

**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:	Northern Ireland Public Sector Alliance (NIPSA)
Financial Year ended:	31 December 2021
Ref No:	
Head or Main Office:	Harkin House 54-56 Wellington Park Belfast
Postcode:	BT9 6DP
Website address (if available)	www.nipsa.org.uk
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:	Carmel Gates
Telephone Number:	02890 661831
E -mail:	<a href="mailto:carmel.gates@nipsa.org.uk">carmel.gates@nipsa.org.uk</a>
Contact name for queries regarding the completion of this return:	Mechelle Law
Telephone Number:	02890 661831
E-mail:	mlaw@nipsa.org.uk

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.

Name of Authorised Person:	
Northern Ireland Address:	
Postcode:	

**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

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## 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	12,685				12,685
Female	27,287				27,287
Other					
<b>Total</b>	<b>39,972</b>				<b>39,972</b>

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

0

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

0

## 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	B Symth	B Symth	June 2021
Vice President	F O'Neill	D Crilly	June 2021
Honorary Treasurer	P Boyle	T Killen	May 2022
General Secretary	Alison Millar	Carmel Gates	01/07/2021

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:



## General Fund

(See Notes 11 - 16)

For year ended 31/12/2021

	£	£
<b>Income</b>		
<b>From Members:</b> Contributions and Subscriptions		4,331,663
<b>From Members:</b> Other income from members (please specify)		
<b>Total Income from Members</b>		4,331,663
<b>From Federations and other bodies</b> (as at page 4)		
<b>From any other sources</b> (as at page 4)		4,055,485
<b>Total of Other Income</b> (as at page 4)		4,055,485
<b>Investment Income</b> (as at page 13)		10,349
<b>Total Income</b>		8,397,497
<b>Interfund Transfers IN</b>		6,542
<b>Expenditure</b>		
<b>Benefits to members</b> (as at page 5)		339,558
<b>Administrative expenses</b> (as at page 11)		3,757,576
<b>Federations and other bodies</b> (please specify)		
<b>Taxation</b>		2,916
<b>Total Expenditure</b>		4,100,050
<b>Interfund Transfers OUT</b>		8,689
<b>Surplus (deficit) for year</b>		4,297,447
<b>Amount of General Fund at beginning of year</b>		2,228,821
<b>Amount of General Fund at end of year</b>		6,524,121
<b>Total number of members (including Northern Ireland members) contributing to the general fund at end of year</b>		39,972
<b>Number of Northern Ireland members contributing to the General Fund at end of the year</b>		39,972
<b>General Fund subscription income from Northern Ireland members</b>		4,331,663

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

(see notes 17 & 18)

Description	£
<b>Federation and other bodies</b>	
N/A	0
<b>Total federation and other bodies</b>	
<b>Any other sources</b>	
Board Fees - transfer from Fee Fund	4,485
Small Business Rates Relief	5,000
Other comprehensive income movement on Pension fund	4,046,000
<b>Total other sources</b>	4,055,485
<b>Total of all other Income</b>	4,055,485

## Analysis of benefit expenditure shown at the general fund

(see notes 19 - 21)

	£		£
Representation -		<b>Brought Forward</b>	244,960
Employment Related Issues		Advisory Services	
Professional & Legal Fees	234,010		
Representation -		Other Cash Payments	
Non Employment Related Issues			
		Education and Training Services	
		Education & Training	2,967
Communications			
NIPSA News/Reports	10,950		
		Negotiated Discount Services	
		Members Discount Schemes	76,981
Dispute Benefits			
		Other Benefits and Grants	
		Welfare Costs	14,650
<b>Carried Forward</b>	244,960	<b>Total (should agree with figure on General Fund)</b>	339,558

## Accounts other than Revenue Account / General Fund

(see notes 22 & 23)

Fund 2		Fund Account	
Name of account:	Fighting Fund	£	£
<b>Income</b>	From members		
	Investment income (as at page 13)		
	Other (Please specify)		
	Transfers from General Fund		
	<b>Total Other Income</b>		
	<b>Total Income</b>		
	Interfund transfers IN		8,689
<b>Expenditure</b>	Benefits to members		8,689
	Administrative expensives and other expenditure (as at page 11)		
	<b>Total Expenditure</b>		8,689
	Interfund Transfers OUT		
	<b>Surplus/Defecit for year</b>		-8,689
	<b>Amount of fund at beginning of year</b>		500,000
	<b>Amount of fund at end of year (as per balance sheet)</b>		500,000
	<b>Number of members contributing at end of year</b>		39,972

## Accounts other than Revenue Account / General Fund

Fund 3		Fund Account	
Name of account:	Contingency Fund	£	£
<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>		817,513
	<b>Amount of fund at end of year (as per balance sheet)</b>		817,513
	<b>Number of members contributing at end of year</b>		39,972



## Accounts other than Revenue Account / General Fund

(see notes 22 & 23)

Fund 4		Fund Account	
Name of account:	Fee Fund	£	£
<b>Income</b>	From members		
	Investment income (as at page 13)		
	Other (Please specify)		
	Board Fees		
	<b>Total Other Income</b>		
	<b>Total Income</b>		
	Interfund transfers IN		4,485
<b>Expenditure</b>	Benefits to members		
	Administrative expensives and other expenditure (as at page 11)		
	<b>Total Expenditure</b>		
	Interfund Transfers OUT		11,027
	<b>Surplus/Defecit for year</b>		
	<b>Amount of fund at beginning of year</b>		23,217
	<b>Amount of fund at end of year (as per balance sheet)</b>		16,675
	<b>Number of members contributing at end of year</b>		39,972

## Accounts other than Revenue Account / General Fund

Fund 5		Fund Account	
Name of account:	Personal Accident Scheme Fund	£	£
<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>		155,000
	<b>Amount of fund at end of year (as per balance sheet)</b>		155,000
	<b>Number of members contributing at end of year</b>		39,972

## 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 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 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 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 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			
	Investment income (as at page 13)			
	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>		
		<b>Amount of political fund at end of year (as per balance sheet)</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			

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)

<b>Administrative expenses</b>		<b>£</b>
Remuneration and expenses of staff		2,701,145
Salaries and wages included in above	1,674,648	
Auditors' fees		15,000
Legal and professional fees		
Occupancy costs		449,650
Stationary, printing, postage, telephone etc.		69,317
Expenses of executive committee (head office)		
Expenses of conferences		23,583
Other administrative expenses (please specify)		
Travel & Subsistence		18,407
Maintenance of Office Equipment		104,075
Publications		15,973
Branch costs		573
Ballot costs		66,500
General costs		21,384
Liasion & affiliation		156,163
Bank charges		2,970
Net interest on defined benefit liability		6,000
<b>Other outgoings</b>		
Depreciation		95,809
Donations		11,027
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
<b>Total</b>		<b>3,757,576</b>
Charged to	General Fund (page 3)	3,757,576
	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)	
	<b>Total</b>	<b>3,757,576</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 - Alison Millar January 2021 - September 2021	51,200	6,152	24,357			81,708
General Secretary - Carmel Gates July 2021 - December 2021	30,820	3,644	14,883			49,347

# Analysis of Investment Income

(see notes 42 & 43)

Income	Political Fund £		Other Fund(s) £
Rent from land and buildings			
Dividends (gross) from:			
Equities (e.g. shares)			330
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			10,019
Other investment income (specify)			
			10,349
		<b>Total Investment Income</b>	10,349
Credited to:			
		General Fund (page 3)	10,349
		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 (page10)	
		<b>Total Investment Funds</b>	10,349

## Balance Sheet

(see notes 44 - 46)

As at 31/12/21

Previous Year		£	£
781,722	<b>Fixed Assets</b> (as at page 15)		893,626
	Investments (as per analysis on page 16)		
	Quoted (Market value £/€ ) as at page 16		
10,000	Unquoted (Market value £/€ ) as at page 16		10,000
10,000	<b>Total Investments</b>		10,000
	<b>Other Assets</b>		
238,547	Loans to other trade unions	218,577	
3,681,546	Sundry debtors	4,162,719	
	Cash at bank and in hand		
	Income tax to be recovered		
	Stocks of goods		
	Others (Please specify)		
168,726	Prepayments	281,292	
	Pension Scheme Provision	3,705,000	
4,088,819	<b>Total Other Assets</b>		8,367,588
4,880,541	<b>Total Assets</b>		9,271,214
2,228,821	General Fund (page 3)		6,524,121
500,000	Fund 2 (page 6)		500,000
817,513	Fund 3 (page 6)		817,513
23,217	Fund 4 (page 7)		16,675
155,000	Fund 5 (page 7)		155,000
	Fund 6 (page 8)		
	Fund 7 (page 8)		
	Fund 8 (page 9)		
	Fund 9 (page 9)		
	Political Fund Account (page10)		
3,724,551	<b>TOTAL</b>		8,013,309
	<b>Liabilities</b>		
	Amount held on behalf of central trade union political fund		
9,474	Tax Payable	2,802	
179,962	Sundry Creditors	356,146	
652,554	Accrued Expenses	861,323	
	Social Security & Other taxes	37,634	
31,400	Provisions - Pension Scheme		
873,390	<b>Total Liabilities</b>		1,257,905
4,880,541	<b>Total Assets</b>		9,271,214



## 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	2,336,825		1,058,232			3,395,057
Additions			207,713			207,713
Disposals						
Revaluation/Transfers						
<b>At end of year</b>	<b>2,336,825</b>		<b>1,265,945</b>			<b>3,602,770</b>
<b>Accumulated Depreciation</b>						
At start of year	1,702,540		910,795			2,613,335
Charges for year	58,381		37,428			95,809
Diposals						
Revaluation/Transfers						
<b>At end of year</b>	<b>1,760,921</b>		<b>948,223</b>			<b>2,709,144</b>
<b>Net book value at end of year</b>	<b>575,904</b>		<b>317,722</b>			<b>893,626</b>
<b>Net book value at end of previous year</b>	<b>634,285</b>		<b>147,437</b>			<b>781,722</b>

# Analysis of Investments

(see note 52)

		All Funds Except Political Funds	Political Funds
Quoted		£	£
	Equities		
	Government Securities (Gilts)		
	Other quoted securities (Please specify)		
	Total Quoted (as Balance Sheet)		
	Market Value of Quoted Investments		
Unquoted			
	Equities		
	Unity Bank	10,000	
	Government Securities (Gilts)		
	Mortgages		
	Bank and Building Societies		
	Other unquoted investments (Please specify)		
	Total Unquoted (as Balance Sheet)	10,000	
	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	4,331,663		4,331,663
From Investments	10,349		10,349
Other Income (including increases by revaluation of assets)	4,055,485		4,055,485
<b>Total Income</b>	<b>8,397,497</b>		<b>8,397,497</b>
<b>Expenditure</b> (including decreases by revaluation of assets)			
<b>Total Expenditure</b>	<b>4,108,739</b>		<b>4,108,739</b>
<b>Funds at beginning of year</b> (including reserves)	3,724,551		3,724,551
<b>Funds at end of year</b> (including reserves)	8,013,309		8,013,309
<b>Assets</b>			
		Fixed Assets	893,626
		Investment Assets	10,000
		Other Assets	8,367,588
		<b>Total Assets</b>	<b>9,271,214</b>
<b>Liabilities</b>		<b>Total Liabilities</b>	<b>1,257,905</b>
<b>Net Assets (Total Assets less Total Liabilities)</b>			<b>8,013,309</b>

## Summary Sheet

(see notes 53 - 64)

	All Funds Except Political Funds	Political Funds	Total Funds
Income	£	£	£
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 refer to the audited financial accounts for the year ended 31 December 2021 pages 10 - 19, the notes to the accounts are detailed on pages 10 to 19

**Accounting Policies**

(see notes 67 & 68)

Please refer to the audited financial accounts for the year ended 31 December 2021 pages 10 - 11, the accounting policies are detailed under note number 4

## 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: <i>C Gates</i>	Treasurer's Signature: <i>Tanya Killen</i>
Name: Carmel Gates	Name: Tanya Killen <small>(or other official whose position should be stated)</small>
Date: 26 May 2022	Date: 26 May 2022

### 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	<input checked="" type="checkbox"/>	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:	<i>Carmel Gates</i>	Contact Telephone Number	07734140170 - Mechelle Law

## **Auditor's Report**

(see notes 74 & 75)

Please refer to the audited financial accounts for the year ended 31 December 2021, the auditors report is included on pages 4-7



## Auditor's Report (continued)

(see note 76)



**Signature(s) Of  
auditor(s)**

--	--

**Name(s)**

Mr John McVeigh	
-----------------	--

**Profession(s) or  
Calling(s)**

Statutory Auditor	
-------------------	--

**Address(es)**

c/o John McVeigh & Co 61 Malone Road BELFAST BT9 6SA	
---	--

**Date**

31 May 2022	
-------------	--

**Contact name and  
telephone number for  
enquiries**

Mr John McVeigh 02890 3812147	
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N.B. When notes to the accounts are referred to in the auditor's report a copy of those notes must accompany this return.



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