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# FORM AR21

Trade Union and Labour Relations (Consolidation) Act 1992

## ANNUAL RETURN FOR A TRADE UNION

Name of Trade Union:

UNISON

Year ended:

31 DECEMBER 2009

List no:

736/T

Head or Main Office:

1 MABLEDON PLACE  
LONDON  
WC1H 9AJ

Website address (if available)

[www.unison.org.uk](http://www.unison.org.uk)

Has the address changed during the year to which the return relates?

Yes

☐

No

☒

(Click the appropriate box)

General Secretary:

Dave Prentis

Telephone Number:

0845 355 0845

Contact name for queries regarding the completion of this return:

Simon Crane

Telephone Number:

02075 511373

E-mail:

[s.crane@unison.co.uk](mailto:s.crane@unison.co.uk)

**PLEASE FOLLOW THE GUIDANCE NOTES IN THE COMPLETION OF THIS RETURN.**

Any difficulties or problems in the completion of this return should be directed to the Certification Officer as below or by telephone to: 020 7210 3734

The address to which returns and other documents should be sent are:

For Unions based in England and Wales:

Certification Office for Trade Unions and Employers' Associations  
22<sup>nd</sup> Floor, Euston Tower, 286 Euston Road, London NW1 3JJ

For Unions based in Scotland:

Certification Office for Trade Unions and Employers' Associations  
Melrose House, 69a George Street, Edinburgh EH2 2JG



(Revised February 2010)

# RETURN OF MEMBERS

(see notes 10 and 11)

	NUMBER OF MEMBERS AT THE END OF THE YEAR				
	Great Britain	Northern Ireland	Irish Republic	Elsewhere Abroad (including Channel Islands)	TOTALS
MALE	419,875	11,175			431,050
FEMALE	917,375	26,075			943,450
TOTAL	1,337,250	37,250	NIL	NIL	A 1,374,500

Number of members included in totals box 'A' above for whom no home or authorised address is held:

6,292

Number of members at end of year contributing to the General Fund

1,327,500

## OFFICERS IN POST

(see note 12)

Please attach as an annexe to this form a complete list of all officers in post at the end of the year to which this form relates, with the title of each persons office.

## RETURN OF CHANGE OF OFFICERS

Please complete the following to record any changes of officers during the twelve months covered by this return.

Title of Office	Name of Officer ceasing to hold office	Name of Officer Appointed	Date
Members of the executive	See attached pages a, b, c, d, and e.		

State whether the union is:

a. A branch of another trade union?

Yes ☐

No ☒

If yes, state the name of that other union:

b. A federation of trade unions?

Yes ☐

No ☒

If yes, state the number of affiliated unions:

and names:

# GENERAL FUND

(see notes 13 to 18)

	£'000	£'000
<b>INCOME</b>		
From Members: Contributions and Subscriptions		160,133
From Members: Other income from members (specify)		
Local levy	231	
<b>Total other income from members</b>		231
<b>Total of all income from members</b>		160,364
<b>Investment income (as at page 12)</b>		580
<b>Other Income</b>		
Income from Federations and other bodies (as at page 4)	Nil	
Income from any other sources (as at page 4)	12,948	
<b>Total of other income (as at page 4)</b>		12,948
	<b>TOTAL INCOME</b>	173,892
<b>EXPENDITURE</b>		
Benefits to members (as at page 5)		12,575
Administrative expenses (as at page 10)		85,958
Federation and other bodies (specify)		
TUC and Scottish TUC affiliation fees	4,628	
Other expenditure (as at page 3a)	62,978	
Movement on pension scheme (deficit in the year)	33,144	
<b>Total expenditure Federation and other bodies</b>		100,750
<b>Taxation</b>		
	<b>TOTAL EXPENDITURE</b>	199,283
Surplus (deficit) for year		(25,391)
Amount of general fund at beginning of year		88,263
Amount of general fund at end of year		62,872

## GENERAL EXPENDITURE – OTHER EXPENDITURE

	£000
Membership Participation Unit	511
General Publicity	1,229
Membership Services	1,930
Information Technology	5,843
International Relations	282
Election costs	888
Miscellaneous expenditure	1,175
Regional Office expenditure	3,834
Branch Organisation	41,356
RMS	2,366
Additional staff pension costs	1,543
Pension protection levy	209
Care Connect Limited	873
Staff rationalisation	855
International fund	84
	62,978

(see notes 19 and 20)

DESCRIPTION	£'000	£'000
Federation and other bodies		
TOTAL FEDERATION AND OTHER BODIES		NIL
Other income		
Distributions from Joint ventures	232	
Non membership income	11,912	
Profit on disposal of fixed assets	804	
TOTAL OTHER INCOME		12,948
TOTAL OF ALL OTHER INCOME		12,948

(see notes 21 to 23)

5

<b>FUND 2</b>		<b>Fund Account</b>	
<b>Name:</b>	<b>INDUSTRIAL ACTION</b>	<b>£'000</b>	<b>£'000</b>
<b>Income</b>			
	From members		1,246
	Investment income (as at page 12)		154
	Other income (specify)		
	Donation by Branch members	299	
	Taxation	92	
	Non membership income	39	
	<b>Total other income as specified</b>		430
	<b>Total Income</b>		1,830
<b>Expenditure</b>			
	Benefits to members	465	
	Administrative expenses and other expenditure (as at page 10)		
	<b>Total Expenditure</b>		465
	<b>Surplus (Deficit) for the year</b>		1,365
	<b>Amount of fund at beginning of year</b>		19,436
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		20,801
	<b>Number of members contributing at end of year</b>		N/A

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

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

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



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

FUND 7		Fund Account	
Name:		£	£
<b>Income</b>			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	<b>Total other income as specified</b>		
	<b>Total Income</b>		
<b>Expenditure</b>			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	<b>Total Expenditure</b>		
	<b>Surplus (Deficit) for the year</b>		
	<b>Amount of fund at beginning of year</b>		
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		
	<b>Number of members contributing at end of year</b>		

<b>POLITICAL FUND ACCOUNT 1</b>		<b>To be completed by trade unions which maintain their own fund</b>	
		<b>£'000</b>	<b>£'000</b>
<b>Income</b>	Members contributions and levies		5,688
	Investment income (as at page 12)		57
	Other income (specify)		
	Total other income as specified		
	Total income		5,745
<b>Expenditure</b>	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)		
	National expenditure	201	
	National Administration	1,508	
	Contributions to General fund expenses	745	
	Taxation on investment income	155	
	Campaigns	(42)	
		2,094	
	Total expenditure		4,661
	Surplus (deficit) for year		1,084
	Amount of political fund at beginning of year		4,731
	Amount of political fund at the end of year (as Balance Sheet)		5,815
	Number of members at end of year contributing to the political fund		890,763
	Number of members at end of the year not contributing to the political fund		483,737
	Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund		14,952

<b>POLITICAL FUND ACCOUNT 2</b>		<b>To be completed by trade unions which act as components of a central trade union</b>	
		<b>£</b>	<b>£</b>
<b>Income</b>	Contributions and levies collected from members on behalf of central political fund		
	Funds received back from central political fund		
	Other income (specify)		
	Total other income as specified		
	Total income		
<b>Expenditure</b>	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)		
	Administration expenses in connection with political objects (specify)		
	Non-political expenditure		
	Total expenditure		
	Surplus (deficit) for year		
	Amount held on behalf of trade union political fund at beginning of year		
	Amount remitted to central political fund		
	Amount held on behalf of central political fund at end of year		
	Number of members at end of year contributing to the political fund		
	Number of members at end of the year not contributing to the political fund		
	Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund		

# ANALYSIS OF ADMINISTRATIVE EXPENSES AND OTHER OUTGOINGS EXCLUDING AMOUNTS CHARGED TO POLITICAL FUND ACCOUNTS

(see notes 32 and 33)

		£'000
<b>Administrative Expenses</b>		
Remuneration and expenses of staff		51,271
Salaries and Wages included in above	£40,403	
Auditors' fees		98
Legal and Professional fees		10,894
Occupancy costs		8,608
Stationery, printing, postage, telephone, etc.		1,035
Expenses of Executive Committee (Head Office)		555
Expenses of conferences		2,482
Other administrative expenses (specify)		.
Staff travel and other costs		5,457
insurances		1,197
<b>Other Outgoings</b>		
Interest payable:		
Bank loans (including overdrafts)		310
Mortgages		
Other loans		
Depreciation		3,657
Taxation		394
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
<b>Total</b>		85,958
Charged to:	General Fund (Page 3)	85,958
	Fund (Account )	
	Fund (Account )	
	Fund (Account )	
	Fund (Account )	
<b>Total</b>		85,958

# ANALYSIS OF OFFICIALS SALARIES AND BENEFITS

(see notes 34 to 44 below)

Office held	Gross Salary £	Employers N.I. contributions £	Benefits			Total £
			Pension Contributions £	Other Benefits Description	Value £	
General Secretary	97,327	10,816	24,919	Expenses and car benefit	9,250	142,312
President	NIL	NIL	NIL	NIL	NIL	NIL
Members of the executive	NIL	NIL	NIL	NIL	NIL	NIL
Note:						
Pension contribution @ 25% represents 17.1% to cover future accrual and 7.9% towards the deficit of the pension scheme						

# ANALYSIS OF INVESTMENT INCOME

(see notes 45 and 46)

	Political Fund £'000		Other Fund(s) £'000
Rent from land and buildings			
Dividends (gross) from:			
Equities (e.g. shares)			133
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies	57		601
Other investment income (specify)			
	57		734
Total investment income			791
Credited to:			
General Fund (Page 3)			580
Industrial Action Fund (Account 2)			154
Fund (Account )			
Fund (Account )			
Fund (Account )			
Fund (Account )			
Political Fund			57
Total Investment Income			791

# BALANCE SHEET as at 31 December 2009

(see notes 47 to 50)

Previous Year		£'000	£'000
67,945	<b>Fixed Assets</b> (at page 14)	99,849	
	<b>Investments</b> (as per analysis on page 15)		
	Quoted (Market value £     )		
2,656	Unquoted	2,584	
	<b>Total Investments</b>		102,433
	<b>Other Assets</b>		
	Loans to other trade unions		
20,049	Sundry debtors	20,304	
99,363	Cash at bank and in hand	98,764	
	Income tax to be recovered		
	Stocks of goods		
266	Others (specify) Other Loans	257	
	<b>Total of other assets</b>		119,325
190,279	<b>TOTAL ASSETS</b>		221,758
88,263	Fund (Account 1)		62,872
19,436	Fund (Account 2)		20,801
	Fund (Account     )		
	Superannuation Fund (Account     )		
4,731	Political Fund (Account 4)		5,815
	Revaluation Reserve		
	<b>LIABILITIES</b>		
	Amount held on behalf of central trade union political fund		
	Loans: From other trade unions		
	Loans: Other		
	Bank overdraft		
	Tax payable		
18,944	Sundry creditors		40,221
	Accrued expenses		
	Provisions		
58,905	Pension scheme liabilities		92,049
190,279	<b>TOTAL LIABILITIES</b>		221,758
190,279	<b>TOTAL ASSETS</b>		221,758

# FIXED ASSETS ACCOUNT

(see notes 51 to 55)

	Land and Buildings Freehold      Leasehold £'000          £'000		Furniture and Equipment £'000	Motor Vehicles £'000	Not used for union business £'000	Total £'000
<b>Cost or Valuation</b>						
At start of year	60,993	2,441	15,268		2,466	81,168
Additions	32,498		2,620		677	35,795
Disposals	(233)					(233)
Revaluation/Transfers	28		(28)			-
At end of year	93,286	2,441	17,860	NIL	3,143	116,730
<b>Accumulated Depreciation</b>						
At start of year	3,972	760	9,939		751	15,422
Charges for year	582	184	2,769		122	3,657
Disposals	(57)	(2)				(59)
Revaluation/Transfers						
At end of year	4,497	942	12,708	NIL	873	19,020
Net book value at end of year	88,789	1,499	5,152		2,270	97,710
Held at regions	2					2
Held at branches	1,444	71	622			2,137
Net book value at end of year	90,235	1,570	5,774	NIL	2,270	99,849
Net book value at end of previous year	58,494	1,727	6,009	NIL	1,715	67,945

# ANALYSIS OF INVESTMENTS

(see notes 56 and 57)

QUOTED		All Funds Except Political Funds £'000	Political Fund £'000
	Equities (e.g. Shares)	2	
	Government Securities (Gilts)		
	Other quoted securities (to be specified)		
	TOTAL QUOTED (as Balance Sheet)	2	
	Market Value of Quoted Investment	2	
UNQUOTED			
	Equities		
	Government Securities (Gilts)		
	Mortgages		
	Bank and Building Societies		
	Unity trust bank	1,771	
	Other unquoted investments (to be specified)		
	Other miscellaneous	811	
	TOTAL UNQUOTED (as Balance Sheet)	2,582	
	Market Value of Unquoted Investments	2,582	



# ANALYSIS OF INVESTMENT INCOME (CONTROLLING INTERESTS)

(see notes 58 and 59)

<b>Does the union, or any constituent part of the union, have a controlling interest in any limited company?</b>		YES <input checked="" type="checkbox"/>	NO <input type="checkbox"/>
If YES name the relevant companies:			
COMPANY NAME	COMPANY REGISTRATION NUMBER (if not registered in England & Wales, state where registered)		
College of Operating Department Practitioners Limited	0602 8631	Limited by guarantee	
<b>Are the shares which are controlled by the union registered in the names of the union's trustees?</b>			
		YES <input checked="" type="checkbox"/>	NO <input type="checkbox"/>
If NO, state the names of the persons in whom the shares controlled by the union are registered.			
COMPANY NAME	NAMES OF SHAREHOLDERS		

# SUMMARY SHEET

(see notes 60 to 71)

	All funds except Political Funds £'000	Political Funds £'000	Total Funds £,000
<b>INCOME</b>			
From Members	161,909	5,688	167,597
From Investments	734	57	791
Other Income (including increases by revaluation of assets)	13,079		13,079
<b>Total Income</b>	175,722	5,745	181,467
<b>EXPENDITURE</b> (including decreases by revaluation of assets)	199,748	4,661	204,409
<b>Total Expenditure</b>	199,748	4,661	204,409
<b>Funds at beginning of year</b> (including reserves)	107,699	4,731	112,430
<b>Funds at end of year</b> (including reserves)	83,673	5,815	89,488
<b>ASSETS</b>			
Fixed Assets			99,849
Investment Assets			2,584
Other Assets			119,325
<b>Total Assets</b>			221,758
<b>LIABILITIES</b>			
<b>Total Liabilities</b>			132,270
<b>NET ASSETS (Total Assets less Total Liabilities)</b>			89,488

# NOTES TO THE ACCOUNTS

(see notes 72 and 73)

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

## Taxation

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

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

	General Fund £'000s	General Political Fund £'000s	Affiliated Political Fund £'000s	Industrial Action £'000s	Total £'000s
2009					
Corporation tax (recoverable)/chargeable	47	(15)	(2)	(30)	-
Prior year provisions no longer required	(180)	51	8	121	-
VAT	(279)				(279)
PAYE	18				18
	(394)	36	6	91	(261)
2008					
Corporation tax (recoverable)/chargeable	180	(51)	(8)	(121)	-
Prior year provisions no longer required	(181)	46	8	127	-
VAT	(201)				(201)
PAYE	(570)				(570)
	(772)	(5)	-	6	(771)

# ACCOUNTING POLICIES

(see notes 74 and 75)

## **1 Basis of Financial Statements**

**a** The Financial Statements have been prepared on a historical cost basis and in accordance with applicable accounting standards.

**b** The Consolidated Financial Statements are comprised of two elements.

Total Union represents

- \* All the income, expenditure and net assets of National Office, Branches and Regions.

- \* All adjustments required in connection with the inclusion of pension scheme income, expenditure, assets and liabilities as required by FRS 17.

Total Group represents

- \* Total union results as described above

- \* All the income and expenditure and net assets of subsidiary undertakings, where UNISON owns a controlling interest in the shares of a separate entity.

- \* UNISON's share of the net income, expenditure, assets and liabilities of any joint venture arrangements.

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

A subsidiary undertaking is an undertaking that the union owns in excess of 50 percent of the voting rights or exercises dominant influence over the activities of the undertaking. The subsidiary has been accounted for on a line by line basis.

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

The amount of such net assets relating to 55 (2008: 64) branches at 31 December 2009 was £1,255,000 (2008: £1,575,000).

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

### **e International Development Fund**

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

### **f Equal Pay Fund**

The fund is part of the General Fund and all income and expenditure is included within the National results within the General fund. However the surplus of income over expenditure is ring fenced within the reserves of the union

## **2 Other Accounting Policies**

### **a Subscriptions**

Members' subscriptions are brought into the Revenue Account on the basis of subscriptions due for the year ending 31 December 2009.

Amounts not received as at 31 December 2009 are included in current assets under the heading Debtors.

### **b Interest on Investments and Loans**

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

### **c Depreciation**

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

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

Leasehold property is depreciated over the life of each lease.

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

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

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

### **d Investments**

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

### **e Taxation**

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

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

### **f Pension schemes**

UNISON operates a defined benefit pension schemes. The current and past service costs, interest cost and the expected return on pension scheme assets are included within operating expenditure. Actuarial gains or losses are shown separately below net income/expenditure for the year. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method discounted at a rate equivalent to the current rate of return on a high quality corporate bond or equivalent currency and term to the scheme liabilities. Full actuarial valuations are obtained every three years and are updated at each balance sheet date.

### **g Operating Leases**

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

# SIGNATURES TO THE ANNUAL RETURN

(see notes 76 and 77)

including the accounts and balance sheet contained in the return.

Secretary's Signature: <u>Dave Prentis</u>	Director of Finance's Signature: <u>Steve Tasker</u> (or other official whose position should be stated)
Name: DAVE PRENTIS	Name: STEVE TASKER
Date: 28 May, 2010	Date: 28 May, 2010

## CHECK LIST

(see notes 78 to 80)

(please tick as appropriate)

IS THE RETURN OF OFFICERS ATTACHED? (see Page 2 and Note 12)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
HAS THE RETURN OF CHANGE OF OFFICERS BEEN COMPLETED? (see Page 2 and Note 12)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
HAS THE RETURN BEEN SIGNED? (see Pages 19 and 21 and Notes 76 and 77)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
HAS THE AUDITOR'S REPORT BEEN COMPLETED? (see Pages 20 and 21 and Notes 2 and 77)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
IS A RULE BOOK ENCLOSED? (see Notes 8 and 78)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
A MEMBER'S STATEMENT IS: (see Note 80)	ENCLOSED	<input type="checkbox"/>	TO FOLLOW	<input checked="" type="checkbox"/>
HAS THE SUMMARY SHEET BEEN COMPLETED (see Page 17 and Notes 7 and 59)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>

# AUDITOR'S REPORT

(see notes 81 to 86)

made in accordance with section 36 of the Trade Union and Labour Relations (Consolidation) Act 1992.

## AUDITORS REPORT TO THE MEMBERS OF UNISON

We have audited the financial statements on pages 3 to 19 which have been prepared under the accounting policies set out on page 19.

This report is made solely to UNISON's members, as a body. Our audit work has been undertaken so that we might state to UNISON'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 UNISON and UNISON's members as a body, for our audit work, for this report, or for the opinion we have formed.

### Respective responsibilities of Officers and Auditors for the Financial Statements

The Trade Union and Labour Relations (Consolidation) Act 1992 and the Trade Union Reform and Employment Rights Act 1993 require the officers of UNISON to: Keep proper accounting records which give a true and fair view of the state of affairs of UNISON and explain its transactions; establish and maintain a satisfactory system of control of the accounting records, cash holdings and all the receipts and remittances; prepare an annual return for the Certification Officer giving a true and fair view of the revenue account and balance sheet and provide members of UNISON with a statement of income and expenditure for the year.

It is our responsibility to form an independent opinion, based on our audit in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland), on those financial statements and to report our opinion to you.

### Basis of Opinion

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the officers in the preparation of the financial statements, and of whether the accounting policies are appropriate to the Union's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material mis-statement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of the information in the financial statements.

## AUDITOR'S REPORT (continued)

### Unqualified Opinion

In our opinion the financial statements give a true and fair view, in accordance with United Kingdom Generally Accepted Accounting Practice, of the state of the Union's affairs as at 31 December 2009 and of its transactions for the year then ended.

*Horwath Clark Whitehill LLP*

**Horwath Clark Whitehill LLP**

Chartered Accountants and Registered Auditors

28 May 2010

Signature(s):

*Horwath Clark  
Whitehill LLP*

Name(s):

**HORWATH CLARK  
WHITEHILL LLP**

Profession(s) or Calling(s):

**CHARTERED  
ACCOUNTANTS AND  
REGISTERED AUDITORS**

Address(es):

**ST BRIDE'S HOUSE  
10, SALISBURY SQUARE  
LONDON EC4Y 8EH**

Date:

**28 May 2010**

Contact name and telephone number:

**TINA ALLISON  
020 7842 7100**

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

**NEC MEMBERS AS AT 31 DECEMBER 2009**

**NAME**

James Anthony

April Ashley

Roger Bannister

Josie Bird

Sarah Bradfield

Gillian Brown

Jean butcher

John Campbell

Jane Carolan

Mark Clifford

Elaine Cotterell

Louise Couling

Lesley Discombe

Sue Forster

Bernie Gallagher

Gerry Gallagher

Susan Gallagher

Paul Glover

Moz Greenshields

April Grimes



Mike Hayes      L  
                         T

Susan Highton      1

Paul Holmes      9

John Jones      :

Dilys Jouvenat      :

Glenn Kelly

Abiola Kursoro

Maureen Le Marine

Mary Locke

Angela Lynes

Ann MacMillan  
Wood

Colm Magee

Carole Maleham

Gill Malik

Gordon McKay

Margaret McKee

Lucia McKeever

Ann Moses

Wendy Nichols

Kevin O'Grady

Bob Oram

Rowena Osmond

Vicky Perrin

Lynn Poulton

Eric Roberts

Julie Robinson

Jon Rogers

Helen Rose

Jessie Russel

Alison Shepherd

Kim Silver

Eleanor Smith

Fiona Smith

Irene Stacey

Sian Stockham

Christine Sullivan

Linda Sweet

Kath Symonds

Chris Tansley

Sofi Taylor

Paul Thompson

Jean Thorpe

Mike Tucker

Lisa Waldock

Hannah Walter

Steve Warwick

Clare Williams

Anthony Wilson

Sarah Barwick  
(5 Jan 2009)

John McDermott  
(15 April 2009)

Jennifer Mortimer  
(February 2009)

Catherine Ahrens

Angela Bower

Susan Brealey

Alison Brown

Kath Budd

Jim Burnett

Mary Ferris

Peter Gaskin

Graeme Horn

Helen Jenner

Diana Leach

Emma Macbeth  
( nee Goodall)

Annette Mansell  
Green

Kevin Naylor

June Nelson

Karen Reissmann

Samantha Selon

Norma Stephenso

Linda Wilkinson

# UNISON

## REPORT ON THE 2009 FINANCIAL STATEMENTS

### 7 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 for branches in 2009 was £37.5 million being 23% of subscription income of £162.8 million (the resultant figure after top slicing at 2.5% for equal pay). In the year £37.5 million was credited to branches with the balance of £816,499 credited to the regional pool.

### 8 Branch funding for 2011

Funding arrangements agreed at Conference in 2001 called for certain information to be reported to the preceding National Delegate Conference to assist branches in connection with their funding arrangements. Hence for 2011 the following data will be used in order to comply with that commitment.

The information is as follows;

Subscription income for 2009

£167m

Membership as at 31 December 2009

1,327,000

Branch Funding for 2009 at:

23.5%

#### Branch average subscriptions per member

#### Additional entitlement

Less than £113 and not less than £101	0.5%
Less than £101 and not less than £88	1.0%
Less than £88 and not less than £76	1.5%
Less than £76	2.0%

#### Average branch general fund reserves per member

#### Additional entitlement

More than £12.00	0.0%
Less than £12.00 and not less than £10.5	0.5%
Less than £10.50 and not less than £9.00	1.0%
Less than £9.00 and not less than £7.50	1.5%
Less than £7.50	2.0%

#### For branches of more than 500 members

#### Percentage reduction in additional entitlements

Branch general fund reserves expressed as an average per member	
At £15 or below	0%
More than £15.00 and less than or equal to £16.50	20%
More than £16.50 and less than or equal to £18.00	40%
More than £18.00 and less than or equal to £19.50	60%
More than £19.50 and less than or equal to £21.00	80%
More than £21.00	100%

#### For branches of less than 501 members

#### Percentage reduction in additional entitlements

Total branch general fund reserves	
£7,500 or below	0%
More than £7,500 and less than or equal to £8,250	20%
More than £8,250 and less than or equal to £9,000	40%
More than £9,000 and less than or equal to £9,750	60%
More than £9,750 and less than or equal to £10,500	80%
More than £10,500	100%

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## **UNISON**

### **REPORT ON THE 2009 FINANCIAL STATEMENTS**

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#### **9 Ten Year Summary Results – Group only**

A summary of the union's results over 10 years is shown on pages 30 to 31. These highlight the continued financial strength and growth of the union. On inception the combined group assets of the partner unions was £84.4 million. At the end of December 2009 the combined assets of the group were £175.7 million (excluding the pension figures included under FRS17)

#### **10 Statement of officers' responsibility**

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

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

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

The maintenance and integrity of the UNISON website is the responsibility of the officers of the union. The work carried out by the auditors does not involve the consideration of these matters, and accordingly, the auditors accept no responsibility for any changes that may have occurred in the accounts since they were initially presented on the website.

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

**Dave Prentis**  
*General Secretary*

28 April 2010

**Gerry Gallagher**  
*President*

28 April 2010

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## **UNISON**

### **INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF UNISON**

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We have audited the Financial Statements of UNISON for the year ended 31 December 2009 which comprise the Consolidated Revenue Account, the Consolidated Balance Sheet, the Consolidated Cash Flow Statement and the related notes, for the union and the group, plus the Affiliated Political Fund and the General Political Fund on pages 26 to 29. These Financial Statements have been prepared under the historical cost convention and the accounting policies set out therein.

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

#### **Respective responsibilities of officers and auditors**

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

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

#### **Basis of opinion**

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

#### **Unqualified opinion**

In our opinion the financial statements give a true and fair view, in accordance with United Kingdom Generally Accepted Accounting Practice, of the state of the group and union's affairs as at 31 December 2009 and of its transactions for the year then ended.

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

20 May 2010

# UNISON CONSOLIDATED REVENUE ACCOUNT

For the year ended 31 December 2009

	Notes	2009 General Funds (Note 3) £'000s	2009 Industrial Action Funds (Note 4) £'000s	2009 Pension Scheme £'000s	2009 Total Union £'000s	2009 Total Group £'000s
<b>Membership Income</b>						
Members' subscriptions		167,067	—	—	167,067	167,098
Local levy		231	—	—	231	231
Donations by Branch members		—	299	—	299	299
Allocations to Political Funds		(5,688)	—	—	(5,688)	(5,688)
Allocations to Industrial Action Fund		(1,246)	1,246	—	—	—
Available Operating Income		<b>160,364</b>	<b>1,545</b>	<b>—</b>	<b>161,909</b>	<b>161,940</b>
<b>Non-Membership Income</b>						
National Office income	6	7,711	—	—	7,711	7,711
Regional Office income	7	861	—	—	861	861
Lay Regional income	8	691	—	—	691	691
Branch income	9	2,454	—	—	2,454	2,454
Industrial Action income	4	—	39	—	39	39
Care Connect Limited – Company income	14	—	—	—	—	969
International Development Fund	18	195	—	—	195	195
College of Operating Department Practitioners	14	—	—	—	—	95
Share of Income of Joint Venture	14	—	—	—	—	941
<b>Total Non-Membership Income</b>		<b>11,912</b>	<b>39</b>	<b>—</b>	<b>11,951</b>	<b>13,956</b>
<b>Total Income</b>		<b>172,276</b>	<b>1,584</b>	<b>—</b>	<b>173,860</b>	<b>175,896</b>
<b>Expenditure</b>						
National Office expenditure	6	(69,430)	—	—	(69,430)	(69,430)
Regional Office expenditure	7	(43,594)	—	—	(43,594)	(43,594)
Lay Regional expenditure	8	(3,834)	—	—	(3,834)	(3,834)
Branch expenditure	9	(41,356)	—	—	(41,356)	(41,356)
Staff rationalisation costs	11b	(855)	—	—	(855)	(855)
Dispute pay and associated expenses	4	—	(465)	—	(465)	(465)
Depreciation	13	(3,657)	—	—	(3,657)	(3,657)
Care Connect Limited – National expenses		(873)	—	—	(873)	(873)
Care Connect Limited – Company expenses	14	—	—	—	—	(1,256)
College of Operating Department Practitioners Ltd		—	—	—	—	(152)
Pension (cost)/ income		(1,752)	—	1,010	(742)	(742)
International Development Fund	18	(84)	—	—	(84)	(84)
Share of Costs of Joint Venture	14	—	—	—	—	(722)
<b>Operating Expenditure</b>		<b>(165,435)</b>	<b>(465)</b>	<b>1,010</b>	<b>(164,890)</b>	<b>(167,020)</b>
<b>Net Income from Operations</b>		<b>6,841</b>	<b>1,119</b>	<b>1,010</b>	<b>8,970</b>	<b>8,876</b>
<b>Other Income</b>						
Investment income		580	154	—	734	735
Interest paid		(310)	—	—	(310)	(310)
Distributions from Joint Venture	14	232	—	—	232	—
Profit/(loss) on disposal of fixed assets		804	—	—	804	804
Taxation	10	(394)	92	—	(302)	(302)
<b>Net Income for the year</b>		<b>7,753</b>	<b>1,365</b>	<b>1,010</b>	<b>10,128</b>	<b>9,803</b>
Actuarial losses on pension scheme	12	—	—	(34,154)	(34,154)	(34,154)
<b>Surplus/(Deficit) for the year</b>		<b>7,753</b>	<b>1,365</b>	<b>(33,144)</b>	<b>(24,026)</b>	<b>(24,351)</b>
<b>Reserves brought forward balance</b>		<b>147,168</b>	<b>19,436</b>	<b>(58,905)</b>	<b>107,699</b>	<b>107,992</b>
<b>Reserves as at 31 December 2009</b>		<b>154,921</b>	<b>20,801</b>	<b>(92,049)</b>	<b>83,673</b>	<b>83,641</b>

Income and expenditure of the Group includes income of £969,000 and expenditure of £2,129,000 relating to Care Connect Limited, which was discontinued in the year. All other operations are continuing.

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



**UNISON**  
**CONSOLIDATED REVENUE ACCOUNT**

For the year ended 31 December 2008

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

# UNISON

## CONSOLIDATED BALANCE SHEET

As at 31 December 2009

	Notes	2009 General Funds £'000s	2009 Industrial Action Funds £'000s	2009 Pension Scheme £'000s	2009 Total Union £'000s	2009 Total Group £'000s
<b>Fixed Assets</b>						
Tangible assets	13	99,849	—	—	99,849	99,849
Investments: Unlisted	14	2,584	—	—	2,584	2,584
		<b>102,433</b>	<b>—</b>	<b>—</b>	<b>102,433</b>	<b>102,433</b>
<b>Current Assets</b>						
Debtors	15	19,701	123	—	19,824	19,967
Other loans		257	—	—	257	257
Short Term Bank Deposits		29,000	—	—	29,000	29,000
National and Regional – cash at bank and in hand		6,375	9,408	—	15,783	15,783
Branches – cash at bank and in hand		37,299	11,309	—	48,608	48,608
CODP – Bank		—	—	—	—	13
		<b>92,632</b>	<b>20,840</b>	<b>—</b>	<b>113,472</b>	<b>113,628</b>
<b>Current Liabilities</b>						
Creditors payable within one year	16a	(18,854)	(39)	—	(18,893)	(19,081)
Branch and regions – other net current liabilities		(2,738)	—	—	(2,738)	(2,738)
		<b>(21,592)</b>	<b>(39)</b>	<b>—</b>	<b>(21,631)</b>	<b>(21,819)</b>
<b>Net Current Assets</b>		<b>71,040</b>	<b>20,801</b>	<b>—</b>	<b>91,841</b>	<b>91,809</b>
<b>Total Assets less Current Liabilities</b>		<b>173,473</b>	<b>20,801</b>	<b>—</b>	<b>194,274</b>	<b>194,242</b>
Creditors payable later than one year	16b	(18,552)	—	—	(18,552)	(18,552)
Provisions and charges	16c	—	—	—	—	—
<b>Net Assets excluding Pension Scheme</b>		<b>154,921</b>	<b>20,801</b>	<b>—</b>	<b>175,722</b>	<b>175,690</b>
Pension fund deficit	12	—	—	(92,049)	(92,049)	(92,049)
<b>Total Net Assets</b>		<b>154,921</b>	<b>20,801</b>	<b>(92,049)</b>	<b>83,673</b>	<b>83,641</b>
<b>Represented by:</b>						
Reserves		154,921	20,801	—	175,722	175,690
Pension scheme liability	12	—	—	(92,049)	(92,049)	(92,049)
<b>Total Reserves</b>		<b>154,921</b>	<b>20,801</b>	<b>(92,049)</b>	<b>83,673</b>	<b>83,641</b>

The Financial Statements were approved by the Finance and Resource Management Committee on 28 April 2010 and are signed on its behalf by:

Dave Prentis  
General Secretary

28 April 2010

Gerry Gallagher  
President

28 April 2010

# UNISON CONSOLIDATED BALANCE SHEET

As at 31 December 2008

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

**UNISON**  
**CONSOLIDATED CASH FLOW STATEMENT**

For the year ended 31 December 2009

	Notes	2009 Total Group £'000s	2008 Total Group £'000s
<b>Cash inflow from operating activities</b>	19a	14,306	12,283
<b>Returns on Investments and Servicing of Finance</b>			
Interest received		735	3,358
Interest paid		(310)	-
<b>Capital Expenditure and Financial Investment</b>			
<b>FIXED ASSETS</b>			
Purchase of tangible fixed assets – National		(35,795)	(17,390)
Sale of tangible fixed assets – by subsidiary undertaking		52	14
Purchase of intangible fixed assets – by subsidiary undertaking		-	(12)
Sale of tangible fixed assets – branches and regions		66	177
Sale of tangible fixed assets – National		1,025	-
<b>INVESTMENTS</b>			
Sale of investments		69	(246)
<b>Cash outflow before financing</b>		<b>(19,852)</b>	<b>(1,816)</b>
<b>Financing Activity</b>			
Cash from loan		17,792	-
<b>(Decrease) / Increase in Cash</b>	19b	<b>(2,060)</b>	<b>(1,816)</b>

# UNISON

## NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2009

### 1 Basis of Financial Statements

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

Total Union represents

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

Total Group represents

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

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

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

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

The amount of such net assets relating to 55 (2008: 64) branches at 31 December 2009 was £1,255,000 (2008: £1,575,000).

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

#### e International Development Fund

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

#### f Equal Pay Fund

This fund is part of the General Fund, and all income and expenditure is included within the National results within the General Fund. However the surplus of income over expenditure is ring fenced within the reserves of the union.

### 2 Other Accounting Policies

#### a Subscriptions

Members' subscriptions are brought into the Revenue Account on the basis of subscriptions due for the year ending 31 December 2009.

Amounts not received as at 31 December 2009 are included in current assets under the heading Debtors.

#### b Interest on Investments and Loans

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

#### c Depreciation

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

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

Leasehold property is depreciated over the life of each lease.

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

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

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

#### d Investments

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

#### e Taxation

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

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

#### f Pension schemes

UNISON operates a defined benefit pension scheme. The disclosures required to be made under the provisions of FRS 17 are made in note 12. The current and past service costs, interest costs and the expected return on pension scheme assets are included within operating expenditure. Actuarial gains or losses are shown separately below net income/expenditure for the year. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent currency and term to the scheme liabilities. Full actuarial valuations are obtained every three years and are updated at each balance sheet date. The resulting defined benefit scheme liability is shown separately on the face of the balance sheet.

#### g Operating Leases

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

# UNISON

## NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2009

### 3 General Fund Revenue Account Analysis

	Notes	2009 National £'000s	2009 Branches £'000s	2009 Regions £'000s	2009 Total £'000s	2008 National £'000s	2008 Branches £'000s	2008 Regions £'000s	2008 Total £'000s
<b>Income</b>									
Members' subscriptions		166,999	68	—	167,067	161,092	70	—	161,162
Branch funding		(38,264)	37,448	816	—	(37,130)	36,340	790	—
Local levy		—	231	—	231	—	142	—	142
Allocations to regions		(1,921)	—	1,921	—	(1,917)	—	1,917	—
Allocations to Political Funds		(5,688)	—	—	(5,688)	(5,458)	—	—	(5,458)
Allocation to Other Funds		(1,246)	—	—	(1,246)	(1,209)	—	—	(1,209)
<b>Available Operating Income</b>		<b>119,880</b>	<b>37,747</b>	<b>2,737</b>	<b>160,364</b>	<b>115,378</b>	<b>36,552</b>	<b>2,707</b>	<b>154,637</b>
<b>Non-Membership Income</b>									
National Office income	6	7,711	—	—	7,711	6,782	—	—	6,782
Regional Office income	7	861	—	—	861	793	—	—	793
Lay Regional income	8	—	—	691	691	—	—	510	510
Branch income	9	—	2,454	—	2,454	—	2,511	—	2,511
International Development Fund	18	195	—	—	195	153	—	—	153
<b>Total Non-Membership Income</b>		<b>8,767</b>	<b>2,454</b>	<b>691</b>	<b>11,912</b>	<b>7,728</b>	<b>2,511</b>	<b>510</b>	<b>10,749</b>
<b>Total Income</b>		<b>128,647</b>	<b>40,201</b>	<b>3,428</b>	<b>172,276</b>	<b>123,106</b>	<b>39,063</b>	<b>3,217</b>	<b>165,386</b>
<b>Expenditure</b>									
National Office expenditure	6	(69,430)	—	—	(69,430)	(67,731)	—	—	(67,731)
Regional Office expenditure	7	(43,594)	—	—	(43,594)	(42,855)	—	—	(42,855)
Lay Regional expenditure	8	—	—	(3,834)	(3,834)	—	—	(3,461)	(3,461)
Branch expenditure	9	—	(41,356)	—	(41,356)	—	(38,874)	—	(38,874)
Staff rationalisation costs	11b	(855)	—	—	(855)	(1,303)	—	—	(1,303)
Depreciation	13	(3,657)	—	—	(3,657)	(4,099)	—	—	(4,099)
Care Connect Limited		(873)	—	—	(873)	(218)	—	—	(218)
Pension cost		(1,752)	—	—	(1,752)	(2,087)	—	—	(2,087)
International Development Fund	18	(84)	—	—	(84)	(131)	—	—	(131)
<b>Operating Expenditure</b>		<b>(120,245)</b>	<b>(41,356)</b>	<b>(3,834)</b>	<b>(165,435)</b>	<b>(118,424)</b>	<b>(38,874)</b>	<b>(3,461)</b>	<b>(160,759)</b>
<b>Net Income/(Expenditure) from Operations</b>		<b>8,402</b>	<b>(1,155)</b>	<b>(406)</b>	<b>6,841</b>	<b>4,682</b>	<b>189</b>	<b>(244)</b>	<b>4,627</b>
<b>Other Income</b>									
Distributions from Joint Venture	14	232	—	—	232	221	—	—	221
Investment and other income		455	125	—	580	1,685	843	83	2,611
Interest		(310)	—	—	(310)	—	—	—	—
Taxation	10	(394)	—	—	(394)	(772)	—	—	(772)
Profit on disposal of fixed assets		804	—	—	804	—	—	—	—
<b>Surplus / (Deficit) for the year</b>		<b>9,189</b>	<b>(1,030)</b>	<b>(406)</b>	<b>7,753</b>	<b>5,816</b>	<b>1,032</b>	<b>(161)</b>	<b>6,687</b>
Reserves brought forward as reported		102,357	41,295	3,516	147,168	96,541	40,263	3,677	140,481
<b>Reserves as at 31 December 2009</b>		<b>111,546</b>	<b>40,265</b>	<b>3,110</b>	<b>154,921</b>	<b>102,357</b>	<b>41,295</b>	<b>3,516</b>	<b>147,168</b>

Included under regions is the allocation of £816,499 (2008: £790,000) for the regional pool and £964,993 (2008: £1,097,000) expenditure from the pool.

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

For the year ended 31 December 2009

**4 Industrial Action Fund Revenue Account Analysis**

	2009			2008		
	National £'000s	Branches £'000s	Total £'000s	National £'000s	Branches £'000s	Total £'000s
Income						
Donations	—	299	299	206	340	546
Other Income	—	39	39	—	109	109
Allocation from General Fund	1,246	—	1,246	1,209	—	1,209
<b>Operating Income</b>	<b>1,246</b>	<b>338</b>	<b>1,584</b>	<b>1,415</b>	<b>449</b>	<b>1,864</b>
Expenditure						
Dispute pay and associated expenses	(174)	(291)	(465)	(898)	(670)	(1,568)
<b>Operating Expenditure</b>	<b>(174)</b>	<b>(291)</b>	<b>(465)</b>	<b>(898)</b>	<b>(670)</b>	<b>(1,568)</b>
<b>Net Income/ (Expenditure) from Operations</b>	<b>1,072</b>	<b>47</b>	<b>1,119</b>	<b>517</b>	<b>(221)</b>	<b>296</b>
Investment income	99	55	154	405	340	745
Taxation	92	—	92	6	—	6
<b>Surplus for the year</b>	<b>1,263</b>	<b>102</b>	<b>1,365</b>	<b>928</b>	<b>119</b>	<b>1,047</b>
Reserves as at 1 January 2009	8,230	11,206	19,436	7,302	11,087	18,389
<b>Reserves as at 31 December 2009</b>	<b>9,493</b>	<b>11,308</b>	<b>20,801</b>	<b>8,230</b>	<b>11,206</b>	<b>19,436</b>

**5 Analysis of General Fund Balance Sheet**

	2009				2008			
	National £'000s	Branches £'000s	Regions £'000s	Total £'000s	National £'000s	Branches £'000s	Regions £'000s	Total £'000s
Tangible fixed assets	97,709	2,138	2	99,849	65,746	2,198	1	67,945
Investments	1,773	811	—	2,584	1,773	881	—	2,654
Other net assets	12,064	37,316	3,108	52,488	34,838	38,216	3,515	76,569
	<b>111,546</b>	<b>40,265</b>	<b>3,110</b>	<b>154,921</b>	<b>102,357</b>	<b>41,295</b>	<b>3,516</b>	<b>147,168</b>

# UNISON

## NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2009

	2009	2009	2009	2008	2008	2008
			Net			Net
			Expenditure/			Expenditure/
			Non			Non
			Membership			Membership
			Income			Income
			£'000s			£'000s
6 Total National Expenditure/	Expenditure			Expenditure		
Non-Membership Income	£'000s	Membership	Income	£'000s	Membership	Income
Service Groups		Income	£'000s		Income	£'000s
Local Government	1,752	(110)	1,642	1,500	(62)	1,438
Healthcare	1,332	(36)	1,296	1,705	(30)	1,675
Business and Environment	1,005	(31)	974	964	(4)	960
Education Services	898	(74)	824	889	(101)	788
Police Staffs	94	(8)	86	137	-	137
Pensions	225	-	225	214	-	214
Bargaining Support/Health & Safety	668	-	668	665	(14)	651
	<b>5,974</b>	<b>(259)</b>	<b>5,715</b>	<b>6,074</b>	<b>(211)</b>	<b>5,863</b>
<b>Organising and Membership</b>						
Membership Participation Unit	1,187	-	1,187	1,342	(19)	1,323
Learning and Organising Services	3,631	(1,344)	2,287	2,888	(1,067)	1,821
Communications	5,328	(746)	4,582	4,712	(687)	4,025
Legal Services	4,838	-	4,838	5,159	-	5,159
Membership Services	325	(1,153)	(828)	278	(1,291)	(1,013)
Croyde Bay	1,605	(1,632)	(27)	1,720	(1,677)	43
Membership Liaison	3,355	-	3,355	2,729	(23)	2,706
Recruitment and Organising	371	-	371	325	-	325
RMS project – operating costs only	1,464	-	1,464	1,245	-	1,245
Allocation to UNISON Welfare	673	-	673	711	-	711
	<b>22,777</b>	<b>(4,875)</b>	<b>17,902</b>	<b>21,109</b>	<b>(4,764)</b>	<b>16,345</b>
Managers in Partnership	175	-	175	238	-	238
<b>Executive Office</b>						
NEC Committees	555	-	555	525	-	525
Democratic Services	1,092	-	1,092	1,121	-	1,121
Press & Media/Public Relations/Marketing	373	-	373	326	-	326
General Secretary's Office	690	-	690	718	-	718
Conference Organisation	2,482	(232)	2,250	2,641	(223)	2,418
	<b>5,192</b>	<b>(232)</b>	<b>4,960</b>	<b>5,331</b>	<b>(223)</b>	<b>5,108</b>
<b>Financial Management</b>						
Finance	2,292	(1,670)	622	2,334	(1,144)	1,190
Rule Book Benefits	400	-	400	416	-	416
	<b>2,692</b>	<b>(1,670)</b>	<b>1,022</b>	<b>2,750</b>	<b>(1,144)</b>	<b>1,606</b>
<b>Policy and Public Affairs</b>						
PPA Operations & Campaigns	6,514	(206)	6,308	6,001	-	6,001
TUC	21	-	21	71	-	71
International	665	(83)	582	637	(123)	514
	<b>7,200</b>	<b>(289)</b>	<b>6,911</b>	<b>6,709</b>	<b>(123)</b>	<b>6,586</b>
<b>Organisation and Staff Development</b>						
Staff Training	788	-	788	632	-	632
Personnel	1,510	-	1,510	1,596	(1)	1,595
Recruitment and Advertising	364	-	364	564	-	564
	<b>2,662</b>	<b>-</b>	<b>2,662</b>	<b>2,792</b>	<b>(1)</b>	<b>2,791</b>
<b>Systems Management</b>						
Information Technology	6,135	-	6,135	7,109	-	7,109
Resources & Facilities Management	1,675	-	1,675	1,623	-	1,623
Property & Purchasing	3,523	(386)	3,137	3,144	(316)	2,828
Internal Communications	558	-	558	711	-	711
Print	128	-	128	639	-	639
	<b>12,019</b>	<b>(386)</b>	<b>11,633</b>	<b>13,226</b>	<b>(316)</b>	<b>12,910</b>
<b>Objectives – Project costs – operating only</b>						
Recruiting and organising members	250	-	250	320	-	320
Negotiating and promoting equality – members	7,555	-	7,555	6,769	-	6,769
Campaigning and promoting UNISON	369	-	369	410	-	410
Developing an efficient and effective Union	2,552	-	2,552	1,937	-	1,937
Equality schemes	13	-	13	66	-	66
	<b>10,739</b>	<b>-</b>	<b>10,739</b>	<b>9,502</b>	<b>-</b>	<b>9,502</b>
<b>Total National Expenditure/Non-Membership Income</b>	<b>69,430</b>	<b>(7,711)</b>	<b>61,719</b>	<b>67,731</b>	<b>(6,782)</b>	<b>60,949</b>



**UNISON**
**NOTES TO THE FINANCIAL STATEMENTS**
**For the year ended 31 December 2009**

	2009	2009	2009	2008	2008	2008
	Expenditure £'000s	Non Membership Income £'000s	Net Expenditure/ Non Membership Income £'000s	Expenditure £'000s	Non Membership Income £'000s	Net Expenditure/ Non Membership Income £'000s
<b>7 Regional Office Expenditure/Non-Membership Income</b>						
Eastern	3,187	(29)	3,158	3,085	(22)	3,063
East Midlands	3,549	(28)	3,521	3,430	(21)	3,409
Greater London	5,030	(10)	5,020	4,796	—	4,796
Northern	2,895	(91)	2,804	3,033	(85)	2,948
Northern Ireland	1,646	(3)	1,643	1,560	(9)	1,551
North West	4,910	(159)	4,751	4,934	(90)	4,844
Scotland	4,730	(355)	4,375	4,677	(329)	4,348
South East	3,690	(59)	3,631	3,770	(36)	3,734
South West	3,376	(54)	3,322	3,318	(47)	3,271
Wales	3,034	(25)	3,009	2,939	(99)	2,840
West Midlands	3,689	(37)	3,652	3,562	(39)	3,523
Yorkshire & Humberside	3,858	(11)	3,847	3,751	(16)	3,735
	<b>43,594</b>	<b>(861)</b>	<b>42,733</b>	<b>42,855</b>	<b>(793)</b>	<b>42,062</b>
<b>8 Lay Regional Expenditure/Non-Membership Income</b>						
Other income	—	(691)	(691)	—	(510)	(510)
Local Expenditure	2,869	—	2,869	2,365	—	2,365
Regional Pool Expenditure	965	—	965	1,096	—	1,096
	<b>3,834</b>	<b>(691)</b>	<b>3,143</b>	<b>3,461</b>	<b>(510)</b>	<b>2,951</b>
<b>9 Branch Expenditure/Non-Membership Income</b>						
Other Income	—	(2,454)	(2,454)	—	(2,511)	(2,511)
Administration expenses	20,445	—	20,445	19,844	—	19,844
Honoraria	2,491	—	2,491	2,855	—	2,855
Conferences	4,201	—	4,201	3,992	—	3,992
Other meetings	4,176	—	4,176	3,833	—	3,833
Publicity	2,935	—	2,935	2,647	—	2,647
Education	2,628	—	2,628	1,414	—	1,414
Local activities	1,708	—	1,708	1,771	—	1,771
Transfers to Industrial Action Fund	260	—	260	240	—	240
Donations	566	—	566	612	—	612
Affiliations	168	—	168	146	—	146
Miscellaneous	1,778	—	1,778	1,520	—	1,520
	<b>41,356</b>	<b>(2,454)</b>	<b>38,902</b>	<b>38,874</b>	<b>(2,511)</b>	<b>36,363</b>

# UNISON

## NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2009

### 10 Taxation

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

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

	General Fund £'000s	General Political Fund £'000s	Affiliated Political Fund £'000s	Industrial Action Total £'000s
<b>2009</b>				
Corporation tax recoverable /(chargeable)	47	(15)	(2)	(30)
Prior year provisions no longer required	(180)	51	8	121
VAT	(279)	—	—	—
PAYE	18	—	—	—
	<b>(394)</b>	<b>36</b>	<b>6</b>	<b>91</b>
<b>2008</b>				
Corporation tax recoverable /(chargeable)	180	(51)	(8)	(121)
Prior year provisions no longer required	(181)	46	8	127
VAT (restated)	(201)	—	—	—
PAYE	(570)	—	—	—
	<b>(772)</b>	<b>(5)</b>	<b>—</b>	<b>6</b>

### 11 a Employees

	2009 £'000s	2008 £'000s
Salaries	39,404	37,609
Social security costs	3,105	2,974
Pension costs	10,794	10,476
Agency	999	1,433
<b>Total staff costs</b>	<b>54,302</b>	<b>52,492</b>

Average number of UNISON employees including part-time employees for the year was: 1,140 (2008: 1,123)

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

#### Salary and on costs of General Secretary.

	2009	2008
Basic salary	92,688	90,427
London weighting	4,639	4,526
Taxable expenses and subsistence	2,347	3,857
Car benefit	6,903	6,988
<b>Total salary and benefits</b>	<b>106,577</b>	<b>105,798</b>
Employer's national insurance costs	10,816	10,524
Employer's contribution to UNISON staff pension scheme	24,919	24,311
<b>Total cost to UNISON for the year ended 31.12.2009</b>	<b>142,312</b>	<b>140,633</b>

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

### 11 b Staff Rationalisation Costs

As part of the staff rationalisation programme 10 members (2008: 15) of staff have left the organisation.  
The total cost was £855,000 (2008: £1,303,000).

# UNISON

## NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2009

### 12 Employers' Pension Costs

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

- a) UNISON Staff Pension Scheme
- b) COHSE 1974 Pension and Assurance Scheme

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

#### FRS 17 Disclosures

The actuarial valuations have been updated to, 31 December 2009, 31 December 2008 and 31 December 2007, by independent qualified actuaries in accordance with the transitional arrangements of FRS17. As required by FRS17, the defined benefit liabilities have been measured using the projected unit method. As a result of the COHSE Scheme being closed to new entrants, the service cost for the COHSE Scheme will increase as the members of the Scheme approach retirement.

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

The major assumptions used by the actuaries were:

	31 December 2009	31 December 2008	31 December 2007
Price inflation assumption	3.5% pa	2.8% pa	3.3% pa
Rate of increase of pensions in payment	3.5% pa	2.8% pa	3.3% pa
General increase in salaries over next two years	2.0% pa	3.3% pa	3.8% pa
thereafter	3.5% pa	3.3% pa	3.8% pa
Discount rate	5.6% pa	6.4% pa	5.9% 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 25.5 years (2008: 25.4 years). A male pensioner aged 60 in 20 years' time would be expected to live for a further 27.6 years (2008: 27.5 years).

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

	31 December 2009		31 December 2008		31 December 2007	
	Long term rate of return expected	Value £'000	Long term rate of return expected	Value £'000	Long term rate of return expected	Value £'000
Equities	7.9% pa	184,191	7.4% pa	148,727	7.6% pa	186,091
Bonds	3.9% pa	107,741	3.5% pa	95,147	4.4% pa	112,884
Currency	8.4% pa	3,352	7.8% pa	3,490	7.4% pa	4,997
Property	6.1% pa	23,047	5.6% pa	17,292	6.4% pa	4,908
Cash	2.2% pa	1,714	2.1% pa	3,327	4.4% pa	8,590
		<b>320,045</b>		<b>267,983</b>		<b>317,470</b>

  

	31 December 2006		31 December 2005	
	Long term rate of return expected	Value £'000	Long term rate of return expected	Value £'000
Equities	7.5% pa	182,990	7.3% pa	172,056
Bonds	4.5% pa	106,714	4.1% pa	92,288
Currency	n/a	Nil	n/a	Nil
Property	n/a	Nil	n/a	Nil
Cash	5.2% pa	4,890	4.2% pa	2,935
		<b>294,594</b>		<b>267,279</b>

The expected rate of return on assets for the financial year ending 31 December 2009 was 5.8% pa (2008 6.4% pa). This rate is derived by taking the weighted average of the long term expected rate of return on each of the asset classes that the schemes were invested in at 31 December 2008.

The expected rate of return on assets for the financial year ending 31 December 2008 has been restated to 6.4% from 5.8%.

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

For the year ended 31 December 2009

**12 Employers' Pension Costs (continued)**

	31 December 2009 £'000s	31 December 2008 £'000s	31 December 2007 £'000s	31 December 2006 £'000s	31 December 2005 £'000s
Fair value of schemes assets	320,045	267,983	317,470	294,594	267,279
Present value of defined benefit obligations	(412,094)	(326,888)	(340,238)	(328,697)	(327,533)
<b>Net liability</b>	<b>(92,049)</b>	<b>(58,905)</b>	<b>(22,768)</b>	<b>(34,103)</b>	<b>(60,254)</b>

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

	31 December 2009 £'000s	31 December 2008 £'000s
Opening defined benefit obligation	326,888	340,238
Employer's part of current service cost	6,448	7,970
Past service cost	407	780
Interest cost	20,893	20,062
Contributions from plan members	3,250	3,116
Actuarial (gain)/loss	64,760	(33,876)
Benefits paid	(10,552)	(11,402)
<b>Closing defined benefit obligation</b>	<b>412,094</b>	<b>326,888</b>

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

	31 December 2009 £'000s	31 December 2008 £'000s
Opening fair value of the plans assets	267,983	317,470
Expected return on plan assets	15,829	20,309
Actuarial loss/ (gain)	30,606	(74,117)
Contributions by the employer	12,929	12,607
Contributions by plan members	3,250	3,116
Benefits paid	(10,552)	(11,402)
<b>Closing fair value of plans assets</b>	<b>320,045</b>	<b>267,983</b>

The actual return on the scheme's assets over the year was a gain of £46,435,000 (2008 fall of £53,808,000).

It is important to note that all of the pensions accounting entries are volatile, especially given the unusually large market movements in early 2009 caused by the credit crisis. 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. As an indication, a decrease in the discount rate of 0.1% pa would, other things being equal, lead to an increase in the deficit of around £8m. Also, a 5% rise in equity values would, other things being equal, reduce the deficit by about £9m.

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

	Year to 2009 £'000s	Year to 2008 £'000s
Current service cost	6,448	7,970
Past service cost	407	780
<b>Total operating charge</b>	<b>6,855</b>	<b>8,750</b>

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

	Year to 2009 £'000s	Year to 2008 £'000s
Expected return on pension scheme assets	20,893	20,309
Interest on pension defined benefit obligations	(15,829)	(20,062)
<b>Net return to credit to finance income</b>	<b>5,064</b>	<b>247</b>

# UNISON

## NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2009

### 12 Employers' Pension Costs (continued)

The following amounts have been recognised within other gains and losses

	Year to 31 December 2009 £'000s	Year to 31 December 2008 £'000s
Experience gains/ (losses) on scheme assets	30,606	(74,117)
Experience (losses) arising on pension defined benefit obligations	(126)	(11,580)
(Loss)/ gain due to changes in assumptions underlying the FRS 17 value	(64,634)	45,456
<b>Actuarial loss recognised in the Statement of Recognised Gains and Losses</b>	<b>(34,154)</b>	<b>(40,241)</b>

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

	Year to 31 December 2009 £'000s	Year to 31 December 2008 £'000s
(Deficit) in schemes at 31 December 2008	(58,905)	(22,768)
Current service cost (employee and employer)	(9,698)	(11,086)
Contributions (employees and employers)	16,179	15,723
Past service costs (vested and non-vested)	(407)	(780)
Other net finance income	(5,064)	247
Actuarial (loss)	(34,154)	(40,241)
<b>Deficit in schemes at 31 December 2008</b>	<b>(92,049)</b>	<b>(58,905)</b>

Over the year to 31 December 2009, contributions by the employers of £12,929,000 (2008:£12,607,000) were made to the schemes.

Other significant contributions (excluding employee contributions) were £1,336,000 for Branch Officials, £264,000 for members retiring from UNISON, and £724,000 of contributions from the UIA company.

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

The estimated amount of total employer contributions expected to be paid to the Schemes during 2010 is £13.6m.

	Year to 31 December 2009 £'000s	Year to 31 December 2008 £'000s	Year to 31 December 2007 £'000s	Year to 31 December 2006 £'000s	Year to 31 December 2005 £'000s
History of experience gain and losses is:					
Difference between the expected and actual return on scheme assets:					
Amount – gain/(loss)	30,606	(74,117)	(2,128)	6124	23,162
Percentage of schemes assets	10%	(28%)	(1%)	2%	9%
Experience adjustments on plans liabilities					
Amount – gain/(loss)	(126)	(11,580)	(2,006)	(522)	(2,485)
Percentage of defined benefit obligations	(0%)	(4%)	(0.5%)	(0%)	(1%)
<b>Total amount recognised in Statement of Recognised Gains and Losses:</b>					
Amount – (loss)	(34,154)	(40,241)	5,990	23,193	(23,016)
Percentage of defined benefit obligations	(8%)	(12%)	(2%)	(7%)	(7%)