

**UNISON**

# Financial Statements

Year ended 31 December 2021



## Contents

<b>Foreword to the 2021 Financial Statements</b>	<b>4-5</b>
<b>Report on the 2021 Financial Statements</b>	<b>6-7</b>
<b>Independent Auditor's Report to the Members of UNISON</b>	<b>8-9</b>
<b>Financial Statements</b>	<b>10-14</b>
<b>Notes to the Financial Statements</b>	<b>15-29</b>
<b>Campaign Fund – for information only</b>	<b>30</b>
<b>Labour Link Fund – for information only</b>	<b>31</b>
<b>Ten year summary 2012 to 2021 – for information only</b>	<b>32</b>

## Foreword to the 2021 Financial Statements

### Dear member

Finance is key to our power as a trade union. It is our engine for change. To change our members' workplaces, lives and, we hope, wider society. We want our world to benefit from our trade union values: to become a better place to live so we can fulfil our potential as citizens and human beings. So we need sound finances, inefficiency scrutinised and challenged, and our members' subscriptions always put to the best possible use. This is what the union has sought to achieve in 2021, with its Finance & Resource Management Committee (FRMC) playing a key role.

Please find herein the 2021 Financial Statements which explain more about how we are doing with our finances.

I want to use this foreword to explain a little about how FRMC sees the financial challenges facing our union as well as the opportunities in front of us: to do things differently and better where we can.

First though, the basics.

### Growing income

For 2021, our subscription income outturn was £174.9 million, which is £4.14 million higher than that received in 2020. This is a welcome outcome for the union considering previous years of declining income.

This increase in membership and thus our income was triggered most probably by Covid-related anxieties and fears in workplaces. Whilst exceptional, the increase may not be a sustainable trend going forward into 2022. Recruitment figures for the union since early 2021 have not been at the same levels and we have found it hard as branches and a union to retain many members who joined us for individual support and advice at a time of crisis. So, whilst we welcome the increase in income, we cannot take it for granted and indeed must strive to put some of this 'windfall' to good use to strengthen our union's foundations and ability to grow and retain its membership. Retaining our membership at its current levels during the cost-of-living crisis will remain as one of our priorities but will provide a serious challenge.

Generally, at the same time as our income had increased, the union's NEC expenditure also came under budget. Net operating expenditure (excluding branches) stood at £101.3 million for the year, which was £6.6 million below budget. For many reasons linked to the pandemic, expenditure was often under budget. For example, whilst some physical or hybrid meetings took place in 2021 some major activities such as conferences continued online in compliance with government guidelines. Payroll costs also came in underbudget by £0.9 million due to deferred recruitment into vacant posts. UNISON Projects to meet our objectives were underbudget by £1.4 million as not all could be started or completed. Financial support to branches under Motion 126 was £0.7 million lower than budget, because branches themselves accrued higher reserves due to reduced expenditure, of which more later. We also disposed of a regional office which netted a profit of £1.1 million.

Between this increased income and reduced expenditure, General Reserves increased by £12.0 million to £183.9 million (made up of Fixed Assets and Investments of £112.1 million, cash of £69.2 million and other net assets of £2.6 million).

### The branch experience

Branches have not typically had a very different financial experience to that of the rest of the union for 2021. Growing membership and reducing expenditure has seen branch general reserves grow very fast. In 2020 branches collectively added £11.4 million to their general reserves in a single year. In 2021, branches added a further £8.7 million. Total branch general reserves now stand at a £67.1 million.

636 of our 772 branches are now funded at the basic 20% retention rate due to having high Reserves above the 'regulator'.

Generating reserves, which attract historically low rates of interest, is not and never will be an end in itself for our union. A real challenge for our union in the period ahead is to work out how we can best use these huge reserves to benefit our members in tangible ways which are acceptable to branches.

### General Fund Reserves

Taken together with branches, General Fund Reserves of the union in total increased by £22.2 million to £259.4 million. The General Fund covers National Executive Committee activity, Regional activity and Branch activity. The overall surplus of £22.2 million is attributable as follows: to NEC £12.0 million, Branches £8.7 million and Regions £1.5 million.

### A stronger Industrial Action Fund

In 2021 FRMC agreed to the recommendation from the Industrial Action Committee that UNISON's strike pay should be brought into line with other unions and increased from £25 a day to £50, payable from Day 1 rather than Day 4. The NEC fully endorsed this decision. UNISON must put itself and our members in the best possible position to win disputes. As the UK's largest trade union, we have a strike fund reserve of £34.2 million, which we add to at a rate of £1.3 million per year from our General Fund. Could we put the Union's reserves to better use to build this fund, to send a signal of strength to bad employers and support our members and low-paid members in dispute? These are questions we must ask ourselves going forward.

### Pension challenges

Our Reserves though are offset on paper by the notional deficit of the UNISON Staff Pension scheme. Its last three valuations have seen the deficit (i.e. the shortfall of what the scheme needs to meet all its future liabilities) increase from £156 million, to £214 million to its present £264 million. FRMC has worked with Officers and the Pension Trustees throughout 2021 to develop a plan to reduce the deficit. The Recovery Plan is set to last 15 years and requires additional agreed cash injections each year from the Union. In 2021 the Union contributed £3.9 million to the Staff Pension Scheme. As part of the same Recovery Plan, UNISON and branch staff were balloted on a new benefits package in 2021 which was announced as agreed in January 2022. This should help pull the Staff Pension Scheme back into the black over time, but we must remain vigilant and ensure our pension scheme's performance is satisfactory.

## Branch Resources

Following Conference 2021, the NEC established a Branch Resources Review (BRR) Implementation Group to oversee the development and roll out of Motion 72. Our new funding formula came into operation on January 1 2022.

2021 has not been a typical year, as I have described above. It does remain to be seen, after a period of stabilisation and normalised branch activity, whether the formula in Motion 72 will provide all branches with the support they need to meet the extreme pressures they face. This is an area therefore which FRMC is committed to keep under review. If we find the formula is not sufficient to grow our union in future years, we must not shy away from this.

The FRMC has asked Officers to develop budgeting advice for branches for 3–5-year financial planning, to enable branches to utilise their reserves in sustainable ways within the aims and objectives of the union. We hope to see this advice provided very soon, as it will be through the release of our financial power that we grow power in our workplaces.

## Branch Support & Organising Fund

The BRR Implementation Group has also overseen the development of the Branch Support & Organising Fund (BSOF) in 2021. Officers brought proposals to the BRR Implementation Group in December 2021, and after discussion and suitable amendment these were signed off by FRMC in March this year.

The BSOF aims to get more and different resources closer to branches and is boosted with 2% of members' subscription income (as opposed to 0.5% in the old Regional Pools). Branches that do not feel they are in a position to employ their own staff can still bid for projects, which would then be implemented at a local level by staff employed by the national union. The BSOF retains the option for branches to bid to employ their own staff if they prefer that approach. At FRMC we look forward to monitoring, evaluating and reviewing progress made under the new fund. There will be a need for the best projects, which empirically demonstrate major gains for members, to be rolled out wherever possible as quickly as possible. FRMC is committed to keeping the resources provided to BSOF under review, should they prove insufficient.

## Governance and oversight

The FRMC was vigilant in its role in providing governance and oversight of our members' subscriptions. In 2021 we made plans to cease any UNISON support for gambling by ending the carrying of adverts for gambling companies in UNISON publications. This policy change was put into effect early in 2022.

In 2021, FRMC also formally ceased UNISON's Covid Supplier policy. This policy had supported UNISON's suppliers during the early stages of the pandemic to ensure no damage was done to our supply chain. The policy was brought to the attention of the FRMC when payments became due for a creche service for the virtual special conference of 2021. The FRMC agreed to accept those costs of the Covid Supplier policy from branches and to cease it forthwith. FRMC will maintain focus on scrutiny going forward and ensure governance is rigorous when it needs to be.

FRMC has been trying during 2021 to secure transparency on the union's expenditure on facility time release for NEC members. At time of writing this has not been achieved, but we are still working with officers to find an acceptable solution. It is essential that the union's most senior body elected to lead on financial scrutiny is able to fulfil its function.

## Supporting our members

UNISON continued to provide financial support to our charity 'There for You', which administered much needed financial assistance to our members in distress and suffering financial hardship. The need for There for You has been more pronounced than ever with the devastating cost of living crisis hitting our members so hard. FRMC will continue to work with the NEC's Welfare Trustees to ensure that if we can make more support available to our most hard-pressed members, we will do so.

## OLBA and our treasurers

We have invested in the further development of systems to help branches cope with the strain of financial management. The Online Branch Accounting system (OLBA) continues to gather strength as a budgeting and reporting mechanism, and we improved it in line with Treasurer's feedback. In 2021 we tested and will soon roll out a new member expenses module, easing some of the pressure on branch treasurers and ensuring the union remains compliant with HMRC regulations.

I would like to end by thanking our branch treasurers. Perhaps the unsung heroes of our union: but not within FRMC where we fully recognise your pivotal role and the hard work you do. In 2021 you had to manage your branch's finances and accounts, usually without facility time and whilst your day job demanded ever-more from you, due perhaps to how your employer was responding to Covid-19 or continued austerity more generally. If you need more support, or you feel things, even small things, could be improved, do not hesitate to get in touch with me or other members of FRMC or the NEC.

In solidarity

**Dan Sartin**

**Chair, Finance & Resource Management Committee**

## Report on the 2021 Financial Statements

### 1 Introduction

The Financial Statements for UNISON 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 financial data on staff pension schemes in accordance with Financial Reporting Standard 102 (FRS102) within the Statement of Comprehensive Income and the Statement of Financial Position. In addition UNISON has included the activities of the joint venture Managers in Partnership (MiP) into the financial statements.

Details of the results for this year are contained on pages 10 to 29 of these Financial Statements. Please note pages 30 to 32 do not form part of the audited results and are included for information only.

### Impact of COVID-19 on UNISON

In the preparation of these Financial Statements, consideration has been given in relation to the potential financial and operational risk to the union as a result of COVID-19 and these are further included within Note 21 for information. The union remains confident in its ability to continue and maintain its operations into the foreseeable future and without significant financial impact. UNISON has previously and continues to take positive action to safeguard its membership and services to members and to mitigate against potential disruptions and short-term risks under the current circumstances. UNISON continues to actively review and monitor the situation for any actual or potential impact of COVID-19 on the union and its operations. An effective strategy is in place to ensure UNISON remains a going concern both operationally and financially.

### 2 UNISON General Fund

Subscription Income at £174.9 million is £4.1 million better than 2020, a major achievement considering the impact of COVID-19, ongoing austerity measures coupled with political and economic uncertainty in the year. Political Fund contributions and the allocation to the Industrial Action Fund are provided for from members subscriptions which total £9.1 million. Other non-membership and external income generated from operations is £15.4 million. Operating expenditure was £159.0 million. This results in a surplus of £22.2 million.

The General Fund covers the National Executive Committee (NEC) activity, Regional Lay activity and Branch activity. The overall surplus of £22.2 million is attributable as follows – to NEC £12 million, Branches £8.7 million and Regional Lay £1.5 million.

General Fund reserves are increased by the overall surplus of £22.2 million, taking it to £259.4 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 (IAF) received income of £1.3 million in 2021 of which £0.3 million was spent on supporting industrial action (2020 £0.4 million). The IAF reserves stand at £34.2 million, an increase of £1.5 million which represents a 4.6% increase from 2020.

### 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 paid into 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 clear recovery plan in place to meet the deficits on the schemes.

In May 2021, the NEC approved the proposals for the COHSE scheme to purchase of a bulk annuity insurance (buy-in) policy from Just Retirement Ltd a private limited life insurance company. The objective of the buy-in is to secure scheme member's benefits and eliminate all future risks in the Scheme and thereby to the union. The buy-in proposals are fully supported by the Trustees to the Scheme and the transition is well under way. It is expected that the buy-in will conclude by May 2023, subsequently resulting in a complete buy-out or eventual winding up of the scheme with any residual surplus assets at the end of the buy-out to be returned back to the union.

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

As at 31st December 2021 the valuation indicated a deficit of £205.0 million (2020: £266.4 million). The main reasons for the decrease in the deficit over 2021 are an increase in AA bond yields (leading to an increase in the FRS 102 discount rate), leading to a decrease in the FRS102 liability and partially offset by higher than assumed asset returns.

### 5 Reserves and Assets of UNISON

UNISON has reserves of £293.6 million against which the pension scheme deficit of £205.0 million is offset, giving net reserves of £88.6 million as represented by:

	2021	2020
£m	£m	£m
Fixed Assets	99.9	104.1
Investment Assets	10.2	7.6
Intangible Assets	5.3	5.4
Short Term Deposits and Cash at Bank	173.2	151.6
Net Current Asset/Liabilities - excluding cash at bank and deposit	5.1	1.4
Liabilities due after one year	(0.1)	(0.2)
	<u>293.6</u>	<u>269.9</u>
Fair value of pension schemes assets	738.5	691.7
Present value of pension scheme liabilities	(943.5)	(958.1)
Less: Pension defined benefit obligations	(205.0)	(266.4)
<b>Total Net Assets</b>	<b><u>88.6</u></b>	<b><u>3.5</u></b>

It is important to note that all of the pensions accounting entries can be volatile, from year to year. This is particularly true of the Statement of Financial Position figure, as the fair value of the assets is largely linked to the equity markets, whereas the value of the defined benefit obligation is linked to yields on AA-rated corporate bonds.

## 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 2021 was £41.1 million being 23.5% of subscription income of £174.9 million. In the year £40.2m was credited to branches with the balance of £0.9 million being added to the regional pool.

## 7 Branch Funding for 2023

Branch funding arrangements agreed at the 2021 Special Delegate Conference (Motion 72) called for certain information to be reported to the preceding National Delegate Conference to assist branches in connection with their funding arrangements. Therefore the following data will be used to comply with that commitment, this information is also available to branches within their Online Branch Accounting Records (OLBA).

Each branch's funding percentage entitlement for the next 3 years (2022-2024) will be determined as the greater of:

1. Your branch's funding percentage entitlement as calculated under the 2001 formula and scheme
2. Your branch's funding percentage entitlement as calculated under the 2021 formula and scheme

The annual funding calculation will be made for each branch under both of the methods above. The branch's funding entitlement under the 2001 funding scheme, if higher, will be protected for the next three years to 2024 under the provisions agreed by the Special Delegate Conference in June 2021. In summary, branches can expect to receive at least the same funding entitlement under the 2021 scheme over the next 3 years as it would have under the 2001 scheme unless that entitlement increases under the new funding arrangements within Motion 72.

### The information is as follows;

<b>Subscription income for 2021</b>	<b>£174.9m</b>
<b>Membership as at 31 December 2021</b>	<b>1,229,000</b>
Branch Funding for 2021 at:	23.5%
<b>Branch average subscriptions per member</b>	<b>Additional entitlement</b>
Less than £128 and not less than £114	0.5%
Less than £114 and not less than £99	1.0%
Less than £99 and not less than £85	1.5%
Less than £85	2.0%
<b>Per Capita General Fund Branch Reserves</b>	<b>Additional entitlement</b>
Less than £11.40 and not less than £10.80	0.5%
Less than £10.80 and not less than £9.60	1.0%
Less than £9.60 and not less than £8.40	2.0%
Less than £8.40 and not less than £7.20	3.0%
Less than £7.20 and not less than £6.00	4.0%
Less than £6.00 and not less than £4.80	5.0%
Less than £4.80 and not less than £3.60	6.0%
Less than £3.60	7.0%
<b>For branches with more than 500 members</b>	<b>Percentage reduction in additional entitlements</b>
Branch General Fund reserves expressed as an average per member	
At £12 or below	0%
More than £12.00 and less than or equal to £13.20	20%
More than £13.20 and less than or equal to £14.40	40%
More than £14.40 and less than or equal to £15.60	60%

More than £15.60 and less than or equal to £16.80	80%
More than £16.80	100%

<b>For branches with less than 501 members</b>	<b>Percentage reduction in additional entitlements</b>	
Total Branch General Fund Reserves		
£6,000 or below		0%
More than £6,000 and less than or equal to £6,600		20%
More than £6,600 and less than or equal to £7,200		40%
More than £7,200 and less than or equal to £7,800		60%
More than £7,800 and less than or equal to £8,400		80%
More than £8,400		100%

	<b>Percentage reduction in entitlement for the years 2022-2024</b>	<b>Percentage reduction in entitlement from 1st Jan 2025</b>
At £16.80 or below	0.0%	0.0%
More than £16.80 and less than or equal to £18.00	0.2%	0.2%
More than £18.00 and less than or equal to £19.20	0.4%	0.4%
More than £19.20 and less than or equal to £20.40	0.6%	0.6%
More than £20.40 and less than or equal to £21.60	0.8%	0.8%
More than £21.60	1.0%	1.0%
More than £24.00	-	2.0%

## 8 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 Statement of Comprehensive Income and Statement of Financial Position;
- 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.

**Christina McAnea**  
General Secretary  
28th April 2022

**Paul Holmes**  
President  
28th April 2022

## Independent Auditor's Report to the Members of UNISON for the year ended 31 December 2021

### Opinion

We have audited the financial statements of UNISON for the year ended 31 December 2021 which comprise the Statement of Comprehensive Income, the Statement of Financial Position, the Statement of Cash Flows and the notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of UNISON's affairs as at 31 December 2021 and of its transactions for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Trade Union and Labour Relations Act 1992.

### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the union in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Conclusions relating to going concern

In auditing the financial statements, we have concluded that the officers' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the union's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

### Other information

The officers are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the

audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

### Matters on which we are required to report by exception

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

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

### Responsibilities of officers

As explained more fully in the statement of officers' responsibility set out on page 1, the officers are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the officers determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

We have been appointed as auditor under section 33 of the Trade Union and Labour Relations Act 1992 and report in accordance with section 36 of that Act.

In preparing the financial statements, the officers are responsible for assessing the union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the officers either intend to liquidate the union or to cease operations, or have no realistic alternative but to do so.

### Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.



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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the union operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Trade Union and Labour Relations Act 1992 together with the financial reporting standards. We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the union's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the union for fraud. The laws and regulations we considered in this context for the UK operations were General Data Protection Regulation, employment legislation and taxation legislation.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the officers and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management and the National Executive Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

**Use of our report**

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

**Crowe U.K. LLP**  
Statutory Auditor  
London

## STATEMENT OF COMPREHENSIVE INCOME

Year ended 31 December 2021

	Notes	2021 General Funds (Note 2) £'000s	2021 Industrial Action Funds (Note 3) £'000s	2021 Pension Scheme £'000s	2021 Total Union £'000s
<b>Membership Income</b>					
Members' subscriptions		174,855	-	-	174,855
Local levy		206	-	-	206
Donations by Branch members	3	-	89	-	89
Allocations to Political Funds		(7,740)	-	-	(7,740)
Allocations to Industrial Action Fund		(1,337)	1,337	-	-
<b>Available Operating Income</b>		<b>165,984</b>	<b>1,426</b>	<b>-</b>	<b>167,410</b>
<b>Non-Membership Income</b>					
National Office income	5	10,131	-	-	10,131
Regional Office income	6	271	-	-	271
Lay Regional income	7	272	-	-	272
Branch income	8	1,451	-	-	1,451
Industrial Action income	3	-	91	-	91
<b>Total Non-Membership Income</b>		<b>12,125</b>	<b>91</b>	<b>-</b>	<b>12,216</b>
<b>Total Income</b>		<b>178,109</b>	<b>1,517</b>	<b>-</b>	<b>179,626</b>
<b>Expenditure</b>					
National Office expenditure	5	(65,050)	-	-	(65,050)
Regional Office expenditure	6	(46,778)	-	-	(46,778)
Lay Regional expenditure	7	(1,756)	-	-	(1,756)
Branch expenditure	8	(34,281)	-	-	(34,281)
Dispute pay, associated expenses and net transfers	3	-	(80)	-	(80)
Depreciation	11	(6,874)	-	-	(6,874)
Pension cost	10	(3,869)	-	(9,767)	(13,636)
International Development Fund	17	(64)	-	-	(64)
<b>Operating Expenditure</b>		<b>(158,672)</b>	<b>(80)</b>	<b>(9,767)</b>	<b>(168,519)</b>
<b>Net Income/(Expenditure) from Operations</b>		<b>19,437</b>	<b>1,437</b>	<b>(9,767)</b>	<b>11,107</b>
<b>Other Income/(Expenditure)</b>					
Investment and other income		1,853	103	-	1,956
Interest paid		(344)	-	-	(344)
Distributions from Joint Venture	12	139	-	-	139
Change in Fair Value of Investments	12	1,100	-	-	1,100
<b>Net Income/(Expenditure) for the year</b>		<b>22,185</b>	<b>1,540</b>	<b>(9,767)</b>	<b>13,958</b>
Actuarial gain on pension scheme	10	-	-	71,117	71,117
<b>Surplus for the year</b>		<b>22,185</b>	<b>1,540</b>	<b>61,350</b>	<b>85,075</b>
Reserves brought forward balance		237,194	32,709	(266,386)	3,517
<b>Reserves as at 31 December 2021</b>		<b>259,379</b>	<b>34,249</b>	<b>(205,036)</b>	<b>88,592</b>

The above Statement of Comprehensive Income contains all the gains and losses recognised in the current year.

## STATEMENT OF COMPREHENSIVE INCOME

Year ended 31 December 2020

	Notes	2020 General Funds (Note 2) £'000s	2020 Industrial Action Funds (Note 3) £'000s	2020 Pension Scheme £'000s	2020 Total Union £'000s
<b>Membership Income</b>					
Members' subscriptions		170,754	-	-	170,754
Local levy		245	-	-	245
Donations by Branch members	3		5	-	5
Allocations to Political Funds		(8,100)	-	-	(8,100)
Allocations to Industrial Action Fund		(1,304)	1,304	-	-
<b>Available Operating Income</b>		<b>161,595</b>	<b>1,309</b>	<b>-</b>	<b>162,904</b>
<b>Non-Membership Income</b>					
National Office income	5	8,085	-	-	8,085
Regional Office income	6	315	-	-	315
Lay Regional income	7	307	-	-	307
Branch income	8	1,739	-	-	1,739
Industrial Action income	3	-	88	-	88
<b>Total Non-Membership Income</b>		<b>10,446</b>	<b>88</b>	<b>-</b>	<b>10,534</b>
<b>Total Income</b>		<b>172,041</b>	<b>1,397</b>	<b>-</b>	<b>173,438</b>
<b>Expenditure</b>					
National Office expenditure	5	(66,117)	-	-	(66,117)
Regional Office expenditure	6	(46,550)	-	-	(46,550)
Lay Regional expenditure	7	(1,299)	-	-	(1,299)
Branch expenditure	8	(31,949)	-	-	(31,949)
Dispute pay and associated expenses	3	-	(534)	-	(534)
Depreciation/Amortisation	11	(3,689)	-	-	(3,689)
Pension cost	10	(3,763)	-	(564)	(4,327)
International Development Fund	17	(119)	-	-	(119)
<b>Operating Expenditure</b>		<b>(153,486)</b>	<b>(534)</b>	<b>(564)</b>	<b>(154,584)</b>
<b>Net Income/(Expenditure) from Operations</b>		<b>18,555</b>	<b>863</b>	<b>(564)</b>	<b>18,854</b>
<b>Other Income/(Expenditure)</b>					
Investment income		254	60	-	314
Interest paid		(343)	-	-	(343)
Distributions from Joint Venture	12	151	-	-	151
Change in Fair Value of Investments	12	-	-	-	-
<b>Net Income/(Expenditure) for the year</b>		<b>18,617</b>	<b>923</b>	<b>(564)</b>	<b>18,976</b>
Actuarial loss on pension scheme	10	-	-	(107,252)	(107,252)
<b>Surplus/(Deficit) for the year</b>		<b>18,617</b>	<b>923</b>	<b>(107,816)</b>	<b>(88,276)</b>
Reserves brought forward balance		218,577	31,786	(158,570)	91,793
Reserves as at 31 December 2020		<b>237,194</b>	<b>32,709</b>	<b>(266,386)</b>	<b>3,517</b>

The above Statement of Comprehensive Income contains all the gains and losses recognised in the preceding year.

## STATEMENT OF FINANCIAL POSITION

As at 31 December 2021

	Notes	2021 General Funds £'000s	2021 Industrial Action Funds £'000s	2021 Pension Scheme £'000s	2021 Total Union £'000s
<b>Fixed Assets</b>					
Tangible Assets	11	99,877	-	-	99,877
Intangible Assets	11	5,349	-	-	5,349
Investments: Unlisted	12	10,193	-	-	10,193
Investments: Listed	12	24	-	-	24
		<b>115,443</b>	<b>-</b>	<b>-</b>	<b>115,443</b>
<b>Current Assets</b>					
Debtors	14	15,576	96	-	15,672
Other loans		113	-	-	113
Short Term Bank Deposits		56,173	-	-	56,173
National and Regional – cash at bank and in hand		19,669	20,994	-	40,663
Branches – cash at bank and in hand		63,225	13,162	-	76,387
		<b>154,756</b>	<b>34,252</b>	<b>-</b>	<b>189,008</b>
<b>Current Liabilities</b>					
Creditors payable within one year	15	(7,874)	-	-	(7,874)
Branch and Regions – other liabilities	15	(2,844)	-	-	(2,844)
		<b>(10,718)</b>	<b>-</b>	<b>-</b>	<b>(10,718)</b>
<b>Net Current Assets</b>					
		<b>144,038</b>	<b>34,252</b>	<b>-</b>	<b>178,290</b>
<b>Total Assets less Current Liabilities</b>					
		<b>259,481</b>	<b>34,252</b>	<b>-</b>	<b>293,733</b>
Creditors payable later than one year	15	(105)	-	-	(105)
<b>Net Assets excluding Pension Scheme</b>					
		<b>259,376</b>	<b>34,252</b>	<b>-</b>	<b>293,628</b>
Pension Fund deficit	10	-	-	(205,036)	(205,036)
<b>Total Net Assets/(Liabilities)</b>					
		<b>259,376</b>	<b>34,252</b>	<b>(205,036)</b>	<b>88,592</b>
<b>Represented by:</b>					
Reserves		259,379	34,252	-	293,631
Pension scheme liability	10	-	-	(205,036)	(205,036)
<b>Total Reserves</b>					
		<b>259,376</b>	<b>34,252</b>	<b>(205,036)</b>	<b>88,592</b>

The Financial Statements were approved by the Finance and Resource Management Committee on 28th April 2022 and are signed on its behalf by:

Christina McAnea  
General Secretary  
28th April 2022

Paul Holmes  
President  
28th April 2022

## STATEMENT OF FINANCIAL POSITION

As at 31 December 2020

		2020	2020	2020	2020
	Notes	General Funds	Industrial Action Funds	Pension Scheme	Total Union
		£'000s	£'000s	£'000s	£'000s
<b>Fixed Assets</b>					
Tangible Assets	11	104,053	-	-	104,053
Intangible Assets	11	5,386	-	-	5,386
Investments: Unlisted	12	7,545	-	-	7,545
Investments: Listed	12	24	-	-	24
		<b>117,008</b>	<b>-</b>	<b>-</b>	<b>117,008</b>
<b>Current Assets</b>					
Debtors	14	15,399	81	-	15,480
Other loans		136	-	-	136
Short Term Bank Deposits		45,173	-	-	45,173
National and Regional – cash at bank and in hand		17,550	19,853	-	37,403
Branches – cash at bank and in hand		56,262	12,775	-	69,037
		<b>134,520</b>	<b>32,709</b>	<b>-</b>	<b>167,229</b>
<b>Current Liabilities</b>					
Creditors payable within one year	15	(11,497)	-	-	(11,497)
Branch and Regions – other liabilities	15	(2,682)	-	-	(2,682)
		<b>(14,179)</b>	<b>-</b>	<b>-</b>	<b>(14,179)</b>
<b>Net Current Assets</b>					
		<b>120,341</b>	<b>32,709</b>	<b>-</b>	<b>153,050</b>
<b>Total Assets less Current Liabilities</b>					
		<b>237,349</b>	<b>32,709</b>	<b>-</b>	<b>270,058</b>
Creditors payable later than one year	15	(155)	-	-	(155)
<b>Net Assets excluding Pension Scheme</b>					
		<b>237,194</b>	<b>32,709</b>	<b>-</b>	<b>269,903</b>
Pension Fund deficit	10	-	-	(266,386)	(266,386)
<b>Total Net Assets/(Liabilities)</b>					
		<b>237,194</b>	<b>32,709</b>	<b>(266,386)</b>	<b>3,517</b>
<b>Represented by:</b>					
Reserves		237,194	32,709	-	269,903
Pension scheme liability	10	-	-	(266,386)	(266,386)
<b>Total Reserves</b>					
		<b>237,194</b>	<b>32,709</b>	<b>(266,386)</b>	<b>3,517</b>

## STATEMENT OF CASH FLOWS

Year ended 31 December 2021

	Notes	2021 £'000s	2020 £'000s
<b>Cash flows from Operating Activities</b>	<i>18a</i>	<b>24,858</b>	<b>26,138</b>
<b>Cash flows from Investing Activities</b>			
Purchase of Tangible Fixed Assets – National		(2,745)	(2,872)
Purchase of Tangible Fixed Assets – Branches and Regions		(455)	(235)
Proceeds from Sale of Property		1,686	-
Purchase of Investments		(1,551)	-
Proceeds from Investment		-	-
Interest received		161	315
Interest paid		(344)	(343)
<b>Net cash provided by (used in) investing activities</b>		<b>(3,248)</b>	<b>(3,135)</b>
<b>Net increase in cash and cash equivalents</b>		<b>21,610</b>	<b>23,003</b>
Cash and cash equivalents at the beginning of year		151,613	128,610
<b>Cash and cash equivalents at end of year</b>	<i>18b</i>	<b>173,223</b>	<b>151,613</b>

## 1 General Accounting Conventions and Policies

### 1.1 Basis of Financial Statements

The financial statements have been prepared in accordance with 'Financial Reporting Standard 102 applicable in the United Kingdom and Republic of Ireland' (FRS102) and the Trade Union and Labour Relations Act 1992.

### 1.2 Accounting Convention

UNISON prepares its accounts using the historical cost convention as modified by:

- Investment in shares is stated at market value
- Pension scheme is based on actuarial assumptions

### 1.3 Going Concern

We have reviewed UNISON's financial performance and 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.

The COVID-19 pandemic has not had a significant immediate or adverse impact on the union's operations and finances over the year and the union remains confident in our ability to remain sustainable in both respects in the coming 12 months. The union continues to be fully resourced and able to operate at almost full capacity without the need to curtail or reduce any activities or funding of operations and which might have a detrimental impact on membership, income and our services to members. The union has managed additional and incremental costs as a result of the pandemic and remains within our planned budgets and expenditure. Our IT infrastructure and systems remain fully supported and operational, as does our supply chain and therefore risk to operations now and in the near future is minimised. The union continues to recruit and collect members subscription as per normal thus ensuring cashflow is maintained and sustained. In some sectors recruitment is increasing which enhances cashflow.

The union's successful strategy of balanced budgets and protecting its reserves has resulted in a strong financial base as reflected in its balance. The union as whole has virtually nil external debt and around 50% of its reserves held as cash balances which can sustain operations over the foreseeable future in the event of a sharp and sudden reduction in membership and income. It is highly improbable and extremely unlikely that membership and thus income will decline sharply as our members are mostly public sector employees in the front line fighting the pandemic and jobs are thus protected. Any immediate cashflow restrictions can be mitigated by reductions or suspensions of non-critical activities and discretionary expenditure if required. Our analysis has shown that even without drastic reduction in operating expenditure the union can weather a major reduction in income over a 12-18 month period. However, should the current situation become prolonged then this may change particularly if our members jobs and income are at risk or are adversely affected resulting in loss of membership and income to the union. The union has already embarked on a comprehensive review of its cost structures, activities and funding across the organisation. Should the union be faced with longer term uncertainty and going concern issues, it remains flexible enough to prepare for and take more strategic decisions. This may then involve wider steps to reduce overall expenditure by stopping all non-essential activities altogether along with other measures as deemed necessary to avoid the union becoming insolvent in the longer term.

We have a reasonable expectation that we have and will continue to have adequate resources to maintain 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.

### 1.4 Preparation of Accounts

i UNISON includes the results of the different parts of the union in the financial statements on a line by line basis. The total Union figures include:

- All the income, expenditure and net assets of National Office, Branches and Regions (General Fund)
  - All the income, expenditure and net assets of the Industrial Action Fund.
  - All adjustments required in connection with the inclusion of pension scheme income, expenditure, assets and liabilities as required by Section 28 of FRS 102.
  - UNISON's share of the net income, expenditure, assets and liabilities of the joint venture, which is currently 50% of Managers in Partnership.
- ii Where audited year end returns have not yet been received from Branches, balances have been obtained from the bank as at year end and have been incorporated into the financial statements
- iii Expenditure is accounted for on an accruals basis. Any amounts of irrecoverable VAT are added to expenditure incurred.
- iv 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 in the national results in the General Fund.

### 1.5 Subscriptions

Members' subscriptions are brought into the Statement of Comprehensive Income on the basis of subscriptions due for the year ending 31 December 2021.

Amounts not received as at 31 December 2021 are included in Current Assets under the heading Debtors.

### 1.6 Interest on Investments and Loans

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

### 1.7 Tangible Assets

Fixed assets are recorded at historical cost upon initial recognition in the financial statements.

UNISON capitalises office refurbishments, computer equipment purchases and other equipment purchases for individual purchases over £1,000 or grouped purchases over £5,000.

### 1.8 Intangible Assets and Investments

UNISON capitalises new software, including any licences that cover the life of the software for individual purchases over £1,000 or grouped purchases over £5,000.

Listed and unlisted investments are carried at market value. Mabledon Place is treated as an intangible asset and is carried at market value for the freehold interest in the property, subject to the long leasehold.

### 1.9 Depreciation, Amortisation and Impairment

UNISON provides for depreciation on all fixed assets and amortisation on intangible assets.

Freehold buildings are depreciated on a straight line basis at two per cent per annum of cost. The exception to this relates to chalets at Croyde Bay Holiday Resort 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 Resort which starts the following year.

Land is not depreciated.

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.

Intangible assets – Mabledon Place is treated as an intangible asset and amortised over its lease life of 150 years.

All fixed assets are regularly reviewed to assess if there has been an impairment of value. Impairment under FRS102 Section 27 is where 'recoverable amount' falls below the carrying amount. 'Recoverable amount' is the higher of fair value less costs to sell, and value in use. When an impairment is identified then this is recognised as an additional charge to depreciation in the year.

### 1.10 Financial Instruments

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

### 1.11 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.

### 1.12 Taxation

For corporation tax purposes the activities of the General Fund, Industrial Action Fund, Campaign Fund and Labour Link Fund are amalgamated.

### 1.13 Accounting Estimates

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgement that are reasonable and prudent when applying the selected Union's accounting policies and which may have a significant effect on the amounts included in the financial statements. The main areas involving a higher degree of judgement or complexity, or where assumptions and estimates are significant to the financial statements are disclosed below:

- Intangible assets – the basis of calculation and assumption used to perform revaluation and useful economic life of assets used in calculating amortisation.
- Investments – Quoted investments are disclosed at market values at the Statement of Financial Position date. Unquoted investments are disclosed at their original cost or, where available, at their estimated current value as estimated by an independent third party.
- The Union reviewed non-current assets each year for impairment using external and internal indicators, in line with accounting standards.
- Provision for liabilities – the inclusion of provisions for potential liabilities have been calculated using the best available knowledge at the time of preparing the financial statements, adjusted for information subsequently received.
- Pension Scheme – are determined using the actuarial valuations. The actuarial valuation involves making assumptions about discount rates, future salary increases, mortality rates and future pension increases are used in calculating scheme assets and liabilities. Due to the complexity of the valuation, the underlying assumptions and the long term nature of these plans, such estimates are subject to significant uncertainty. After taking appropriate professional advice, management determines the appropriate discount rate at the end of each reporting period. This is the interest rate that should be used to determine the present value of estimated future cash outflows expected to be required to settle the pension obligations.

### 1.14 Pension Schemes

The Union operates two defined benefit pension schemes. The disclosures required to be made under Section 28 of FRS 102 are made in note 10.

The current service costs, running costs, interest costs and the expected return on pension scheme assets are included in 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. 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 Statement of Financial Position.



## 2 General Fund Statement of Comprehensive Income Analysis

	Notes	2021 National £'000s	2021 Branches £'000s	2021 Regions £'000s	2021 Total £'000s	2020 National £'000s	2020 Branches £'000s	2020 Regions £'000s	2020 Total £'000s
<b>Income</b>									
Members' subscriptions		174,855	-	-	174,855	170,754	-	-	170,754
Branch funding		(41,091)	40,217	874	-	(40,127)	39,273	854	-
Local levy		-	206	-	206	-	245	-	245
Allocations to Regions		(2,098)	-	2,098	-	(2,049)	-	2,049	-
Allocations to Political Funds		(7,740)	-	-	(7,740)	(8,100)	-	-	(8,100)
Allocation to Other Funds		(1,337)	-	-	(1,337)	(1,304)	-	-	(1,304)
<b>Available Operating Income</b>		<b>122,589</b>	<b>40,423</b>	<b>2,972</b>	<b>165,984</b>	<b>119,174</b>	<b>39,518</b>	<b>2,903</b>	<b>161,595</b>
<b>Non-Membership Income</b>									
National Office income	5	10,131	-	-	10,131	8,085	-	-	8,085
Regional Office income	6	271	-	-	271	315	-	-	315
Lay Regional income	7	-	-	272	272	-	-	307	307
Branch income	8	(1,038)	2,489	-	1,451	(2,018)	3,757	-	1,739
<b>Total Non-Membership Income</b>		<b>9,364</b>	<b>2,489</b>	<b>272</b>	<b>12,125</b>	<b>6,382</b>	<b>3,757</b>	<b>307</b>	<b>10,446</b>
<b>Total Income</b>		<b>131,953</b>	<b>42,912</b>	<b>3,244</b>	<b>178,109</b>	<b>125,556</b>	<b>43,275</b>	<b>3,210</b>	<b>172,041</b>
<b>Expenditure</b>									
National Office expenditure	5	(65,050)	-	-	(65,050)	(66,117)	-	-	(66,117)
Regional Office expenditure	6	(46,778)	-	-	(46,778)	(46,550)	-	-	(46,550)
Lay Regional expenditure	7	-	-	(1,756)	(1,756)	-	-	(1,299)	(1,299)
Branch expenditure	8	-	(34,281)	-	(34,281)	-	(31,949)	-	(31,949)
Depreciation/Amortisation	11	(6,874)	-	-	(6,874)	(3,689)	-	-	(3,689)
Pension cost	10	(3,869)	-	-	(3,869)	(3,763)	-	-	(3,763)
International Development Fund	17	(64)	-	-	(64)	(119)	-	-	(119)
<b>Operating Expenditure</b>		<b>(122,635)</b>	<b>(34,281)</b>	<b>(1,756)</b>	<b>(158,672)</b>	<b>(120,238)</b>	<b>(31,949)</b>	<b>(1,299)</b>	<b>(153,486)</b>
<b>Net Income from Operations</b>		<b>9,318</b>	<b>8,631</b>	<b>1,488</b>	<b>19,437</b>	<b>5,318</b>	<b>11,326</b>	<b>1,911</b>	<b>18,555</b>
<b>Other Income/(Expenditure)</b>									
Change in Fair Value of Investments	12	1,100	-	-	1,100	-	-	-	-
Investment and other income		1,807	46	-	1,853	205	47	2	254
Interest paid		(344)	-	-	(344)	(343)	-	-	(343)
Distributions from Joint Venture	12	139	-	-	139	151	-	-	151
<b>Surplus for the year</b>		<b>12,020</b>	<b>8,677</b>	<b>1,488</b>	<b>22,185</b>	<b>5,331</b>	<b>11,373</b>	<b>1,913</b>	<b>18,617</b>
Reserves brought forward as reported		171,858	58,392	6,944	237,194	166,527	47,019	5,031	218,577
<b>Reserves as at 31 December 2021</b>		<b>183,878</b>	<b>67,069</b>	<b>8,432</b>	<b>259,379</b>	<b>171,858</b>	<b>58,392</b>	<b>6,944</b>	<b>237,194</b>

Included under regions is the allocation of £874,277 (2020: £853,770) for the regional pool and £663,182 (2020: £366,449) expenditure from the pool.

## 3 Industrial Action Fund Statement of Comprehensive Income

	2021 National £'000s	2021 Branches £'000s	2021 Total £'000s	2020 National £'000s	2020 Branches £'000s	2020 Total £'000s
<b>Income</b>						
Donations	-	89	89	-	5	5
Other Income	-	91	91	-	88	88
Transfer from General Fund	-	293	293	-	318	318
Allocation from General Fund	1,337	-	1,337	1,304	-	1,304
<b>Operating Income</b>	<b>1,337</b>	<b>473</b>	<b>1,810</b>	<b>1,304</b>	<b>411</b>	<b>1,715</b>
<b>Expenditure</b>						
Administration	(33)	(8)	(41)	(10)	(5)	(15)
Transfer to General Fund	-	(68)	(68)	-	(426)	(426)
Dispute pay and associated expenses	(160)	(104)	(264)	(33)	(378)	(411)
<b>Operating Expenditure</b>	<b>(193)</b>	<b>(180)</b>	<b>(373)</b>	<b>(43)</b>	<b>(809)</b>	<b>(852)</b>
<b>Net Income from Operations</b>	<b>1,144</b>	<b>293</b>	<b>1,437</b>	<b>1,261</b>	<b>(398)</b>	<b>863</b>
Investment Income	10	93	103	55	5	60
<b>Surplus/(Deficit) for the year</b>	<b>1,154</b>	<b>386</b>	<b>1,540</b>	<b>1,316</b>	<b>(393)</b>	<b>923</b>
Reserves as at 1 January 2021	19,934	12,775	32,709	18,618	13,168	31,786
<b>Reserves as at 31 December 2021</b>	<b>21,088</b>	<b>13,161</b>	<b>34,249</b>	<b>19,934</b>	<b>12,775</b>	<b>32,709</b>

## 4 Analysis of General Fund Statement of Financial Position

	2021 National £'000s	2021 Branches £'000s	2021 Regions £'000s	2021 Total £'000s	2020 National £'000s	2020 Branches £'000s	2020 Regions £'000s	2020 Total £'000s
Tangible Fixed Assets	96,565	3,307	5	99,877	101,200	2,851	1	104,052
Investments	10,197	19	-	10,217	7,550	20	-	7,570
Intangible Asset	5,349	-	-	5,349	5,386	-	-	5,386
Creditors payable later than 1 year	(105)	-	-	(105)	(155)	-	-	(155)
Other Net Assets	71,872	63,743	8,427	144,041	57,877	55,521	6,943	120,341
	<b>183,878</b>	<b>67,069</b>	<b>8,432</b>	<b>259,379</b>	<b>171,858</b>	<b>58,392</b>	<b>6,944</b>	<b>237,194</b>

## 5 Total National Expenditure/Non-Membership Income

	2021	2021	2021	2020	2020	2020
	Expenditure	Non-Membership	Net	Expenditure	Non-Membership	Net
	£'000s	Income	Expenditure	£'000s	Income	Expenditure
		£'000s	£'000s		£'000s	£'000s
Learning and Organising Services	1,870	(515)	1,355	2,067	(1,115)	952
Recruitment and Organising	499	-	499	647	-	647
Fighting Fund	186	-	186	1,338	-	1,338
Branch Resource Uplift	1,038	-	1,038	2,018	-	2,018
<b>Organising &amp; Recruitment</b>	<b>3,593</b>	<b>(515)</b>	<b>3,078</b>	<b>6,070</b>	<b>(1,115)</b>	<b>4,955</b>
Local Government	1,018	-	1,018	1,024	-	1,024
Healthcare	1,196	-	1,196	1,250	-	1,250
Education & Children's Services	690	-	690	730	-	730
Business & Community	1,153	-	1,153	1,309	-	1,309
Police and Justice	10	-	10	18	-	18
Members' Pension Service	188	-	188	188	-	188
Members' Participation Unit	964	-	964	1,043	-	1,043
Development Fund	-	(5,205)	(5,205)	-	(2,900)	(2,900)
Negotiating and Promoting Equality - members	1,308	-	1,308	2,900	-	2,900
<b>Bargaining, Negotiation &amp; Equalities</b>	<b>6,527</b>	<b>(5,205)</b>	<b>1,322</b>	<b>8,462</b>	<b>(2,900)</b>	<b>5,562</b>
Communications	5,242	(302)	4,940	4,567	(249)	4,318
Policy and Public Affairs	632	-	632	708	-	708
Trade Union Affiliations	5,064	-	5,064	4,974	-	4,974
Press Office	398	-	398	429	-	429
International	308	-	308	320	-	320
<b>Communications, Campaigns &amp; Policy</b>	<b>11,644</b>	<b>(302)</b>	<b>11,342</b>	<b>10,998</b>	<b>(249)</b>	<b>10,749</b>
Finance	2,307	(165)	2,142	2,095	(112)	1,983
Rule Book Benefits	582	-	582	421	-	421
Legal Services	4,503	(22)	4,481	4,520	(20)	4,500
Membership Service (RMS)	2,219	-	2,219	2,389	-	2,389
Organisation and Staff Development	1,872	-	1,872	1,924	-	1,924
<b>Systems Management:</b>						
Information Technology	8,393	-	8,393	8,517	-	8,517
Property Maintenance	7,153	(689)	6,464	7,047	(767)	6,280
Administration and Postage	897	-	897	727	(27)	700
Insurance	1,241	(56)	1,185	1,769	(830)	939
Developing an Efficient and Effective Union	451	-	451	450	-	450
<b>Organisation and Resource Development</b>	<b>29,618</b>	<b>(932)</b>	<b>28,686</b>	<b>29,859</b>	<b>(1,756)</b>	<b>28,103</b>
NEC Committees	202	-	202	219	-	219
Executive Office	544	-	544	554	-	554
General Secretary's Office	1,444	-	1,444	1,025	-	1,025
Conference Organisation	2,894	-	2,894	2,926	-	2,926
Membership Liaison	5,458	-	5,458	4,669	-	4,669
<b>Executive Office (inc Gen Sec)</b>	<b>10,542</b>	<b>-</b>	<b>10,542</b>	<b>9,393</b>	<b>-</b>	<b>9,393</b>
Professional Services Unit	1,082	-	1,082	774	-	774
Croyde Bay Holiday Resort	2,111	(2,856)	(745)	1,567	(1,756)	(189)
UNISON Living	121	(321)	(200)	91	(309)	(218)
Welfare	876	-	876	884	-	884
Dragon Court – print services	(26)	-	(26)	37	-	37
<b>Governance</b>	<b>4,164</b>	<b>(3,177)</b>	<b>987</b>	<b>3,353</b>	<b>(2,065)</b>	<b>1,288</b>
<b>Total National Expenditure/Non-Membership Income</b>	<b>66,088</b>	<b>(10,131)</b>	<b>55,957</b>	<b>68,135</b>	<b>(8,085)</b>	<b>60,050</b>

	2021	2021	2021	2020	2020	2020
	Expenditure	Non-Membership Income	Net Expenditure	Expenditure	Non-Membership Income	Net Expenditure
	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s
<b>6 Regional Office Expenditure/ Non-Membership Income</b>						
Eastern	3,213	-	3,213	3,264	-	3,264
East Midlands	3,703	-	3,703	3,498	-	3,498
Greater London	5,610	-	5,610	5,500	-	5,500
Northern	2,727	-	2,727	2,784	-	2,784
Northern Ireland	1,663	-	1,663	1,487	-	1,487
North West	5,474	-	5,474	5,269	-	5,269
Scotland	4,870	(112)	4,758	4,897	(112)	4,785
South East	3,976	-	3,976	3,929	-	3,929
South West	4,035	-	4,035	3,912	-	3,912
Wales	3,626	(159)	3,467	3,635	(203)	3,432
West Midlands	3,977	-	3,977	4,229	-	4,229
Yorkshire & Humberside	3,904	-	3,904	4,146	-	4,146
	<b>46,778</b>	<b>(271)</b>	<b>46,507</b>	<b>46,550</b>	<b>(315)</b>	<b>46,235</b>
<b>7 Regional Office Expenditure/ Non-Membership Income</b>						
Other Income	-	(272)	(272)	-	(307)	(307)
Local Expenditure	1,093	-	1,093	933	-	933
Regional Pool Expenditure	663	-	663	366	-	366
	<b>1,756</b>	<b>(272)</b>	<b>1,484</b>	<b>1,299</b>	<b>(307)</b>	<b>992</b>
<b>8 Branch Expenditure/ Non-Membership Income</b>						
Other Income	-	(2,489)	(2,489)	-	(3,757)	(3,757)
Administration expenses	23,990	-	23,990	21,302	-	21,302
Honoraria	1,243	-	1,243	1,173	-	1,173
Conferences	460	-	460	698	-	698
Other meetings	1,820	-	1,820	709	-	709
Publicity	3,408	-	3,408	4,234	-	4,234
Education	494	-	494	488	-	488
Local activities	855	-	855	805	-	805
Transfers to Industrial Action Fund	293	-	293	351	-	351
Donations	975	-	975	1,077	-	1,077
Affiliations	137	-	137	127	-	127
Miscellaneous	606	-	606	984	-	984
	<b>34,281</b>	<b>(2,489)</b>	<b>31,792</b>	<b>31,948</b>	<b>(3,757)</b>	<b>28,191</b>

**Inter-company note**

The income and expenditure of the union includes £0.4 million (2020: £0.8 million) of transactions between the regions, branches and Industrial Action Fund which, for the purpose of the presentation, has not been eliminated on consolidation. This however has no impact on the net results as reported. 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.

**UNISON**  
**NOTES TO THE FINANCIAL STATEMENTS**

Year ended 31 December 2021

**9a Employees**

	<b>2021</b>	<b>2020</b>
	<b>£'000s</b>	<b>£'000s</b>
Salaries	46,035	46,210
Social Security costs	4,474	4,643
Pension costs	16,228	15,707
Temporary/Agency	722	915
Temporary staff at CBHR	526	435
Branch Officials	14,498	13,432
<b>Total staff costs</b>	<b>82,483</b>	<b>81,342</b>

Average number of UNISON employees including part-time employees for the year was: 1,123 (2020: 1,152 this excludes branch officials).

In the year expenditure totalling £455,199 (2020: £210,231) was recognised in respect of termination payments and no payments remain unpaid at year end.

**9b Salary and on costs of President, General Secretary and Members of the National Executive Council**

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Basic salary	146,441	113,830
Salary sacrifice	(10,605)	-
London Weighting	5,984	5,683
<b>Gross salary</b>	<b>141,820</b>	<b>119,513</b>
Taxable Subsistence	3,028	2,875
Benefit in Kind	6,795	9,881
<b>Total salary and benefits</b>	<b>151,643</b>	<b>132,269</b>
Employer's national insurance costs	41,966	15,916
Employer's Pension Contribution	32,282	-
<b>Total cost for the year ended 31 December 2021</b>	<b>225,891</b>	<b>148,185</b>

The above Salary and on costs includes £67,647 in respect of the outgoing General Secretary for 2021. Included in the termination payments under note (9a) above, £183,050 was in respect of the outgoing General Secretary, paid under contractual obligations.

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 arrangement for all staff pensions.

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

Key management personnel comprise members of the Senior Leadership Team in the Union. Total costs for the year ended 31 December 2021 is £3,780,335 (2020: is £3,493,893)

## 10 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 employees and the assets backing those liabilities, has been estimated.

The actuarial valuations have been updated to 31 December 2021, by independent qualified actuaries in accordance with FRS 102. As required by FRS 102, the value of the defined benefit liabilities has been measured using the projected unit method. The funding target is for the scheme to hold assets equal in value to the accrued benefits based on projected salaries. If there is a shortfall against this target, then the Union and trustees will agree on deficit contributions to meet this deficit over a period.

The key FRS 102 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 102 liabilities and the deficit of assets below the FRS 102 liabilities (the net pension liability).

<b>The major assumptions used by the actuaries were:</b>	<b>31 December 2021</b>	<b>31 December 2020</b>
Retail price inflation assumption		
Pre-2030	3.4% pa	2.9% pa
Post-2030	3.3% pa	2.8% pa
Consumer price inflation assumption		
Pre-2030	2.4% pa	1.9% pa
Post-2030	3.2% pa	2.7% pa
Rate of increase of pensions in payment		
Non-GMP earned before 1 July 2016		
Pre-2030	3.4% pa	2.9% pa
Post-2030	3.3% pa	2.8% pa
Non-GMP earned after 1 July 2016		
Pre-2030	2.2% pa	1.9% pa
Post-2030	2.6% pa	2.4% pa
Post 1988 GMP		
Pre-2030	2.0% pa	1.8% pa
Post-2030	2.4% pa	2.2% pa
General increase in salaries pre-2030	2.4% pa	1.9% pa
General increase in salaries post-2030	3.2% pa	2.7% pa
Discount rate	1.9% pa	1.4% 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 25.6 years (2020: 25.8 years). A male pensioner aged 60 in 20 years' time would be expected to live for a further 27.0 years (2020: 27.2 years).

<b>The current allocation of the schemes' assets are as follow:</b>	<b>2021 Value £'000s</b>	<b>2020 Value £'000s</b>
Equities	304,404	288,613
Bonds	58,002	131,246
Property	59,833	56,756
Cash	3,869	5,307
Insurance company asset	50,883	-
Diversified growth funds	115,868	125,227
LDI	145,637	84,540
	<b>738,496</b>	<b>691,689</b>

## 10 Employers' Pension Costs (continued)

	31 December 2021 £'000s	31 December 2020 £'000s	31 December 2019 £'000s	31 December 2018 £'000s	31 December 2017 £'000s
Fair value of schemes' assets	738,496	691,689	663,276	618,554	646,090
Present value of defined benefit obligations	(943,532)	(958,075)	(821,846)	(759,902)	(789,682)
<b>Net Liability</b>	<b>(205,036)</b>	<b>(266,386)</b>	<b>(158,570)</b>	<b>(141,348)</b>	<b>(143,592)</b>

Changes in the present value of the defined benefit obligation are as follows:	31 December 2021 £'000s	31 December 2020 £'000s
Opening defined benefit obligation	958,075	821,846
Employer's part of current service cost	25,865	17,539
Past service cost	-	-
Interest on obligation	13,234	16,994
Contributions from plan members	206	182
Actuarial (Gain)/Loss	(28,053)	127,010
Benefits paid	(25,795)	(25,496)
<b>Closing defined benefit obligation</b>	<b>943,532</b>	<b>958,075</b>

Changes in the fair value of the plan assets are as follows:	31 December 2021 £'000s	31 December 2020 £'000s
Opening fair value of the assets	691,689	663,276
Interest on scheme assets	9,655	13,890
Actual return less interest on scheme assets	43,064	19,758
Running costs	(2,948)	(2,242)
Contributions by the employer	22,625	22,321
Contributions by scheme members	206	182
Benefits paid	(25,795)	(25,496)
<b>Closing fair value of plans assets</b>	<b>738,496</b>	<b>691,689</b>

The actual return on the schemes assets over the year was a gain of £52,719,000 (2020: gain of £33,648,000).

The amount recognised outside profit and loss for 2021 is a gain of £71,117,000 (2020 loss of £107,252,000).

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 amounts recognised in the Statement of Comprehensive Income are as follows:	31 December 2021 £'000s	31 December 2020 £'000s
Current service cost	25,865	17,539
Past service cost	-	-
Running cost	2,948	2,242
Interest expense	3,579	3,104
<b>Total expense included in the Statement of Comprehensive Income</b>	<b>32,392</b>	<b>22,885</b>

## 10 Employers' Pension Costs (continued)

The following amounts have been included within operating profit under FRS102:	Year to 31 December 2021 £'000s	Year to 31 December 2020 £'000s
COHSE pension scheme additional contributions	3,869	3,763
Past service cost	-	-
Current service cost	25,865	17,539
Running cost	2,948	2,242
Interest expense	3,579	3,104
Contributions by the employer	(22,625)	(22,321)
<b>Pension cost</b>	<b>13,636</b>	<b>4,327</b>

The following amounts have been recognised outside the profit and loss:	Year to 31 December 2021 £'000s	Year to 31 December 2020 £'000s
COHSE	(16,448)	715
UNISON	87,565	(107,967)
<b>Actuarial Gain/(Loss) recognised outside profit or loss</b>	<b>71,117</b>	<b>(107,252)</b>

The FRS 102 Statement of Financial Position of the Schemes as at 31 December 2021 is as follows:	UNISON £'000s	COHSE £'000s
Defined Benefit Obligation	892,498	51,034
Fair Value of Assets	(686,955)	(51,541)
<b>Pension Deficit</b>	<b>205,543</b>	<b>(507)</b>

The deficit under FRS 102 would have moved as follows during the year:	Year to 31 December 2021 £'000s	Year to 31 December 2020 £'000s
Deficit in schemes at 1 January 2021	(266,386)	(158,570)
Expense included in the profit or loss	(32,392)	(22,885)
Contributions by the employer	22,625	22,321
Actuarial Gain/(Loss)	71,117	(107,252)
<b>Deficit in Schemes as at 31 December 2021</b>	<b>(205,036)</b>	<b>(266,386)</b>

Over the year to 31 December 2021, contributions by the National Office of £19,039,520 (2020: £19,596,200) were made to the schemes.

Other significant contributions (excluding employee contributions) were £2,269,735 for Branch Officials (2020: £2,191,805) and £546,927 for Pension Protection levy (2020: £517,153).

It was agreed with the Trustees that contributions to the UNISON Scheme increase to 26.8% of members' salaries from 1st January 2019. Since 1st April 2010 additional contributions from the Employer to the Scheme continues. This amount represents the savings in their National Insurance contributions flowing from the "salary sacrifice" arrangement. For the time being, this is calculated at approximately 0.9% of Pensionable Salaries overall.



**UNISON**  
**NOTES TO THE FINANCIAL STATEMENTS**

Year ended 31 December 2021

**11 Fixed assets**

**Tangible Fixed Assets**

<b>General Fund</b>	<b>Freehold Properties</b>	<b>Leasehold Properties</b>	<b>Equipment</b>	<b>Total</b>
<b>Cost:</b>	<b>£'000s</b>	<b>£'000s</b>	<b>£'000s</b>	<b>£'000s</b>
At 1 January 2021	123,185	2,602	14,254	<b>140,041</b>
Disposal/ Impairment and Fully depreciated assets	(971)	-	(2,354)	<b>(3,325)</b>
Additions	378	-	2,367	<b>2,745</b>
<b>At 31 December 2021</b>	<b>122,592</b>	<b>2,602</b>	<b>14,267</b>	<b>139,461</b>
<b>Aggregate Depreciation including Impairment</b>				
At 1 January 2021	25,213	2,489	11,138	<b>38,840</b>
Disposal, Impaired and Fully depreciated assets	2,406	-	(2,354)	<b>52</b>
Charge for the year	2,320	40	1,644	<b>4,004</b>
<b>At 31 December 2021</b>	<b>29,939</b>	<b>2,529</b>	<b>10,428</b>	<b>42,896</b>
<b>National net book value at 31 December 2021</b>	<b>92,653</b>	<b>73</b>	<b>3,839</b>	<b>96,565</b>
<b>National net book value at 31 December 2020</b>	<b>97,972</b>	<b>113</b>	<b>3,116</b>	<b>101,201</b>
<b>Total Union</b>				
General Fund	92,653	73	3,839	<b>96,565</b>
Regions			5	<b>5</b>
Branches	1,962	-	1,345	<b>3,307</b>
<b>Total Union net book value at 31 December 2021</b>	<b>94,615</b>	<b>73</b>	<b>5,189</b>	<b>99,877</b>
<b>Total Union net book value at 31 December 2020</b>	<b>99,756</b>	<b>178</b>	<b>4,119</b>	<b>104,053</b>

**Intangible Fixed Assets**

UNISON owns the freehold interest in 1 Mabledon Place. The last professional valuation was performed in February 2012 by Deloitte Drivers Jonas, who valued the freehold interest at £5.65 million. Under FRS102 UNISON adopted the approach to freeze the valuation as at 1 January 2014 and treat this as the deemed cost at that date. Amortisation is charged on a straight line basis over the length of the lease of 150 years.

<b>General Fund</b>	<b>Leasehold Properties</b>
<b>Cost:</b>	<b>£'000s</b>
Deemed cost as at 1 January 2021	5,650
Additions	-
Disposals	-
<b>At 31 December 2021</b>	<b>5,650</b>
<b>Amortisation</b>	
At 1 January 2021	(264)
Charge for the year	(37)
<b>At 31 December 2021</b>	<b>(301)</b>
<b>National net book value at 31 December 2021</b>	<b>5,349</b>
<b>National net book value at 31 December 2020</b>	<b>5,386</b>

**UNISON**  
**NOTES TO THE FINANCIAL STATEMENTS**

Year ended 31 December 2021

**12 Investments**

Cost:	Year to 31 December 2021			Year to 31 December 2020		
	Listed investments	Unlisted investments	Total	Listed investments	Unlisted investments	Total
	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s
At 1 January 2021	24	7,545	7,569	25	7,545	7,570
Additions at cost	-	1,547	1,547	-	-	-
Disposals	-	1	1	-	-	-
Revaluation to market value	-	1,100	1,100	(1)	-	(1)
<b>At 31 December 2021</b>	<b>24</b>	<b>10,193</b>	<b>10,217</b>	<b>24</b>	<b>7,545</b>	<b>7,569</b>

Unlisted investments	Year to 31 December 2021		Year to 31 December 2020	
	Market Value	Book Value	Market Value	Book Value
	£'000s	£'000s	£'000s	£'000s
Unity Trust Bank	10,193	10,192	7,545	7,545
<b>Listed investments</b>				
Others – National	5	5	4	4
Others – Branches	19	19	20	20
	<b>10,217</b>	<b>10,216</b>	<b>7,569</b>	<b>7,569</b>

**Managers in Partnership – Joint Venture**

On 1 June 2005, UNISON entered into a Joint Venture (JV) with the First Division Association (FDA), the JV is known as Managers in Partnership (MiP). The partnership provides support for senior manager members in the health service.

Control of the partnership is 50:50.

**The management accounts of the partnership are as follows:**

	Total Partnership	UNISON Share
	2021	2021
Statement of Comprehensive Income	£'000s	£'000s
Income	1,691	846
Expenditure	(1,413)	(707)
Distributions to partners	(278)	(139)
<b>Closing reserves</b>	<b>-</b>	<b>-</b>
	Total Partnership	UNISON Share
	2021	2021
Statement of Financial Position as at 31 December 2021	£'000s	£'000s
Net current assets	-	-
Net current liabilities	-	-
<b>Closing reserves</b>	<b>-</b>	<b>-</b>

**UNISON**  
**NOTES TO THE FINANCIAL STATEMENTS**

Year ended 31 December 2021

**13 Financial Instruments**

Financial Assets and Liabilities	2021 £'000s	2020 £'000s
Financial assets measured at fair value through profit or loss	10,217	7,570
Financial assets measured at amortised cost	185,830	164,081
Financial liabilities measured at amortised cost	(9,316)	(12,879)

The fair value of investments is taken from their quoted market values at the year end.

**14 Debtors**

	2021 £'000s	2020 £'000s
Members' subscriptions	6,972	7,397
Thompson LLP	3,119	3,119
Other debtors	2,534	1,954
Prepayments and accrued income	3,047	3,010
	<b>15,672</b>	<b>15,480</b>

**15 Creditors**

	2021 £'000s	2020 £'000s
<b>Payable within one year</b>		
Trade creditors and accruals	(9,211)	(12,724)
PAYE, NI and other taxes	(1,507)	(1,456)
	<b>(10,718)</b>	<b>(14,180)</b>
<b>Creditors: payable later than one year</b>	(105)	(155)
	<b>(10,823)</b>	<b>(14,335)</b>

**16 Operating Lease Commitments**

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

	2021		2020	
	Land and Buildings £'000s	Other £'000s	Land and Buildings £'000s	Other £'000s
<b>National</b>				
Less than one year	2,278	137	2,340	155
Between two and five years	6,664	228	7,064	298
More than five years	2,731	-	3,795	-
<b>Branches</b>				
Less than one year	481	-	627	-
Between two and five years	1,267	-	830	-
Over five years	1,348	-	119	-

**UNISON**  
**NOTES TO THE FINANCIAL STATEMENTS**

Year ended 31 December 2021

## 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.

	2021 £'000s	2020 £'000s
<b>Income</b>		
General Fund Donations	48	346
Interest	-	-
<b>Expenditure</b>		
Project donations	(64)	(119)
<b>Surplus/(Deficit)</b>	<b>(16)</b>	<b>227</b>
Reserves as at 1 January 2021	583	356
Reserves as at 31 December 2021	<b>567</b>	<b>583</b>

## 18 Notes to the Statement of Cash Flows

	2021 £'000s	2020 £'000s
<b>a Reconciliation of Surplus/(Deficit) to Net cash Inflow from Operating Activities</b>		
Surplus/(Deficit) for the year	85,075	(88,276)
Actuarial (Gain)/Loss on pension scheme	(71,117)	107,252
Proceeds from Sale of Property	(1,143)	-
Interest received	(161)	(315)
Proceeds from disposal of Investments	-	-
Interest paid	344	343
Pension costs FRS102 provision	9,767	564
Depreciation	6874	3,689
Change in Fair Value of Investments	(1,100)	-
Decrease in debtors	(169)	1,828
Increase in creditors	(3,512)	1,053
<b>Net cash inflow from operating activities</b>	<b>24,858</b>	<b>26,138</b>

	2021 £'000s	Cash Flow £'000s	2020 £'000s
<b>b Analysis of Net Funds</b>			
Short Term Bank Deposits	56,173	(11,000)	45,173
National and Regional – cash at bank	40,663	(3,260)	37,403
Branches – cash at bank	76,387	(7,350)	69,037
<b>Net funds</b>	<b>173,223</b>	<b>(21,610)</b>	<b>151,613</b>

## 19 Capital Commitments

There are no significant capital commitments.

## 20 Related Party Disclosure

The General Secretary is a Non-Executive Director of Unity Trust Bank. UNISON owns 10% 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 £173.2 million.

UIA supply and deliver the UNISON Direct service to members, UNISON reimbursed UIA costs of £3.2 million in 2021.

UNISON Welfare Board of Trustees are elected substantially from UNISON NEC and the regional and branch network.

Joint Venture in MIP summary is available under Note 12 - Investments.

UNISON donated £0.9m to UNISON Welfare in 2021.

## 21 Financial and Operational Risk Management

UNISON is dependent on members' subscription income to fund all operations at National, Regional and Branch level. At times when the union's income continued to decline, largely as a result of prolonged austerity measures imposed, the union responded with robust recruitment and retention campaigns and activities to boost the union's membership. The union invested heavily in resources, union organisers and activists and their training to enhance organising and recruitment capacities and capabilities. This significantly reduced the adverse impact on union membership and participation levels, and which have since remained strong, resilient and consistent throughout. UNISON is therefore still well positioned in terms of membership and income, cash and reserves to manage its operations going forward. The union remains increasingly aware and alert to the potential impact of political, regulatory, and legislative changes on its membership and income. The union continues with short term strategic reviews of operations and member services with a view to avoiding more significant loss of members and income. UNISON has over the last few years invested in and embraced the technological development and strategies. This includes enhanced business intelligence, digital communications, tools and platforms enabling all parts of the union to react and interact with members and across the organisation more effectively. Where required, the union has been and is still prepared to undertake a wider review of its operations and services in the medium and longer term.

UNISON works proactively to ensure measures are in place to manage its financial and operational risk. This includes forward financial planning and a proven strategy to ensure that the union operates balanced budgets so as to at least maintain its reserves whilst providing for capital maintenance to ensure the union operates effectively at all levels. Budgets and forecasts take into account the levels of expected income and expenditure and a going concern review is undertaken each year along with cash flow projections. These financial reviews are reported in detail to the Finance and Resource Committee for approval and agreement and subsequent endorsement by the National Executive Council as well as being made available to the external auditors.

The union actively undertakes regular and special reviews to improve operational efficiencies and controls and seek opportunities to maximise the use of all of its resources across the organisation. UNISON invests heavily in training and ongoing development of all staff to be able to meet the organisation's and members' needs and is proud of the levels of knowledge, expertise and dedication of all our staff which keeps the union attractive to members.

UNISON conducts its affairs with absolute minimum or nil external borrowings or debt but has the capacity, if required, to undertake significant loans underpinned by a valuable asset base. The single largest obligation is to the staff pension scheme which currently has a funding deficit. The pension deficit has been and continues to be managed through a clear strategy and recovery plan put in place by the employer and the trustees working collaboratively with professional legal and actuarial guidance. The recovery plan is reviewed on a triannual basis and updated if required to take into account current economic conditions, actuarial factors and funding deficit.

### Commentary on COVID –19 and impact on the union

During the period of COVID-19 pandemic and uncertainty, the single biggest risk for the union was the potential and significant loss of membership and therefore income. However, the union's membership grew as a result of anxieties over job and pay in the public sector. Recruitment and retention of members are key to the union's ability to generate or maintain cash, it does not currently in itself create an immediate threat to financial capacity of the union to continue its operations in the foreseeable future. The measures outlined above continue to operate and ensure that the union and its membership remains protected and supported and as a result retention has been quite strong and successful. The union continues its crisis management support of members and this in turn attracts more new joiners and results in fewer members leaving the union.

Membership and subscription income for 2021 is significantly better and higher than previous years as a direct result of the positive actions, initiatives and investments undertaken by the union. The most recent statistics indicate that in the run up to this report our recruitment of new members remains strong across most sectors albeit marginally lower than the surge experienced during the early pandemic period in 2020. The union continues to attract new members which reflects its strength of reputation and ability of the union to support both new and existing members in times when they need it most. The union continues to review and monitor the Government's commitment and measures to invest in and support employees in the NHS and other public sector workers who form the majority of the union's membership.

Over the year the union has acted quickly to ensure continued operations and service to members by diverting resources and efforts to the front-line support services with additional IT and equipment as required, ensuring our staff and lay committees are able to continue on a business as usual approach. Continued investments in IT and connectivity coupled with robust back up plans has meant minimal disruption and robust business continuity measures across all union operations, functions and support services.

The union has continued to review its business needs in order to meet all our obligations and are fully geared to embrace new ways of working including hybrid and remote working as required. Our suppliers who are carefully vetted share our ethics and business practices and remain supportive to the point that special customised arrangements can be made as required to overcome short term difficulties. Therefore, we have a strong and loyal supplier chain continuing to provide the service as before. The union as with other similar organisations has a high level of committed costs which can be met in the short term. If required, the union can also make significant changes to its costs base in the short term by curtailing nonessential expenditure at short notice if required. In the slightly longer term the union continues to review its operations wider to make strategic financial and operational changes to mitigate longer term negative impacts of the COVID-19 which would include changes across the whole organisation as required.

## 22 Taxation

Most of the Union's revenue comes from members' subscriptions or otherwise represents income such as commissions that derives directly as a consequence of transactions with or on behalf of members. Such revenue is regarded as 'mutual' income and is outside the scope of corporation tax.

To the extent that the Union has investment income including interest and rental income and/or capital gains, these sources, not being of a mutual nature, are subject to corporation tax. However, these sources are exempt from tax under sections 981-983 CTA 2010 to the extent that they have been applied in the provision of 'provident benefits'.

## Statement of Comprehensive Income

	Notes	2021 £'000s	2021 £'000s	2020 £'000s	2020 £'000s
<b>Income</b>					
Contributions receivable			5,198		5,399
Interest on investments			1		14
<b>Total Income</b>			<b>5,199</b>		<b>5,413</b>
<b>Expenditure</b>					
Major campaigns		(1,520)		(1,323)	
Contributions and donations		(5,214)		(2,905)	
Contribution to General Fund expenses		(64)		(65)	
<b>Total Expenditure</b>			<b>(6,798)</b>		<b>(4,293)</b>
<b>(Deficit)/Surplus for the year</b>			<b>(1,599)</b>		<b>1,120</b>

## Statement of Financial Position

		2021 £'000s	2020 £'000s
<b>Current Assets</b>			
Debtors	2	-	3,585
Short Term Bank Deposits		10,800	-
Cash at bank		385	9,083
		<b>11,185</b>	<b>12,668</b>
<b>Current Liabilities</b>			
Creditors	3	(116)	-
<b>Net assets</b>		<b>11,069</b>	<b>12,668</b>
<b>Represented by:</b>			
Reserves at 1 January 2021		12,668	11,548
(Deficit)/Surplus for the year		(1,599)	1,120
<b>Balance 31 December 2021</b>		<b>11,069</b>	<b>12,668</b>

## 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

	2021 £'000s	2020 £'000s
<b>2 Debtors</b>		
Sundry Debtors	-	-
General Fund	-	3,585
	<b>-</b>	<b>3,585</b>
<b>3 Creditors</b>		
Sundry creditors	-	-
General Fund	(116)	-
	<b>(116)</b>	<b>-</b>

## 4 Contribution to General Fund Expenses

The Financial Statements were approved by the Finance and Resource Management Committee on 28th April 2022 are endorsed by the National Executive Council and signed on its behalf by:

**Christina McAnea**  
General Secretary  
28th April 2022

**Paul Holmes**  
President  
28th April 2022

## Statement of Comprehensive Income

	Notes	2021 £'000s	2021 £'000s	2020 £'000s	2020 £'000s
<b>Income</b>					
Contributions receivable			2,542		2,702
Other Income			-		-
Bank interest			1		8
<b>Total Income</b>			<b>2,543</b>		<b>2,710</b>
<b>Expenditure</b>					
National Expenditure		(2,148)		(1,495)	
National Administration		(1)		(28)	
Contribution to General Fund expenses		(65)		(65)	
Regional Expenditure		(268)		(118)	
<b>Total Expenditure</b>			<b>(2,482)</b>		<b>(1,706)</b>
<b>Surplus for the year</b>			<b>61</b>		<b>1,004</b>

## Statement of Financial Position

		2021 £'000s	2020 £'000s
<b>Current Assets</b>			
Debtors	2		142
Short Term Bank Deposits		5,900	5,200
Cash at bank		331	605
		<b>6,231</b>	<b>5,947</b>
<b>Current Liabilities</b>			
Creditors	3	(226)	(3)
<b>Net assets</b>		<b>6,005</b>	<b>5,944</b>
<b>Represented by:</b>			
Reserves at 1 January 2021		5,944	4,940
Surplus for the year		61	1,004
<b>Balance 31 December 2021</b>		<b>6,005</b>	<b>5,944</b>

## 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

	2021 £'000s	2020 £'000s
<b>2 Debtors</b>		
Sundry debtors	-	-
Prepayment	-	-
General Fund	-	142
	-	<b>142</b>
<b>3 Creditors</b>		
General Fund	(67)	(3)
Sundry creditors	(159)	1
	<b>(226)</b>	<b>(2)</b>

## 4 Contribution to General Fund Expenses

The Financial Statements were approved by the Finance and Resource Management Committee on 28th April 2022 are endorsed by the National Executive Council and signed on its behalf by:

**Christina McAnea**  
General Secretary  
28th April 2022

**Paul Holmes**  
President  
28th April 2022

## UNISON

### TEN YEAR SUMMARY 2012 TO 2021 – FOR INFORMATION ONLY

Year ended 31 December 2021

(as disclosed in the Annual Financial Statements)

#### Statement of Comprehensive Income

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s
<b>Income</b>			RESTATED							
Members' Subscriptions	170,975	169,122	167,467	165,787	163,794	162,381	162,437	165,343	170,754	174,855
Local levy	212	309	300	304	295	282	286	237	245	206
Donations by branch members	22	152	196	107	3	26	223	230	5	89
Allocations to Political Funds	(6,716)	(6,632)	(6,637)	(6,520)	(6,550)	(6,543)	(6,087)	(8,724)	(8,100)	(7,740)
<b>Available Operating Income</b>	<b>164,493</b>	<b>162,951</b>	<b>161,326</b>	<b>159,678</b>	<b>157,542</b>	<b>156,146</b>	<b>156,859</b>	<b>157,086</b>	<b>162,904</b>	<b>167,410</b>
<b>Non-Membership Income</b>	<b>10,242</b>	<b>8,058</b>	<b>8,648</b>	<b>8,939</b>	<b>8,466</b>	<b>11,410</b>	<b>9,694</b>	<b>10,060</b>	<b>10,534</b>	<b>12,216</b>
<b>Total Income</b>	<b>174,735</b>	<b>171,009</b>	<b>169,974</b>	<b>168,617</b>	<b>166,008</b>	<b>167,556</b>	<b>166,553</b>	<b>167,146</b>	<b>173,438</b>	<b>179,626</b>
<b>Total Operating Expenditure</b>	<b>(169,627)</b>	<b>(161,891)</b>	<b>(160,790)</b>	<b>(160,737)</b>	<b>(161,587)</b>	<b>(168,051)</b>	<b>(171,155)</b>	<b>(162,550)</b>	<b>(154,462)</b>	<b>(165,668)</b>
Net Income for the year	5,108	9,118	9,184	7,880	4,421	(495)	(4,602)	4,596	18,976	13,958
Revaluation of Mabledon Place	850	-	-	-	-	-	-	-	-	-
Actuarial (Losses)/Gains on pension scheme	(16,525)	12,890	(35,012)	33,804	(95,510)	58,792	8,562	(17,460)	(107,252)	71,117
<b>Surplus/(Deficit) for the year</b>	<b>(10,567)</b>	<b>22,008</b>	<b>(25,828)</b>	<b>41,684</b>	<b>(91,089)</b>	<b>58,297</b>	<b>3,960</b>	<b>(12,864)</b>	<b>(88,276)</b>	<b>85,075</b>

#### Statement of Financial Position

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s
Tangible Assets	110,900	106,516	102,653	98,258	100,475	99,185	99,934	104,597	104,053	99,877
Investments	2,153	2,052	1,984	4,192	4,193	4,193	5,288	7,570	7,569	10,217
Intangible asset	5,650	5,650	5,650	5,575	5,537	5,500	5,462	5,424	5,386	5,349
Joint Venture	-	-	-	-	-	-	-	-	-	-
<b>Total Fixed Assets</b>	<b>118,703</b>	<b>114,218</b>	<b>110,287</b>	<b>108,025</b>	<b>110,205</b>	<b>108,878</b>	<b>110,684</b>	<b>117,591</b>	<b>117,008</b>	<b>115,443</b>
Current Assets	119,460	119,636	129,814	141,404	141,434	145,830	145,630	146,054	167,229	189,008
Current Liabilities	(16,182)	(12,156)	(15,016)	(13,600)	(11,160)	(10,114)	(10,054)	(13,077)	(14,179)	(10,718)
<b>Net Current Assets</b>	<b>103,278</b>	<b>107,480</b>	<b>114,798</b>	<b>127,804</b>	<b>130,274</b>	<b>135,716</b>	<b>135,576</b>	<b>132,977</b>	<b>153,050</b>	<b>178,293</b>
Creditors due in more than one year	(6,000)	-	-	-	(355)	(305)	(255)	(205)	(155)	(105)
Provisions for Liabilities and Charges	-	-	-	-	-	-	-	-	-	-
Net Assets excluding pension scheme	215,981	221,698	225,085	235,829	240,124	244,289	246,005	250,363	269,903	293,628
Pension fund deficit	(120,356)	(104,065)	(133,280)	(102,340)	(197,724)	(143,592)	(141,348)	(158,570)	(266,386)	(205,036)
<b>Total Net Assets</b>	<b>95,625</b>	<b>117,633</b>	<b>91,805</b>	<b>133,489</b>	<b>42,400</b>	<b>100,697</b>	<b>104,657</b>	<b>91,793</b>	<b>3,517</b>	<b>88,592</b>
<b>Represented by:</b>										
Reserves	215,981	221,698	225,085	235,829	240,124	244,289	246,005	250,363	269,903	293,628
Pension scheme liability	(120,356)	(104,065)	(133,280)	(102,340)	(197,724)	(143,592)	(141,348)	(158,570)	(266,386)	(205,036)
<b>Accumulated Reserves</b>	<b>95,625</b>	<b>117,633</b>	<b>91,805</b>	<b>133,489</b>	<b>42,400</b>	<b>100,697</b>	<b>104,657</b>	<b>91,793</b>	<b>3,517</b>	<b>88,592</b>
<b>Average number of employees</b>	<b>1,180</b>	<b>1,206</b>	<b>1,206</b>	<b>1,226</b>	<b>1,241</b>	<b>1,220</b>	<b>1,194</b>	<b>1,167</b>	<b>1,152</b>	<b>1,123</b>

Note: 2012 to 2014 are consolidated financial statements which includes UNISON's subsidiary.



