334)	4,392
Policy and public affairs	940	-	940	1,370	(62)	1,308
Trade union affiliations	4,609	-	4,609	4,726	-	4,726
Press office	393	-	393	355	-	355
International	235	(31)	-	-	-	0
Communications, campaigns & policy	10,647	(299)	10,348	11,177	(396)	10,781
Finance	2,348	(133)	2,215	3,099	(697)	2,402
Rule Book Benefits	404	-	404	385	-	385
Legal Services	4,665	-	4,665	5,080	-	5,080
Membership service (RMS)	2,432	-	2,432	3,006	-	3,006
Organisation and Staff Development	1,600	-	1,600	1,416	-	1,416
Systems Management :-						
Information Technology	7,866	-	7,866	8,000	-	8,000
Property maintenance	3,591	(552)	3,039	3,394	(345)	3,049
Administration and postage	2,970	-	2,970	2,014	-	2,014
Insurance	1,148	-	1,148	1,134	-	1,134
Developing an efficient and effective Union	191	-	191	345	-	345
Organisation and resource development	27,215	(685)	26,530	27,873	(1,042)	26,831
NEC Committees	504	-	504	458	-	458
Democratic Services	806	-	806	617	-	617
General Secretary's Office	995	-	995	1,363	-	1,363
Conference Organisation	2,332	-	2,332	2,702	-	2,702
Membership Liaison	3,009	(55)	2,954	3,605	-	3,605
Executive Office (inc Gen Sec)	7,646	(55)	7,591	8,745	-	8,745
Professional registration representation unit	942	-	942	867	-	867
Croyde Bay Holiday Resort	1,648	(1,565)	83	1,748	(1,675)	73
Unison plus	35	(386)	(351)	205	(572)	(367)
Welfare	718	-	718	709	-	709
Dragon Court print services	-	-	-	(119)	-	(119)
Governance	3,343	(1,951)	1,392	3,410	(2,247)	1,163
Total National Expenditure/ Non-Membership Income	64,321	(3,961)	60,360	66,463	(4,895)	61,568

	2014	2014	2014	2013	2013	2013
	Expenditure £'000s	Non Membership Income £'000s	Net Expenditure £'000s	Expenditure £'000s	Non Membership Income £'000s	Net Expenditure £'000s
7 Regional Office Expenditure/ Non-Membership Income						
Eastern	3,476	-	3,476	3,346	-	3,346
East Midlands	3,766	-	3,766	3,612	-	3,612
Greater London	5,458	-	5,458	5,532	-	5,532
Northern	3,218	-	3,218	3,118	-	3,118
Northern Ireland	1,685	-	1,685	1,647	-	1,647
North West	5,270	-	5,270	5,358	-	5,358
Scotland	4,793	(130)	4,663	4,695	(105)	4,590
South East	4,061	-	4,061	4,132	-	4,132
South West	3,645	-	3,645	3,533	-	3,533
Wales	3,883	(473)	3,410	3,355	(93)	3,262
West Midlands	3,993	-	3,993	4,071	-	4,071
Yorkshire & Humberside	4,038	-	4,038	3,857	-	3,857
	47,286	(603)	46,683	46,256	(198)	46,058
8 Lay Regional Expenditure/ Non-Membership Income						
Other income	-	(1,343)	(1,343)	-	(242)	(242)
Local Expenditure	2,900	-	2,900	2,180	-	2,180
Regional Pool Expenditure	1,023	-	1,023	997	-	997
	3,923	(1,343)	2,580	3,177	(242)	2,935
9 Branch Expenditure/Non-Membership Income						
Other Income	-	(2,508)	(2,808)	-	(1,397)	(1,397)
Administration expenses	22,607	-	22,607	21,170	-	21,170
Honoraria	1,745	-	1,745	1,525	-	1,525
Conferences	4,214	-	4,214	3,843	-	3,843
Other meetings	4,731	-	4,731	4,623	-	4,623
Publicity	3,442	-	3,442	3,526	-	3,526
Education	1,413	-	1,413	1,558	-	1,558
Local activities	1,433	-	1,433	1,812	-	1,812
Transfers to Industrial Action Fund	571	-	571	354	-	354
Donations	615	-	615	824	-	824
Affiliations	154	-	154	152	-	152
Miscellaneous	1,579	-	1,579	809	-	809
	42,504	(2,508)	39,696	40,196	(1,397)	38,799

Inter-company note

The income and expenditure of the group includes £1.2 million (2013 £1.6 million) of transactions between the regions, branches and Industrial Action Fund which, for the purpose of presentation, has not been eliminated on consolidation. The accounts have been prepared in this manner as in view of the NEC it presents the most appropriate view of the activities of the union.

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NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2014

10 a Employees

	2014 £'000s	2013 £'000s
Salaries	44,045	43,479
Social security costs	3,422	3,428
Pension costs	12,570	12,397
Temporary/Agency	1,236	1,705
Temporary staff at CBHR	499	633
Branch officials	12,750	12,229
Total staff costs	74,522	73,871

Pension costs are prior to employee salary sacrifice, which started on 1 April 2010.

Average number of UNISON employees including part-time employees for the year was: 1,206 (2013: 1,206). This excludes branch officials.

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

Salary and on costs of General Secretary

	2014	2013
Basic salary	92,165	90,251
Salary sacrifice	8,675	9,096
London weighting	5,046	4,972
Gross salary	105,886	104,319
Taxable subsistence	2,553	2,516
Car benefit	4,909	5,279
Total salary and benefits	113,348	112,114
Employer's national insurance costs	12,762	13,848
Total cost to the Union for the year ended 31.12.2014	126,110	125,962

UNISON operates a defined benefit pension scheme open to all staff, the General Secretary is a member of this scheme. Members of the scheme receive defined benefits under the Trust Deed and Rules.

UNISON has a salary sacrifice arrangements for all staff pensions.

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

UNISON

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2014

11 Employers' Pension Costs

Defined Benefit pension schemes

The Union operates two defined benefit pension schemes in the UK, the UNISON Staff Pension Scheme and the COHSE 1974 Pension and Assurance Scheme. The Union is one of several employers that sponsor the UNISON Staff Pension Scheme.

The schemes are administered by trustees and are independent of the Union's finances. Contributions are paid to the schemes in accordance with the Schedule of Contributions agreed between the trustees and the employers. Of the two schemes, only the UNISON Staff Pension Scheme remains open to new entrants.

The assets and liabilities of the UNISON Staff Pension Scheme are not segregated between the employers that participate in the scheme. Consequently, the share of the scheme's liabilities in respect of the Union's employees and former employee's, and the assets backing those liabilities, has been estimated.

The actuarial valuations have been updated to 31 December 2014, by independent qualified actuaries in accordance with FRS 17. As required by FRS 17, the value of the defined benefit liabilities has been measured using the projected unit method.

The key FRS 117 assumptions used for the schemes are set out below, along with the fair value of the assets, a breakdown of the assets into the main asset classes, the present value of the FRS 17 liabilities and the deficit of assets below the FRS 17 liabilities (the net pension liability).

The major assumptions used by the actuaries were:

	31st December 2014	31st December 2013	31st December 2012
Retail price inflation assumption	3.1% pa	3.4% pa	3.0% pa
Consumer price inflation assumption	2.1% pa	2.4% pa	2.3% pa
Rate of increase of pensions in payment	3.1% pa	3.4% pa	3.0% pa
General increase in salaries over next year	1.5% pa	1.0% pa	1.0% pa
Over second year	2.1% pa	3.4% pa	3.0% pa
Over third year	2.1% pa	3.4% pa	3.0% pa
thereafter	2.1% pa	3.4% pa	3.0% pa
Discount rate	3.6% pa	4.5% pa	4.4% 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 26.9 years (2013: 26.6 years). A male pensioner aged 60 in 20 years' time would be expected to live for a further 28.8 years (2013: 28.6 years).

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

	31st December 2014	31st December 2013		31st December 2012	
	Value £'000	Long term rate of return expected	Value £'000	Long term rate of return expected	Value £'000
Equities	194,641	7.4% pa	193,711	6.8% pa	231,497
Bonds	177,741	3.5% pa	150,584	3.0% pa	132,458
Property	36,571	5.5% pa	34,073	4.8% pa	30,374
Cash	1,247	1.3% pa	1,446	0.5% pa	2,786
Multi-Asset	85,829	6.7% pa	81,888		
	496,029		461,702		397,115

The expected rate of return on assets for the financial year ending 31st December 2014 was 6.0% pa (2013 5.4% 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 2013.

11 Employers' Pension Costs (continued)

	31 December 2014	31 December 2013	31 December 2012	31 December 2011	31 December 2010
	£'000s	£'000s	£'000s	£'000s	£'000s
Fair value of schemes assets	496,029	461,702	397,115	357,126	355,499
Present value of defined benefit obligations	(629,309)	(565,767)	(517,471)	(463,715)	(422,027)
Effect of asset limit	(1,557)				
Net liability	(134,837)	(104,065)	(120,356)	(106,589)	(66,528)

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

	31 December 2014	31 December 2013
	£'000s	£'000s
Opening defined benefit obligation	565,767	517,471
Employer's part of current service cost	14,066	12,908
Past service cost	-	3
Interest cost	25,381	22,709
Contributions from plan members	206	165
Actuarial loss	41,662	28,289
Benefits paid	(17,773)	(15,778)
Closing defined benefit obligation	629,309	565,767

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

	31 December 2014	31 December 2013
	£'000s	£'000s
Opening fair value of the assets	461,702	397,115
Expected return on assets	27,068	21,154
Actuarial gain	6,650	41,179
Contributions by the employer	18,176	17,867
Contributions by schemes members	206	165
Benefits paid	(17,773)	(15,778)
Closing fair value of plans assets	496,029	461,702

The actual return on the scheme's assets over the year was a gain of £33,718,000 (2013 gain of £62,333,000).

The amount recognised outside income and expenditure for 2014 is a loss of £36,569,000 (2013 gain of £12,890,000). The cumulative amount recognised outside profit and loss at 31 December 2014 is a loss of £231,932,000.

It is important to note that all of the pensions accounting entries are volatile from year to year. This is particularly true of the balance sheet figure, as the fair value of the assets are largely linked to the equity market, whereas the amount of the defined benefit obligation is linked to yields on AA-rated corporate bonds.

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

	31 December 2014	31 December 2013
	£'000s	£'000s
Current service cost	14,066	12,908
Past service cost	-	3
Total operating charge	14,066	12,911

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

	31 December 2014	31 December 2013
	£'000s	£'000s
Expected return on pension scheme assets	(27,068)	(21,154)
Interest on pension defined benefit obligations	25,381	22,709
Net return to credit to finance income	(1,687)	1,555

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11 Employers' Pension Costs (continued)

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

	Year to 31 December 2014 £'000s	Year to 31 December 2013 £'000s
COHSE pension scheme additional contributions	2,045	2,089
Total operating charge	14,066	12,911
Net return to credit to finance income	(1,687)	1,555
Contributions by the employer	(18,176)	(17,867)
Additional pension cost	(3,752)	(1,312)

Contributions to the scheme on behalf of UNISON employees are included separately within national and branch expenditure and are disclosed in note 13.

The following amounts have been recognised within other gains and losses

	Year to 31 December 2014 £'000s	Year to 31 December 2013 £'000s
Actual return less expected return on pension scheme assets	6,650	41,179
Experience gains / (losses) arising on pension defined benefit obligations	(6,434)	(54)
Loss due to changes in assumptions underlying the FRS 17 value of defined benefit obligations	(35,228)	(28,235)
Effect of COHSE asset limit	(1,557)	-
Actuarial gain / (loss) recognised in the Statement of Recognised Gains and Losses	(36,569)	12,890

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

	Year to 31 December 2014 £'000s	Year to 31 December 2013 £'000s
(Deficit) in schemes at 31st December 2013	(104,065)	(120,356)
Service cost (employee and employer)	(14,272)	(13,073)
Contributions (employees and employers)	18,382	18,032
Past service costs (vested and non-vested)	-	(3)
Other net finance income	1,687	(1,555)
Actuarial (loss) / gain	(36,569)	12,890
Deficit in schemes at 31st December 2014	(134,837)	(104,065)

Over the year to 31 December 2014, contributions by the national office of £16,370,000 (2013:£16,131,000) were made to the schemes.

Other significant contributions (excluding employee contributions) were £1,524,000 for Branch Officials (2013:£1,505,000) and £282,000 for Pension protection levy (2013: £274,000).

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

The estimated amount of total employer contributions expected to be paid to the Schemes during 2015 is £18.5m.

	Year to 31 December 2014 £'000s	Year to 31 December 2013 £'000s	Year to 31 December 2012 £'000s	Year to 31 December 2011 £'000s	Year to 31 December 2010 £'000s
History of experience gain and losses is:					
Difference between the expected and actual return on scheme assets:-					
Amount – gain /(loss)	6,650	41,179	19,395	(22,539)	19,977
Percentage of schemes assets	1%	9%	(5%)	(6%)	6%
Experience adjustments on the liabilities of the scheme:-					
Amount – (loss) / gain	(6,434)	54	130	2,739	1,905
Percentage of defined benefit obligations	(1%)	0%	0%	1%	(0%)

12 Tangible Fixed Assets

General Fund	Freehold Properties £'000s	Leasehold Properties £'000s	Equipment £'000s	Total £'000s
Cost:				
At 1 January 2014	111,437	2,602	13,834	127,873
Fully depreciated assets			(2,610)	(2,610)
Additions	-	-	126	126
At 31 December 2014	111,437	2,602	11,350	125,389
Depreciation				
At 1 January 2014	11,703	1,740	10,246	23,689
Fully depreciated assets			(2,610)	(2,610)
Charge for the year	2,455	201	1,661	4,317
At 31 December 2014	14,158	1,941	9,297	25,396
National net book value at 31 December 2014	97,279	661	2,053	99,993
National net book value at 31 December 2013	99,734	862	3,588	104,184
Total Union				
General Fund	97,279	661	2,053	99,993
Regions	-	-	1	1
Branches	1,789	12	858	2,659
Total Union & Group net book value at 31 December 2014	99,068	673	2,912	102,653
Total Union & Group book value at 31 December 2013	101,341	880	4,295	106,516

13 Investments

GROUP	Year to 31 December 2014			Year to 31 December 2013		
	Listed investments £'000s	Unlisted investments £'000s	Total £'000s	Listed investments £'000s	Unlisted investments £'000s	Total £'000s
Cost:						
At 1 January 2014	281	1,771	2,052	382	1,771	2153
Additions	-	-	-	-	-	-
Disposals	(72)	-	(72)	(101)	-	(101)
At 31 December 2014	209	1,771	1,980	281	1,771	2,052

	Year to 31 December 2014		Year to 31 December 2013	
	Union and Group Market Value £'000s	Book Value £'000s	Union and Group Market Value £'000s	Book Value £'000s
Unlisted investments				
Unity Trust Bank	1,771	1,771	1,771	1771
Listed investments				
Others – National	2	2	2	2
Others – Branches	207	207	279	279
	1,980	1,980	2,052	2,052

1 Mabledon Place

UNISON owns the freehold interest in 1 Mabledon Place. This is carried at market value in the Financial statements. The last professional valuation was performed in February 2012 by Deloitte Drivers Jonas, who valued the freehold interest at £5.65 million.

Managers in Partnership - Joint Venture

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

Control of the partnership is 50:50.

Profit and Loss Account

	Total Partnership 2014 £'000s	UNISON Share 50% 2014 £'000s
Income	1,852	926
Expenditure	(1,288)	(644)
Distributions to partners	(564)	(282)
Closing reserves	-	-

Balance Sheet as at 31 December 2014

	Total Partnership 2014 £'000s	UNISON Share 50% 2014 £'000s
Net current assets	-	-
Net current liabilities	-	-
Closing reserves	-	-

UNISON

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2014

13 Investments (continued)

Subsidiary undertakings

	Country of incorporation	Percentage of ownership
College of Operating Department Practitioners Limited	England	100% – Company is limited by Guarantee from UNISON since incorporation

UNISON has taken advantage of the exemption under FRS 8, Related Party Disclosures, not to disclose transactions or balances between group entities that have been eliminated on consolidation in these financial statements.

College of Operating Department Practitioners for the year ending 31 December 2014

Balance Sheet	2014 £'000s	2013 £'000s
Fixed Assets	-	-
Net current assets	-	21
Creditors due in more than one year	-	(100)
Net (Liabilities)	-	(79)
Represented by;		
Reserves as at 1 January 2014	(79)	(115)
Gain in the period	79	36
Reserves as at 31 December 2014	-	(79)
Profit and Loss Account	£'000s	£'000s
Subscription	41	129
Non membership income	-	2
Creditor forgiven	100	-
Expenditure	(62)	(95)
Gain in the period	79	36

14 Debtors

	2014 Union £'000s	2014 Group £'000s	2013 Union £'000s	2013 Group £'000s
Members' subscriptions	10,172	10,172	11,619	11,619
Thompson LLP	3,119	3,119	2,800	2,800
Other debtors	2,938	2,938	1,996	1,994
Prepayments and accrued income	2,372	2,372	2,684	2,684
Stanhope plc	-	-	15,000	15,000
	18,601	18,601	34,099	34,097

15 Creditors: payable within one year

Trade creditors and accruals	(10,578)	(10,578)	(10,922)	(10,946)
PAYE, NI and other taxes	(1,268)	(1,268)	(1,210)	(1,210)
	(11,846)	(11,846)	(12,132)	(12,156)

16 Operating Lease Commitments

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

	Union and Group 2014 Land and Buildings £'000s	Other £'000s	Union and Group 2013 Land and Buildings £'000s	Other £'000s
National				
Less than one year	16	21	183	24
Between two and five years	1,348	61	1,515	80
Over five years	721	-	493	-
Branches				
Less than one year	321	10	395	2
Between two and five years	485	23	291	-
Over five years	123	-	232	-

17 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.

	2014 £'000s	2013 £'000s
Income		
General Fund Donations	58	81
Interest	4	5
Expenditure		
Project donations	(159)	(161)
Deficit	(97)	(75)
Reserves as at 1 January 2014	1,015	1,090
Reserves as at 31 December 2014	918	1,015

18 Notes to the Cash Flow Statement	2014		2013
a Reconciliation of Surplus to Net Cash Inflow from Operating Activities	£'000s		£'000s
Surplus / (Deficit) for the year	(26,608)		22,008
Actuarial (gains) / losses on pension scheme	36,569		(12,890)
Pension costs FRS17 provision	(5,797)		(3,401)
Depreciation	4,317		5,868
Net Interest (received)	(373)		(164)
Decrease / (Increase) in debtors	14,970		222
Increase / (Decrease) in creditors	2,079		(4,026)
Net cash inflow from operating activities	25,157		7,617
b Analysis of Net Funds	2014	Cash Flow	2013
	£'000s	£'000s	£'000s
Short term bank deposits	48,330	(25,062)	23,268
National and Regional – cash at bank	7,419	(1,741)	5,678
Branches – cash at bank	54,759	1,607	56,366
CODP – bank	-	48	48
Net funds	110,508	(25,148)	85,360

19 Capital Commitments

There are no significant capital commitments.

20 Related Party Disclosure

The General Secretary is a director of Unity Trust Bank and Steve Tasker (Ex Director of Finance – retired 31/7/2013) his alternate director. UNISON owns 10.8% of Unity Trust Bank ordinary shares and also banks with Unity Trust.

At year end UNISON held cash balances with Unity at Branch, Region and National totalling £101 million.

UIA supply and deliver the Unison Direct service to members, Unison reimbursed UIA costs of £2.1 million in 2014.

UNISON Welfare Board of Trustees are elected substantially from UNISON NEC and the regional and branch network. UNISON donated £0.7m to UNISON welfare in 2014.

UNISON has taken advantage of the exemption under FRS 8, Related Party Disclosures, not to disclose transactions or balances between group entities that have been eliminated on consolidation in these financial statements.

UNISON
GENERAL POLITICAL FUND
FINANCIAL STATEMENT

For the year ended 31 December 2014

REVENUE ACCOUNT	Notes	2014		2013	
		£'000s	£'000s	£'000s	£'000s
Income					
Contributions receivable			3,255		3,253
Interest on investments			14		19
Total Income			3,269		3,272
Expenditure					
Major campaigns		(1,248)		(3,414)	
10 Year Ballot		(102)		-	
Contributions and donations		(574)		(587)	
Contribution to General Fund expenses		(65)		(61)	
			(1,989)		(4,062)
Surplus / (Deficit) for the year			1,280		(790)

BALANCE SHEET		2014	2013
		£'000s	£'000s
Current Assets			
Debtors	2	148	-
Short Term Bank Deposits		4,693	3,500
Cash at bank		399	763
		5,240	4,263
Current Liabilities			
Creditors	3	(133)	(436)
Net assets		5,107	3,827
Represented by:			
Reserves at 1 January 2014		3,827	4,617
Revenue Account surplus for the year		1,280	(790)
Balance 31 December 2014		5,107	8,827

NOTES TO THE FINANCIAL STATEMENTS

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.

	2014	2013
	£'000s	£'000s
2 Debtors		
General Fund	148	-
	148	-
3 Creditors		
Sundry creditors	(133)	(52)
General Fund	-	(384)
	(133)	(436)

4 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.
The Financial Statements were approved by the Finance and Resource Management Committee on 29th April 2015 and signed on its behalf by:

Dave Prentis
General Secretary
29th April 2015

Lucia McKeever
President
29th April 2015

UNISON**AFFILIATED POLITICAL FUND
FINANCIAL STATEMENT**

For the year ended 31 December 2014

REVENUE ACCOUNT	Notes	2014		2013	
		£'000s	£'000s	£'000s	£'000s
Income					
Contributions receivable			3,382		3379
Bank interest			12		10
Total Income			3,394		3389
Expenditure					
National expenditure		(2,916)		(1,944)	
National administration		(224)		(255)	
10 Year Ballot		(102)		-	
Contribution to General Fund expenses		(68)		(68)	
Regional expenditure		(273)		(227)	
Total Expenditure			(3,583)		(2,494)
(Deficit) / Surplus for the year			(189)		895

BALANCE SHEET		2014	2013
		£'000s	£'000s
Current Assets			
Debtors	2	414	418
Short Term Bank Deposits		3,591	2500
Cash at bank (inc regions)		570	453
		4575	3371
Current Liabilities			
Creditors	3	(1,395)	(2)
Net assets		3,180	3369
Represented by:			
Reserves at 1 January 2014		3,369	2474
Revenue Account (deficit) / surplus for the year		(189)	895
Balance 31 December 2014		3,180	3369

NOTES TO THE FINANCIAL STATEMENTS**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.

2 Debtors

	2014	2013
	£'000s	£'000s
Sundry debtors (GPF)	102	-
Prepayment (The Labour Party)	312	-
General Fund	-	418
	414	418

3 Creditors

General Fund	(1,165)	-
Sundry creditors	(230)	(2)
	(1,395)	(2)

4 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.

The Financial Statements were approved by the Finance and Resource Management Committee on 29th April 2015 and signed on its behalf by:

Dave Prentis
General Secretary
29th April 2015

Lucia McKeever
President
29th April 2015

UNISON

TEN YEAR SUMMARY 2005 TO 2014

(As disclosed in the Annual Financial Statements)

REVENUE ACCOUNT	Total Group 12 months 2005 £'000s	Total Group 12 months 2006 £'000s	Total Group 12 months 2007 £'000s	Total Group 12 months 2008 £'000s	Total Group 12 months 2009 £'000s	Total Group 12 months 2010 £'000s	Total Group 12 months 2011 £'000s	Total Group 12 months 2012 £'000s	Total Group 12 months 2013 £'000s	Total Group 12 months 2014 £'000s
Income										
Member's Subscriptions	145,604	152,656	158,167	161,182	167,098	173,134	173,403	170,975	169,122	167,468
Local levy	154	129	156	142	231	163	196	212	309	300
Donations by branch members	481	389	364	546	299	444	773	22	152	196
Allocations to Political Funds	(5,227)	(5,349)	(5,576)	(5,458)	(5,688)	(6,044)	(6,418)	(6,716)	(6,632)	(6,637)
Available Operating Income	141,012	147,825	153,111	156,412	161,940	167,697	167,954	164,493	162,951	161,327
Non-Membership Income	13,301	12,966	16,342	14,468	13,761	13,537	12,726	10,242	8,058	9,574
Total Income	154,313	160,791	169,453	170,880	175,701	181,234	180,680	174,735	171,009	170,901
Total Operating Expenditure	(136,952)	(138,845)	(151,408)	(158,752)	(165,634)	(166,501)	(167,330)	(169,627)	(161,891)	(160,940)
Net Income/(Expenditure) for the year	17,361	21,946	18,045	12,128	10,067	14,733	13,350	5,108	9,118	9,961
Revaluation of Mabledon Place	-	-	-	-	-	-	17,792	850	-	-
Actuarial (losses) / gains on pension scheme	(23,016)	23,193	5,990	(40,241)	(32,738)	18,316	(44,977)	(16,525)	12,890	(36,569)
Surplus/(deficit) for the year	(5,655)	45,139	24,035	(28,113)	(22,671)	33,049	(13,835)	(10,567)	22,008	(26,608)
BALANCE SHEET										
	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s
			RESTATED	RESTATED	RESTATED					
Tangible Assets	46,592	51,644	54,947	68,049	99,849	108,907	113,731	110,900	106,516	102,653
Investments	3,259	3,334	2,408	2,654	2,584	2,220	22,147	2,153	2,052	1,980
Intangible Asset	-	-	-	-	-	-	-	5,650	5,650	5,650
Joint Venture	109	488	-	-	-	-	-	-	-	-
Total Fixed Assets	49,960	55,466	57,355	70,703	102,433	111,127	135,878	118,703	114,218	110,283
Current Assets	91,038	101,903	124,446	114,453	113,628	136,954	111,388	119,460	119,636	129,814
Current Liabilities	(13,343)	(10,766)	(14,541)	(18,259)	(21,819)	(32,300)	(20,399)	(16,182)	(12,156)	(14,235)
Net Current Assets	77,695	91,137	109,905	96,194	91,809	104,654	90,989	103,278	107,480	115,579
Creditors due in more than one year	(470)	-	-	-	(18,552)	(29,227)	(14,087)	(6,000)	-	-
Provisions for liabilities and charges	-	(430)	(587)	-	-	-	-	-	-	-
Net Assets excluding pension scheme	127,185	146,173	166,673	166,897	175,690	186,554	212,780	215,981	221,698	225,862
Pension fund deficit	(60,254)	(34,103)	(22,768)	(57,249)	(88,713)	(66,528)	(106,589)	(120,356)	(104,065)	(134,837)
Total Net Assets	66,931	112,070	143,905	109,648	86,977	120,026	106,191	95,625	117,633	91,025
Represented by:										
Reserves	127,185	146,173	166,673	166,897	175,690	186,554	212,780	215,981	221,698	225,862
Pension scheme liability	(60,254)	(34,103)	(22,768)	(57,249)	(88,713)	(66,528)	(106,589)	(120,356)	(104,065)	(134,837)
Accumulated Reserves	66,931	112,070	143,905	109,648	86,977	120,026	106,191	95,625	117,633	91,025
Average number of employees	1,212	1,144	1,123	1,123	1,140	1,127	1,133	1,180	1,206	1,206

