

**ANNUAL RETURNS TO THE CERTIFICATION OFFICER**  
**Industrial Relations (Northern Ireland) Order 1992 (as amended)**

**AR(NI)21 Annual Return for a Trade Union**

Name of Trade Union:	Financial Services Union
Financial Year ended:	Friday 31 December 2021
Ref No:	N/A
Head or Main Office:	One Stephen Street Upper Dublin 8 Ireland
Postcode:	D08 DE9P
Website address (if available)	www.fsunion.org
Has the address changed during the year to which the return relates?	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO (Tick as appropriate)
General Secretary:	John O'Connell
Telephone Number:	35314755905
E-mail:	info@fsunion.org
Contact name for queries regarding the completion of this return:	Hugh Keaveney
Telephone Number:	35314755908
E-mail:	info@fsunion.org

Every trade union having its head or main office outside Northern Ireland has a statutory obligation to provide the Certification Officer with names and addresses of one or more persons resident in Northern Ireland authorised to accept on its behalf service of process and any notices required to be served on it. The Certification Officer has no authority to waive this provision.

**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 Northern Ireland Certification Office as below or by telephone to: 028 9023 7773

You should send the annual return to the following address stating the name of the union in subject:

info@nicertoffice.org.uk

## Contents

Trade Union's Details.....	1
Return of members.....	2
Change of officers.....	2
Officers in post.....	2a
General fund.....	3
Accounts other than the Revenue account / General fund.....	6-9
Political fund account.....	10
Analysis of administrative expenses.....	11
Analysis of officials' salaries and benefits.....	12
Analysis of investment income.....	13
Balance sheet.....	14
Fixed assets account.....	15
Analysis of investments.....	16
Summary sheet.....	17
Summary sheet Incorporate Bodies only.....	17a
Notes to the accounts.....	18
Accounting policies.....	19
Signatures to the annual return.....	20
Checklist.....	20
Auditor's report.....	21-22
Guidance on Completion.....	23

## Return Of Members

(See notes 8 & 9)

Number of members at the end of the year					
	Northern Ireland	Great Britain	Republic of Ireland	Elsewhere Abroad (Including Channel Islands)	Totals
Male	720	78	2,523		3,321
Female	1,463	127	4,898		6,488
Other					
<b>Total</b>	2,183	205	7,421		9,809

Number of members (including Northern Ireland members) above for whom no home or authorised address is held

N/A

Number of Northern Ireland members for whom no home or authorised address is held

N/A

## Change of Officers

Please complete the following to record any change 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 of Change
President	Sharon McAuley	Eileen Gorman	25th November 2021
Danske Officer	Eileen Gorman	Seainin McKenna	25th November 2021
BOI Officer	Liam Ross	Tom Ruttledge	25th November 2021

State whether the union is:

a. A branch of another trade union?

YES

NO

If yes, state the name of that union:

b. A federation of trade unions?

YES

NO

If yes, state the number of affiliated unions:

and names:

N/A



## General Fund

(See Notes 11 - 16)

For year ended 31/12/2021

	€	€
<b>Income</b>		
From Members: Contributions and Subscriptions		2,773,228
From Members: Other income from members (please specify)		
<b>Total Income from Members</b>		2,773,228
From Federations and other bodies (as at page 4)		
From any other sources (as at page 4)		1,486,940
<b>Total of Other Income (as at page 4)</b>		1,486,940
Investment Income (as at page 13)		2,931,540
<b>Total Income</b>		7,191,708
<b>Interfund Transfers IN</b>		
<b>Expenditure</b>		
Benefits to members (as at page 5)		
Administrative expenses (as at page 11)		3,370,661
Federations and other bodies (please specify)		
<b>Taxation</b>		877,770
<b>Total Expenditure</b>		4,248,431
<b>Interfund Transfers OUT</b>		
<b>Surplus (deficit) for year</b>		2,943,277
<b>Amount of General Fund at beginning of year</b>		38,935,101
<b>Amount of General Fund at end of year</b>		41,878,378
<b>Total number of members (including Northern Ireland members) contributing to the general fund at end of year</b>		9,809
<b>Number of Northern Ireland members contributing to the General Fund at end of the year</b>		2,183
<b>General Fund subscription income from Northern Ireland members</b>		485,592

## Analysis of income from federation and other bodies and other income

(see notes 17 & 18)

Description	€
<b>Federation and other bodies</b>	Nil
<b>Total federation and other bodies</b>	
<b>Any other sources</b>	
Union Learning Fund	31,939
Exchange Gain	198,678
Gain on revaluation of investment property	1,256,323
<b>Total other sources</b>	1,486,940
<b>Total of all other Income</b>	1,486,940

## Analysis of benefit expenditure shown at the general fund

(see notes 19 - 21)

	€		€
Representation - Employment Related Issues		<b>Brought Forward</b>	
		Advisory Services	
Representation - Non Employment Related Issues		Other Cash Payments	
		Education and Training Services	
Communications		Negotiated Discount Services	
Dispute Benefits		Other Benefits and Grants	
<b>Carried Forward</b>		<b>Total (should agree with figure on General Fund)</b>	

**Accounts other than Revenue Account / General Fund**

(see notes 22 & 23)

<b>Fund 2</b>		<b>Fund Account</b>	
Name of account:	Benevolent Fund	€	€
<b>Income</b>	From members		Nil
	Investment income (as at page 13)		0
	Other (Please specify)		
	<b>Total Other Income</b>		
	<b>Total Income</b>		
<b>Expenditure</b>			0
	Benefits to members		
	Administrative expensives and other expenditure (as at page 11)		1,117
	<b>Total Expenditure</b>		1,117
	Interfund Transfers OUT		
	<b>Surplus/Defecit for year</b>		-1,117
<b>Amount of fund at beginning of year</b>		29,005	
<b>Amount of fund at end of year (as per balance sheet)</b>		27,888	
	<b>Number of members contributing at end of year</b>		Nil

**Accounts other than Revenue Account / General Fund**

<b>Fund 3</b>		<b>Fund Account</b>	
Name of account:		€	€
<b>Income</b>	From members		
	Investment income (as at page 13)		
	Other (Please specify)		
	<b>Total Other Income</b>		
	<b>Total Income</b>		
<b>Expenditure</b>			
	Benefits to members		
	Administrative expensives and other expenditure (as at page 11)		
	<b>Total Expenditure</b>		
	Interfund Transfers OUT		
	<b>Surplus/Defecit for year</b>		
<b>Amount of fund at beginning of year</b>			
<b>Amount of fund at end of year (as per balance sheet)</b>			
	<b>Number of members contributing at end of year</b>		



## Accounts other than Revenue Account / General Fund

(see notes 22 & 23)

Fund 4		Fund Account		
Name of account:		€	€	
<b>Income</b>	From members			
	Investment income (as at page 13)			
	Other (Please specify)			
	<b>Total Other Income</b>			
	<b>Total Income</b>			
	Interfund transfers IN			
<b>Expenditure</b>	Benefits to members			
	Administrative expensives and other expenditure (as at page 11)			
	<b>Total Expenditure</b>			
		Interfund Transfers OUT		
		<b>Surplus/Defecit for year</b>		
		<b>Amount of fund at beginning of year</b>		
		<b>Amount of fund at end of year (as per balance sheet)</b>		
	<b>Number of members contributing at end of year</b>			

## Accounts other than Revenue Account / General Fund

Fund 5		Fund Account		
Name of account:		€	€	
<b>Income</b>	From members			
	Investment income (as at page 13)			
	Other (Please specify)			
	<b>Total Other Income</b>			
	<b>Total income</b>			
	Interfund transfers IN			
<b>Expenditure</b>	Benefits to members			
	Administrative expensives and other expenditure (as at page 11)			
	<b>Total Expenditure</b>			
		Interfund Transfers OUT		
		<b>Surplus/Defecit for year</b>		
		<b>Amount of fund at beginning of year</b>		
		<b>Amount of fund at end of year (as per balance sheet)</b>		
	<b>Number of members contributing at end of year</b>			

## Accounts other than Revenue Account / General Fund

(see notes 22 & 23)

<b>Fund 6</b>		<b>Fund Account</b>	
Name of account:		£	£
<b>Income</b>	From members Investment income (as at page 13) Other (Please specify)		
		<b>Total Other Income</b>	
		<b>Total Income</b>	
		Interfund transfers IN	
<b>Expenditure</b>	Benefits to members Administrative expenses and other expenditure (as at page 11)		
		<b>Total Expenditure</b>	
		Interfund Transfers OUT	
		<b>Surplus/Defecit for year</b>	
		<b>Amount of fund at beginning of year</b>	
		<b>Amount of fund at end of year (as per balance sheet)</b>	
		<b>Number of members contributing at end of year</b>	

## Accounts other than Revenue Account / General Fund

<b>Fund 7</b>		<b>Fund Account</b>	
Name of account:		£	£
<b>Income</b>	From members Investment income (as at page 13) Other (Please specify)		
		<b>Total Other Income</b>	
		<b>Total Income</b>	
		Interfund transfers IN	
<b>Expenditure</b>	Benefits to members Administrative expenses and other expenditure (as at page 11)		
		<b>Total Expenditure</b>	
		Interfund Transfers OUT	
		<b>Surplus/Defecit for year</b>	
		<b>Amount of fund at beginning of year</b>	
		<b>Amount of fund at end of year (as per balance sheet)</b>	
		<b>Number of members contributing at end of year</b>	

## Accounts other than Revenue Account / General Fund

(see notes 22 & 23)

<b>Fund 8</b>		<b>Fund Account</b>	
Name of account:		£	£
<b>Income</b>	From members Investment income (as at page 13) Other (Please specify)		
		<b>Total Other Income</b>	
		<b>Total Income</b>	
		Interfund transfers IN	
<b>Expenditure</b>	Benefits to members Administrative expensives and other expenditure (as at page 11)		
		<b>Total Expenditure</b>	
		Interfund Transfers OUT	
		<b>Surplus/Defecit for year</b>	
		<b>Amount of fund at beginning of year</b>	
		<b>Amount of fund at end of year (as per balance sheet)</b>	
		<b>Number of members contributing at end of year</b>	

## Accounts other than Revenue Account / General Fund

<b>Fund 9</b>		<b>Fund Account</b>	
Name of account:		£	£
<b>Income</b>	From members Investment income (as at page 13) Other (Please specify)		
		<b>Total Other Income</b>	
		<b>Total income</b>	
		Interfund transfers IN	
<b>Expenditure</b>	Benefits to members Administrative expensives and other expenditure (as at page 11)		
		<b>Total Expenditure</b>	
		Interfund Transfers OUT	
		<b>Surplus/Defecit for year</b>	
		<b>Amount of fund at beginning of year</b>	
		<b>Amount of fund at end of year (as per balance sheet)</b>	
		<b>Number of members contributing at end of year</b>	

## Political Fund Account

(see notes 24 - 28)

Political Fund Account 1		To be completed by trade unions which maintain their own political fund	
		€	€
<b>Income</b>	Members contributions and levies		Nil
	Investment income (as at page 13)		Nil
	Other (please specify)		
		<b>Total Other Income</b>	
		<b>Total Income</b>	
<b>Expenditure</b>	Expenditure under Article 57 of the Trade Union and Labour Relations (NI) Order 1995 (please specify)		
	Administration expenses in connection with political objects (please specify)		
	Non-political expenditure		
		<b>Total expenditure</b>	
		<b>Surplus/Defecit for year</b>	
		<b>Amount of political fund at beginning of year</b>	6,500
		<b>Amount of political fund at end of year (as per balance sheet)</b>	6,500
		Number of Northern Ireland members contributing to political fund at end of year	0
		Political Fund Contribution from Northern Ireland members	0
		Number of Northern Ireland members at the end of the year who are exempt from contributing to the political fund	
		Number of members outside Northern Ireland who have completed an exemption notice and therefore do not contribute to the political fund	

Political Fund Account 2		To be completed by trade unions which act as components of a central trade union	
		€	€
<b>Income</b>	Members contributions and levies		
	Funds received back from central political fund		
	Other (please specify)		
		<b>Total Other Income</b>	
		<b>Total Income</b>	
<b>Expenditure</b>	Expenditure under Article 57 of the Trade Union and Labour Relations (NI) Order 1995 (please specify)		
	Administration expenses in connection with political objects (please specify)		
	Non-political expenditure		
		<b>Total expenditure</b>	
		<b>Surplus/Defecit for year</b>	
		<b>Amount held on behalf of central trade union political fund at beginning of year</b>	
		<b>Amount remitted to central trade union political fund</b>	
		<b>Amount held on behalf of central trade union political fund</b>	
		Number of Northern Ireland members contributing to political fund at end of year	
		Political Fund Contribution from Northern Ireland members	
		Number of Northern Ireland members at the end of the year who are exempt from contributing to the political fund	
	Number of members outside Northern Ireland who have completed an exemption notice and therefore do not contribute to the political fund		

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

(see notes 29 & 30)

Administrative expenses	£
Remuneration and expenses of staff	1,643,483
Salaries and wages included in above	1,410,039
Auditors' fees	49,103
Legal and professional fees	441,493
Occupancy costs	371,573
Stationary, printing, postage, telephone etc.	82,207
Expenses of executive committee (head office)	218,932
Expenses of conferences	270,175
Other administrative expenses (please specify)	
Recruitment Expenses	37,741
Sports and Social Activities	8,229
Bank Interest and Charges	11,582
Sundry Expenses	-1,261
Minor Capital Purchases	6,905
Architect Fees	2,360
<b>Other outgoings</b>	
Depreciation	229,256
Outgoings on land and buildings (specify)	
Othe outgoings	
Other outgoings (specify)	
<b>Total</b>	<b>3,371,778</b>
Charged to:	
General Fund (page 3)	3,370,661
Fund 2 (page 6)	1,117
Fund 3 (page 6)	
Fund 4 (page 7)	
Fund 5 (page 7)	
Fund 6 (page 8)	
Fund 7 (page 8)	
Fund 8 (page 9)	
Fund 9 (page 9)	
<b>Total</b>	<b>3,371,778</b>

### Analysis of officials' salaries and benefits

(see notes 31 - 41)

Office Held	Gross Salary	Employers N.I. Contributions	Benefits		Total	
			Pension Contributions	Other Benefits		
				Description		Value
€	€	€		€	€	
General Secretary 01.01.2021 -31.12.2021	132,869		25,061	Car allowance	15,793	173,723

## Analysis of Investment Income

(see notes 42 & 43)

Income	Political Fund €	Other Fund(s) €
Rent from land and buildings		402,181
Dividends (gross) from:		
Equities (e.g. shares)		
Interest (gross) from:		
Government securities (Gilts)		
Mortgages		
Local Authority Bonds		
Bank and Building Societies		
Other investment income (specify)		
Realised Gain on Investments		1,683,899
Unrealised Gain on Investments		845,460
		2,931,540
	<b>Total Investment Income</b>	2,931,540
Credited to:		
	General Fund (page 3)	2,931,540
	Fund 2 (page 6)	
	Fund 3 (page 6)	
	Fund 4 (page 7)	
	Fund 5 (page 7)	
	Fund 6 (page 8)	
	Fund 7 (page 8)	
	Fund 8 (page 9)	
	Fund 9 (page 9)	
	Political Fund (page 10)	Nil
	<b>Total Investment Funds</b>	2,931,540

## Balance Sheet

(see notes 44 - 46)

As at 31.12.2021

Previous Year		€	€
10,656,005	<b>Fixed Assets (as at page 15)</b>		12,377,239
	Investments (as per analysis on page 16)		
28,359,664	Quoted (Market value £/€ ) as at page 16		28,499,022
0	Unquoted (Market value £/€ ) as at page 16		
28,359,664	<b>Total Investments</b>		28,499,022
	<b>Other Assets</b>		
	Loans to other trade unions	0	
238,668	Sundry debtors	739,183	
2,838,537	Cash at bank and in hand	1,436,535	
0	Income tax to be recovered	0	
0	Stocks of goods	0	
	Others (Please specify)		
	Creditors amounts falling due within one year	0	
3,077,205	<b>Total Other Assets</b>		2,175,718
42,092,874	<b>Total Assets</b>		43,051,979
38,935,101		General Fund (page 3)	41,878,378
29,005		Fund 2 (page 6)	27,888
		Fund 3 (page 6)	
		Fund 4 (page 7)	
		Fund 5 (page 7)	
		Fund 6 (page 8)	
		Fund 7 (page 8)	
		Fund 8 (page 9)	
		Fund 9 (page 9)	
6,500	Political Fund Account (page 10)		6,500
			0
38,970,606	<b>TOTAL</b>		41,912,766
	<b>Liabilities</b>		
	Amount held on behalf of central trade union political fund		
	Loans: From other trade unions		
	Other loans		
	Bank overdraft		
1,166,538	Tax payable	73,846	
280,362	Sundry creditors	219,823	
1,675,368	Accrued expenses	498,905	
	Provisions	0	
	Othe Liabilities (pension liability)	0	
	Corporation Tax	346,639	
3,122,268	<b>Total Liabilities</b>		1,139,213
42,092,874	<b>Total Assets</b>		43,051,979



## Fixed Assets Accounts

(see notes 47 - 51)

	Land and Buildings		Furniture and Equipment	Motor Vehicles	Not used for union business	Total
	Freehold	Leasehold				
Cost or Valuation	€	€	€	€	€	€
At start of period	10,265,802		2,416,938	21,455	2,716	12,706,911
Additions	442,093		42,181			484,274
Disposals						
Revaluation/Transfers	1,256,322					1,256,322
<b>At end of year</b>	<b>11,964,217</b>		<b>2,459,119</b>	<b>21,455</b>	<b>2,716</b>	<b>14,447,507</b>
<b>Accumulated Depreciation</b>						
At start of year	442,639		1,586,812	21,455		2,050,906
Charges for year	78,425		150,830			229,255
Diposals						
Revaluation/Transfers	-209,893					-209,893
<b>At end of year</b>	<b>311,171</b>		<b>1,737,642</b>	<b>21,455</b>		<b>2,070,268</b>
<b>Net book value at end of year</b>	<b>11,653,046</b>		<b>721,477</b>		<b>2,716</b>	<b>12,377,239</b>
<b>Net book value at end of previous year</b>	<b>9,823,163</b>		<b>830,126</b>	<b>0</b>	<b>2,716</b>	<b>10,656,005</b>

## Analysis of Investments

(see note 52)

		All Funds Except Political Funds	Political Funds
Quoted		€	€
	Equities		
	Standard Life Global Absolute Return Startegies	6,031,399	
	State street IUT Diversified Alternatives Fund-S40 Share Class	2,584,755	
	SSGA EUR Liquidity Fund Institutional Accumulating shares	908,016	
	State Street Global Emerging Markets IndexEquity -I Shares	860,389	
	SSGA Global Managed Volatility Equity Fund I Share Class	4,939,118	
	State street World Index Equity fund - I EUR Shares	5,228,693	
	SSGA EURO - Aggregate Corporate Bond Index	3,430,075	
	SSGA EMU Governmrnt Bond Index Fund I Share Class	4,496,382	
	Other	19,895	
	Other	300	
	Government Securities (Gilts)		
	Other quoted securities (Please specify)		
	Total Quoted (as Balance Sheet)	28,499,022	
	Market Value of Quoted Investments		
Unquoted			
	Equities		
	Government Securities (Gilts)		
	Mortgages		
	Bank and Building Societies		
	Other unquoted investments (Please specify)		
	Total Unquoted (as Balance Sheet)		
	Market Value of Unquoted Investments		

## Summary Sheet

(see notes 53 - 64)

	All Funds Except Political Funds	Political Funds	Total Funds
	€	€	€
<b>Income</b>			
From Members	2,773,228		2,773,228
From Investments	2,931,540		2,931,540
Other Income (including increases by revaluation of assets)	1,486,940		1,486,940
<b>Total Income</b>	7,191,708		7,191,708
<b>Expenditure</b> (including decreases by revaluation of assets)			
<b>Total Expenditure</b>	4,249,548		4,249,548
<b>Funds at beginning of year</b> (including reserves)	38,964,106	6,500	38,970,606
<b>Funds at end of year</b> (including reserves)	41,906,266	6,500	41,912,766
<b>Assets</b>			
		Fixed Assets	12,377,239
		Investment Assets	28,499,022
		Other Assets	2,175,718
		<b>Total Assets</b>	43,051,979
<b>Liabilities</b>		<b>Total Liabilities</b>	1,139,213
<b>Net Assets (Total Assets less Total Liabilities)</b>			41,912,766

## Summary Sheet

(see notes 53 - 64)

	All Funds Except Political Funds	Political Funds	Total Funds
	£	£	£
<b>Income</b>			
From Members			
From Investments			
Other Income (including increases by revaluation of assets)			
<b>Total Income</b>			
<b>Expenditure</b> (including decreases by revaluation of assets)			
<b>Total Expenditure</b>			
<b>Funds at beginning of year</b> (including reserves)			
<b>Funds at end of year</b> (including reserves)			
<b>Assets</b>			
		Fixed Assets	
		Investment Assets	
		Other Assets	
		<b>Total Assets</b>	
<b>Liabilities</b>		<b>Total Liabilities</b>	
<b>Net Assets (Total Assets less Total Liabilities)</b>			

## Notes to the Accounts

(see notes 65 - 66)

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

Please see financial statements attached

## Accounting Policies

(see notes 67 & 68)

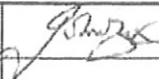
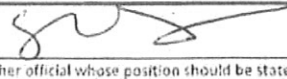
Please see financial statements attached

## Signatures to the annual return

(see notes 69 & 70)

Including the accounts and balance sheet contained in the return.

Please copy and paste your electronic signature here

Secretary's Signature:  Name: John Burns Date: 1-6-22	Treasurer's Signature:  (or other official whose position should be stated) Name: HUGH KEAVENEY Date: 1-6-22
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## Checklist

(see notes 71 - 73 )

(please mark 'X' as appropriate)

Is the return of officers attached? (see Page 2)	Yes	<input checked="" type="checkbox"/>	No	
Has the list of officers been completed? (see Page 2A)	Yes	<input checked="" type="checkbox"/>	No	
Has the return been signed? (see Note )	Yes	<input checked="" type="checkbox"/>	No	
Has the auditor's report been completed? (see Note )	Yes	<input checked="" type="checkbox"/>	No	
Is the rule book enclosed? (see Note )	Yes	<input checked="" type="checkbox"/>	No	
A member statement is:	Enclosed	<input checked="" type="checkbox"/>	To Follow	
Has the summary sheet been completed? (see Notes )	Yes		No	

### For trade unions with their head or main office outside Northern Ireland

Has the Northern Ireland Resident name and address been provided - only for trade unions with their head or main office outside Northern Ireland - Page 1 and note	Yes		No	
--	-----	--	----	--

If any of the answers given in the Checklist is no, or if the member's statement is not enclosed, please comment?

Signature:	Contact Telephone Number

## Auditor's Report

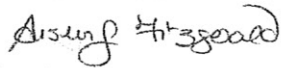
(see notes 74 & 75)

See auditors report attached



### Auditor's Report (continued)

(see note 76)

Signature(s) Of auditor(s)		
Name(s)	Aisling Fitzgerald on behalf of PricewaterhouseCoopers	
Profession(s) or Calling(s)	Chartered Accountants	
Address(es)	PricewaterhouseCoopers One Spencer Dock North Wall Quay Dublin 1	
Date	31/05/2022	
Contact name and telephone number for enquiries	+353 87 842 8584	

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