

ANNUAL RETURNS TO THE CERTIFICATION OFFICER

Industrial Relations (Northern Ireland) Order 1992 (as amended)

FORM AR(NI)21 - ANNUAL RETURN FOR A TRADE UNION

Name of Trade Union:

IRISH NATIONAL TEACHERS' ORGANISATION

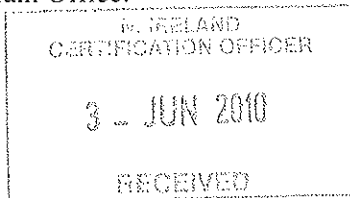
Year ended:

31 DECEMBER 2009

Ref No:

35 IT

Head or Main Office:



35 PARNELL SQUARE
DUBLIN 1

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

Yes No (Tick as appropriate)

General Secretary:

SHEILA NUNAN

Telephone Number and Email Address

00 353 1 8047700 info@into.ie

Contact name for queries regarding the completion of this return:

TOMMY BUTLER

Telephone Number and Email Address

00 353 1 8047700 info@into.ie

Every trade union having its head of 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:

(a) FRANK BUNTING

IRISH NATIONAL TEACHERS' ORGANISATION
23 COLLEGE GREEN GARDENS
BELFAST BT9 6BS

(b)

The address to which enquiries, returns and other documents should be sent is:

Northern Ireland Certificate Office for Trade Unions and Employers' Associations
10 - 12 Gordon Street Belfast BT1 2LG. Telephone: 028 9023 7773 Fax: 028 9023 2271
E-mail: info@nicertoffice.org.uk

RETURN OF MEMBERS

(see Notes 8 and 9)

	NUMBER OF MEMBERS AT THE END OF THE YEAR				
	Northern Ireland	Great Britain	Irish Republic	Elsewhere Abroad (including Channel Islands)	TOTALS
Male	1588	—	4,717	—	6,305
Female	5254	—	27,498	—	32,752
TOTAL	6,842	—	32,215	—	39,057

Total number of members (including Northern Ireland members) above for whom no home or authorised address is held. —

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

RETURN OF CHANGE OF OFFICERS

(see Note 10)

Please complete the following to record any changes of officers during the twelve months covered by this return and attach as an annex to this form a complete list of all officers in post at the end of the year to which this form relates.

Title of Office	Name of Officer ceasing to hold office	Name of Officer Appointed	Date
PRESIDENT	MAIRE NI CHUINNEAGAIN	JIM HIGGINS	05 / 04 / 2010
VICE PRESIDENT	JIM HIGGINS	NOREEN FLYNN	05 / 04 / 2010
EX PRESIDENT	ANGELA DUNNE	MAIRE NI CHUINNEAGAIN	05 / 04 / 2010
GENERAL SECRETARY	JOHN CARR	SHEILA NUNAN	05 / 04 / 2010
GENERAL TREASURER	SHEILA NUNAN	NOEL WARD	05 / 04 / 2010

State whether the union is:

a. A branch of another trade union?

Yes

No

If yes, state the name:

N/A

b. A federation of trade unions?

Yes

No

If yes, state the number of affiliated unions:

4

and names:

ICTU, EDUCATION INTERNATIONAL
DCTU, ETUCE

GENERAL FUND

(see Notes 11 to 16)

	£	£
INCOME		
Members:		
Contributions and Subscriptions	11,173,976	
Other income from members (specify)	811,406	
PDU INCOME	695,606	
BENEFITS & SERVICES	115,800	
Federations and other bodies (as at page 7)	<u>811,406</u>	
Total of other income (as at page 7)	514,579	
Total Investment income (as at page 19)	<u>13,853</u>	
	<u>12,513,814</u>	
	TOTAL INCOME	12,513,814
EXPENDITURE		
Benefits to members (as at page 9)	165,697	
Administrative expenses (as at page 15)	11,951,614	
Federations and other bodies - Affiliation fees, grants etc. (specify)	220,739	
	<u>12,338,050</u>	
	TOTAL EXPENDITURE	12,338,050

RECOGNISED IN STRGL : 841,901

FX ADJUSTMENT (289,576)

PENSION / OTHER : 1,131,477
841,901

SURPLUS (DEFICIT) FOR YEAR 175,764

Amount of fund at beginning of year £4,221,312

STATEMENT OF TOTAL RECOGNISED GAINS AND LOSSES £ 841,901

Amount of fund at end of year £5,238,977

Total number of members (including Northern Ireland members) contributing to the general fund at end of year 39,057

Number of Northern Ireland members contributing to the General Fund at the end of the year 6,842

General Fund subscription income from Northern Ireland members £830,602

**ANALYSIS OF INCOME FROM FEDERATION AND OTHER BODIES AND
OTHER INCOME**
(see Notes 17 and 18)

DESCRIPTION	AMOUNT	£
FEDERATION AND OTHER BODIES		
OTHER INCOME	TOTAL	—
TRAINING	37,379	
RENT	53,456	
DONATIONS	10,821	
ADVERTISING	361,408	
SPONSORSHIP	28,205	
RAIL VOUCHERS	14,715	
PUBLICATIONS	8,595	
	TOTAL	514,579

**ANALYSIS OF BENEFIT EXPENDITURE
SHOWN AT GENERAL FUND**
(see Notes 19 to 21)

£

£

Representation - Employment Related Issues		brought forward	
Representation - Non Employment Related Issues		Education and Training Services	
Communications		Negotiated Discount Services	
Advisory Services		Salary Costs	
Dispute Benefits		Other Benefits and Grants (specify)	
Other Cash Payments		MORTALITY GRANTS	57,020
		BENEVOLENT GRANTS	48,717
		SPOUSE AND ORPHAN DEATH GRANTS	49,893
		SPOUSE AND ORPHAN CHRISTMAS GRANTS	10,067
carried forward		Total (should agree with figure in General Fund)	165,697

FUND 2		Fund Account	
Name:		£	£
Income	From members		NONE
	Other income (specify)		
Investment income (as at page 19)			
		Total Income	
Expenditure	Benefits to members		NONE
	Administrative expenses and other expenditure (as at page 15)		
		Total Expenditure	
Surplus (Deficit) for the year			
Add amount of fund at beginning of year			
Amount of fund at end of year (as Balance Sheet)			
Number of members contributing at end of year			

FUND 3		Fund Account	
Name:		£	£
Income	From members		NONE
	Other income (specify)		
Investment income (as at page 19)			
		Total Income	
Expenditure	Benefits to members		NONE
	Administrative expenses and other expenditure (as at page 15)		
		Total Expenditure	
Surplus (Deficit) for the year			
Add amount of fund at beginning of year			
Amount of fund at end of year (as Balance Sheet)			
Number of members contributing at end of year			

(see Notes 24 to 28)

4. POLITICAL FUND ACCOUNT		To be completed by trade unions which maintain their own fund	
		£	£
Income			
	Members contributions & levies		10,323
	Investment income (as at page 19)		
	Other income (specify)		
Deduct expenditure			
	Expenditure under Article 57 of the Trade Union and Labour Relations (NI) Order 1995 (specify)		(8,018)
	Administration expenses in connection with political objects (specify)		
	Non-political expenditure		
	Amount of political fund at beginning of year		45,909
	Amount of political fund at end of year (as Balance Sheet)		45,105
			(3,109) <i>FX DIFFERENCES</i>
	Number of Northern Ireland members contributing at end of year		NIL
	Political Fund Contribution from Northern Ireland members	£	NIL
	Number of Northern Ireland members at the end of the year who are exempt from contributing to the political fund		NIL
	Number of members outside Northern Ireland who have completed an exemption notice and therefore do not contribute to the political fund		NIL

5. POLITICAL FUND ACCOUNT		To be completed by trade unions which act as components of a central trade union	
		£	£
Income			
	Contributions and levies collected from members on behalf of the political fund of the central trade union		NONE
	Amount received back from central trade union political fund		
	Other income (specify)		
Deduct expenditure			
	Expenditure under Article 57 of the Trade Union and Labour Relations (NI) Order 1995 (specify)		
	Administrative expenses in connection with political objects (specify)		
	Non-political expenditure		
	Amount held on behalf of central trade union political fund at beginning of year	£	
	Deduct amount remitted to central trade union political fund	£	
	Amount held on behalf of central trade union political fund (as Balance Sheet)		
	Total Number of Northern Ireland members contributing 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 Northern Ireland members at the end of the year who are under Northern Ireland law exempt from contributing to the political fund		

ANALYSIS OF ADMINISTRATIVE EXPENSES AND OTHER OUTGOINGS EXCLUDING AMOUNTS CHARGED TO POLITICAL FUND ACCOUNTS 4 OR 5
(see Notes 29 and 30)

		£
Administrative Expenses		
Remuneration and expenses of staff		3,763,816
Salaries and Wages included in above	£ 3,014,255	
Auditors' fees		35,637
Legal and Professional fees		1,057,375
Occupancy costs		328,601
Stationery, printing, postage, telephone etc.		704,375
Expenses of Executive Committee (Head Office)		756,637
Expenses of conferences		830,014
Other administrative expenses (specify)		1,184,974
SUBSTITUTES SALARIES	119,462	
ADMIN EXPENSES	126,840	
GRANTS	275,477	
CAMPAIGN EXPENSES	247,178	
COMPUTER COSTS	185,237	
Interest payable:		
Bank loans (including overdrafts)	160,393	
Mortgages	-	
Other loans	252,136	
- PENSION FINANCE COST		
- LEASE INTEREST	10,127	
Depreciation	422,656	
Taxation		
Outgoings on land and buildings (specify)		
Other outgoings (specify)	BRANCHES & DISTRICTS	
		422,656
		1,184,974
		422,656
		952,593
		54,274
		-
		1,860,662
Charged to:	General Fund (Account)	11,951,614
	(page 5)	
	Fund (Account)	
	Fund (Account)	
	Fund (Account)	
	Fund (Account)	

ANALYSIS OF OFFICIALS' SALARIES AND BENEFITS
(see Notes 31 to 41 below)

Office Held	Gross Salary	Pension Contributions
	£	£
GENERAL SECRETARY	157,262	75,486
GENERAL TREASURER	111,184	53,368

OFFICIALS' SALARIES AND BENEFITS

31. The positions concerned are those of president, general secretary and each member of the executive.
32. Details are to be provided of salary and all other benefits paid from trade union funds.
33. The legislation does not define what constitutes a benefit. For the purpose of this return benefits are:
 - a. those designated as "taxable" benefits by the Inland Revenue.
 - b. pension/superannuation arrangements (see Notes 36-40).
 - c. redundancy and other termination payments (see Note 41).
34. Information is required of individual benefits with a value in excess of £100 in one accounting period. In addition to the information required above, details are also required on any loans paid from union funds.
35. If salaries and benefits (including loans) are not paid in respect of the president, general secretary or member of the executive committee a **nil** return is required.

PENSION CONTRIBUTIONS

36. Where contributions are paid from union funds into a **defined contributions scheme** in relation to the officials identified at Note 31, the amounts must be declared.
37. If the union operates a **defined benefits scheme** in relation to the officials at Note 31 please contact the Certification Office for advice on how such benefits should be recorded.

ANALYSIS OF OFFICIALS SALARIES AND BENEFITS

Benefits		Total	Employers NI-Contributions
Description	Value (£)	£	£
N/A	—	232,748	16,906
N/A	—	164,552	11,952

38. Where life assurance protection is included in the pension scheme the figure inserted in the pension column should include any additional contribution paid in respect of this cover.
39. Where life assurance protection is provided through an arrangement separate from the pension scheme the figure paid in respect of this cover should be included in the "Benefits" column and the description column should be annotated to this effect.
40. Some pension schemes operate an opt out clause from the State Earnings Related Pension Scheme (SERPS). The level of employer's national insurance contributions reflects whether the scheme provides a benefit in place of part of the state benefit scheme or are paid a benefit in addition to the state benefit. It is important therefore that the correct figure for employer's national insurance contribution is provided.

REDUNDANCY AND TERMINATION PAYMENTS

41. These are payments or other benefits (including payments of salary, or in lieu of salary) made to an officer mentioned in Note 31 in connection with the termination of his/her office. Where the payment or other benefit is provided at or about the same time as the termination, or in the financial year covered by the return, the full value should be shown. If the payment or other benefit is not fully provided in that year, a description of the payment or other benefit to be provided in future years should also be shown. The cost associated with such commitments need not be shown in subsequent years in this table.

ANALYSIS OF INVESTMENT INCOME
(see Notes 42 and 43)

Income	Political Fund £		Other Fund(s) £
Rent from land and buildings			
Dividends (gross) from:			
Equities (e.g. shares)			13,853
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			
Other investment income (specify)			
		+	
Total investment income		=	13,853
Credited to:			
		General Fund (Account 1) (page 5)	13,853
		Fund (Account)	
		Fund (Account)	
		Fund (Account)	
		Fund (Account)	
		Political Fund (Account 4/5)	
			13,853

BALANCE SHEET

as at 31/12/09

(see Notes 44-46)

Previous Year		£	£
27,025,413	Fixed Assets (as at page 23)	15,299,181	
3,248,771	Investments (as per analysis on page 25)	3,486,163	
	Quoted (Market value £)		
	Unquoted - £ 3,486,163		
	Loans to other trade unions		
138,686	Sundry debtors	203,537	
	Other Assets		
2,153,719	Cash at bank and in hand	2,442,386	
1,845,106	CASH AT BRANCHES AND DISTRICTS	1,612,917	
—	Income tax to be recovered	29,142	
—	Stocks of goods	—	
—	Others (specify)	—	
34,411,695			23,073,326
4,221,312	GENERAL Fund (Account)	5,238,977	
	Fund (Account)		
	Fund (Account)		
	Fund (Account)		
	Superannuation Fund (Account)		
45,909	Political Fund (Account)	45,105	
14,148,774	Revaluation Reserve	3,964,865	
	Amount held on behalf of central trade union political fund		
	Loans: From other trade unions		
7,649,534	Other loans & LEASES	6,900,981	
—	Bank overdraft	—	
—	Tax payable	—	
33,812	Sundry creditors	568,795	
477,172	Accrued expenses	2,099,041	
1,515,573	Provisions	—	
6,319,609	Other Liabilities (specify) PENSION	4,255,562	
34,411,695	TOTAL		23,073,326

FIXED ASSETS ACCOUNT
(see Notes 47 to 51)

	Land & Buildings Freehold Leasehold		Furniture and Equipment	Motor Vehicles COMPUTERS	Not used for union business	Total
	£	£	£	£	£	£
Cost or Valuation						
At start of year	27,157,833		851,790	1,580,558		29,590,181
Additions	564,220		23,926	146,648		734,794
Disposals	—		—	—		—
FX DIFFERENCES	(1,836,184)		(57,194)	(106,604)		(1,999,982)
Revaluation/Transfers	(9,684,333)		—	—		(9,684,333)
At end of year	16,201,536		818,522	1,620,602		18,640,660
Accumulated Depreciation						
At start of year	732,820		698,556	1,133,393		2,564,769
Charges for year	418,967		161,833	371,793		952,593
Disposals	—		—	—		—
FX DIFFERENCES	(50,882)		(47,407)	(77,594)		(175,883)
Revaluation/Transfers						
At end of year	1,100,905		812,982	1,427,592		3,341,479
Net book value at end of year	15,100,631		5,540	193,010		15,299,181
Net book value at end of previous year	26,425,013		153,234	447,165		27,025,412

ANALYSIS OF INVESTMENTS
(see Note 52)

QUOTED		Political Fund £	Other Funds £
	Equities (e.g. Shares)		
	Government Securities (Gilts)		
	Other quoted securities (to be specified)		
	TOTAL QUOTED (as Balance Sheet)		
	Market Value of Quoted Investments		
UNQUOTED	Equities		
	Government Securities (Gilts)		
	Mortgages		
	Bank and Building Societies		
	Other unquoted investments (to be specified)		
	INVESTMENT PORTFOLIO AT MARKET VALUE [VALUED AT 31/12/09 BY IRISH LIFE INVESTMENT MANAGERS LTD]		3,486,163
	TOTAL UNQUOTED (as Balance Sheet)		3,486,163
	Market Value of Unquoted Investments		3,486,163

NOTES TO THE ACCOUNTS
(see Notes 53 and 54)

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

See attached financial statements of the Irish National Teachers' Organisation for the year ended 31 December 2009.

Northern Ireland is a branch of the INTO.

The financial statements have been prepared in Euro but for the purpose of preparing this return, the consolidated Income and Expenditure Account has been translated from Euro to Sterling at the average rate of .89094 and the consolidated balance sheet at the closing rate of .88810.

ACCOUNTING POLICIES
(see Notes 55 and 56)

See attached financial statements.

SIGNATURES TO THE ANNUAL RETURN
 (see Notes 57 and 58)
 including the accounts and balance sheet contained in the return.

Secretary's Signature: <u>Sheila Numan</u>	Chairman's Signature: <u>Frank Bunting</u> (or other official whose position should be stated)
Name: <u>SHEILANUMAN</u>	Name: <u>FRANK BUNTING</u>
Date: <u>1 JUNE 2010</u>	Date: <u>1 JUNE 2010</u>

CHECK LIST
 (see Notes 59 and 60)
 (please tick as appropriate)

HAVE THE ACCOUNTING POLICIES BEEN EXPLAINED (see Note 56)	<input checked="" type="checkbox"/> YES	NO
HAS THE RETURN BEEN SIGNED? (see Note 57)	<input checked="" type="checkbox"/> YES	NO
HAS THE AUDITOR'S REPORT BEEN COMPLETED (see Note 58)	<input checked="" type="checkbox"/> YES	NO
IS A RULE BOOK ENCLOSED? (see Note 59)	<input checked="" type="checkbox"/> YES	NO
A MEMBER'S STATEMENT IS: (see Note 60)	ENCLOSED	TO FOLLOW
IS THE RETURN OF OFFICERS ATTACHED (see page 3)	<input checked="" type="checkbox"/> YES	NO
HAS THE RETURN OF CHANGE OF OFFICERS BEEN COMPLETED (see page 3)	<input checked="" type="checkbox"/> YES	NO
HAS THE CONSOLIDATION SUMMARY BEEN COMPLETED (see page 34).	<input checked="" type="checkbox"/> 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 60b.	<input checked="" type="checkbox"/> YES	NO
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If any of the answers given in the Checklist is no, or if the member's statement is not enclosed, please comment?

Signed _____

Contact Telephone Number _____

AUDITORS' REPORT
(see Notes 61 to 63)

made in accordance with Articles 18-21 of Schedule 1 to the Industrial Relations (NI) Order 1992.

See attached financial statements of the INTO
for the year ended 31 December 2009
Northern Ireland is a branch of the INTO.

AUDITOR'S REPORT continued

[Empty rectangular box for auditor's report content]

Signature(s):

Brendan Jennings

[Empty box]

Name(s):

DELOITTE & TOUCHE

[Empty box]

Profession(s) or Calling(s):

CHARTERED ACCOUNTANTS &
REGISTERED AUDITORS

[Empty box]

Address(es):

EARLSFORT TERRACE
DUBLIN 2

[Empty box]
[Empty box]
[Empty box]

Date:

26/5/2010

[Empty box]

Contact name and telephone number:

BRENDAN JENNINGS /
ROSIE GALLIGAN
(01) 4172200

[Empty box]

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

SUMMARY SHEET

	All funds except Political Funds £	Political Funds £	Total Funds £
INCOME			
From Members	11,173,976	10,323	11,184,299
From Investments	13,853		13,853
Other Income (including increases by revaluation of assets)	1,325,985		1,325,985
STRL	1,131,477		1,131,477
Total Income	13,645,291	10,323	13,655,614
EXPENDITURE (including decreases by revaluation of assets)			
Total Expenditure	12,627,626	11,127	12,638,753
Net Surplus / (Deficit)	<u>1,017,665</u>	<u>(804)</u>	<u>1,016,861</u>
Funds at beginning of year (including reserves)	4,221,312	45,909	4,267,221
Funds at end of year (including reserves)	5,238,977	45,105	5,284,082
REVALUATION RESERVE			3,964,865
ASSETS			<u>9,248,947</u>
Fixed Assets			15,299,181
Investment Assets			3,486,163
Other Assets			4,287,982
		Total Assets	23,073,326
LIABILITIES		Total Liabilities	13,824,379
NET ASSETS (Total Assets less Total Liabilities)			9,248,947

	<u>GENERAL</u>	<u>POLITICAL</u>
Total Expenses	12,338,050	8,018
FX ADJUSTMENT - EXPENSE	<u>289,576</u>	<u>3,109</u>
	<u>12,627,626</u>	<u>11,127</u>