

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:	31/12/16
Ref No:	351T

Head of Main Office:	35 Parnell Square, Dublin 1
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Has the address changed during the year to which the return relates?

Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>	(Tick as appropriate)
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General Secretary:	Sheila Nunan
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Telephone Number and e-mail address:	00353 1 8047700
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Contact name for queries regarding the completion of this return:	Grainne Cleary
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Telephone Number and e-mail address:	00353 1 804 7700
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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:

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

Northern Ireland Certification Office for Trade Unions and Employers' Associations
10 - 16 Gordon Street, Belfast BT1 2LG. Telephone: 028 9023 7773 Fax: 028 9023 2271
E-mail, info@nicertoffice.org.uk

EVERY TRADE UNION IS REQUIRED BY LAW TO COMPLETE THIS RETURN. THE REFUSAL OR WILFUL NEGLIGENCE TO PERFORM THIS DUTY IS A CRIMINAL OFFENCE.

GUIDANCE ON COMPLETION

GUIDANCE ON COMPLETING EACH SECTION IS GIVEN ALONGSIDE THE RELEVANT PAGE

General:

1. Unless the Certification Officer has authorised the union to make its annual return to another date, this return must be made to 31 December and sent to the Certification Officer as soon as possible, and in any event before 1 June.
2. As long as the period is the same and there is no reduction in the amount of information supplied, a union incorporated under Company Law it may submit with the return a copy of its accounts prepared under that law providing pages 1, 3, 13, 16, 17, 27, 29, 30 and 32 of the return are completed. Where the return under Company law does not provide all the information sought in this return the additional information should be provided as appropriate. A separate Auditor's Report must always nevertheless be provided on pages 32 and 33 of the return. The consolidation summary on page 34 must be completed in every case.
3. The accounts must, in accordance with the Order, give a true and fair view of the matters to which they relate.
4. The accounts and AR(NI)21 of a trade union working through branches (ie not a federation of autonomous bodies) should include the transactions, assets and liabilities **of all the branches**.
5. Any negative values should be clearly indicated by placing the entry in brackets.
6. Where the space in any account of analysis is insufficient a separate sheet of paper should be attached to the appropriate page to provide the additional space.

Trade Union Rules:

7. **A COPY OF THE RULES IN FORCE AT THE END OF THE YEAR TO WHICH THIS RETURN RELATES MUST BE SUBMITTED WITH THIS FORM EVEN IF THE RULES HAVE NOT YET BEEN ALTERED SINCE THE PREVIOUS RULE BOOK WAS SUBMITTED. THIS IS A STATUTORY REQUIREMENT WHICH THE CERTIFICATION OFFICER HAS NO AUTHORITY TO WAIVE.**

Return of members:

8. In the first column figures are required for **all members**; the second column relates specifically to Northern Ireland members and, in each case, includes classes of members who may not pay contributions but who are members under the rules.
9. Authorised address means the members home address or any other address which the member has requested the trade union in writing to treat as his/her postal address.

Officers:

10. The Order defines officer as including any member of the governing body of the union and any trustee of any fund applicable for the purposes of the union.

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	1,514	N/A	5,082	N/A	6,596
Female	5,505	N/A	30,503	N/A	36,008
TOTAL	7,019	N/A	35,585	N/A	42,604

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	EMMA DINEEN	ROSENA JORDAN	30/03/2016
VICE PRESIDENT	ROSENA JORDAN	JOHN BOYLE	30/03/2016
PAST PRESIDENT	SEAN MCMAHON	EMMA DINEEN	30/03/2016
TRUSTEE	MARTINA JOHNSON	PADDY MCALLISTER	30/03/2016

State whether the union is:

a. A branch of another trade union?

If yes, state the name:

b. A federation of trade unions?

If yes, state the number of affiliated unions:

and names:

GUIDANCE ON COMPLETION OF GENERAL FUND

11. If separate funds are maintained in respect of particular benefits or objects of the union (including any political fund) accounts 2-5 should be completed in respect of those funds and the contributions, benefits, etc. appropriate to those funds excluded from General Fund (page 5).
12. Please give details of income from "Federations" and other bodies and "other income" on page 7.
13. The figure for investment income must be the total of income from investments listed on page 19 and credited to this fund.
14. Expenditure on benefits to members must include all monies paid under the expenditure headings listed at page 9.
15. Expenditure on administrative expenses must include all expenditure not included under "benefit expenditure" or expenditure on "Federation and other bodies".
16. Amount of fund at beginning of year: In all cases if this figure is not identical to the "end of year" figure given on the previous year's return an explanation must be provided.

GENERAL FUND
(see Notes 11 to 16)

	€	€
INCOME		
Members:	12,178,608	
Contributions and Subscriptions		
Other income from members (specify)	402,468	
Federations and other bodies (as at page 7)	119,467	
Revaluation of investment property	180,000	
Gains on financial assets	262,615	
Total of other income (as at page 7)	711,347	
Total Investment income (as at page 19)	<u>1,131</u>	
	TOTAL INCOME	13,855,636
EXPENDITURE		
Benefits to members (as at page 9)		256,950
Administrative expenses (as at page 15)		11,312,593
Federations and other bodies - Affiliation fees, grants etc. (specify)		257,744
	TOTAL EXPENDITURE	11,827,287

SURPLUS (DEFICIT) FOR YEAR € 2,028,349

Amount of fund at beginning of year € 14,392,906

less adjustment *(€ 4,382,147)

Amount of fund at end of year € 12,039,108

Total number of members (including Northern Ireland members) contributing to the general fund at end of year 42,604

Number of Northern Ireland members contributing to the General Fund at the end of the year 7,019

General Fund subscription income from Northern Ireland members € 1,224,669

**GUIDANCE ON COMPLETION OF FEDERATION AND OTHER BODIES
AND "OTHER INCOME" ANALYSIS**

17. Please list here details and amounts of any income included as "Federation and other bodies" at page 5 - General Fund.
18. Please list here details and amounts of any income included as "other income" at page 5 - General Fund.

Examples of other income which may be listed here are:

- Profit on sale of fixed assets/investments.
- Transfer from other funds
- Refunds of tax/VAT
- Commission and income from sales of publications, etc.

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

DESCRIPTION	AMOUNT	€
FEDERATION AND OTHER BODIES		119,467
	TOTAL	119,467
OTHER INCOME		
Training Course Receipts	35,771	
Donations	25,500	
Rent	170,056	
Branch equalisation	4,043	
Other	83,620	
Sponsorship	54,289	
Sales & Publications	5,315	
Advertising	332,753	
	TOTAL	711,347

GUIDANCE ON COMPLETION OF ANALYSIS OF BENEFIT EXPENDITURE

19. Total should agree with figure quoted in General Fund (page 5) and exclude those funds shown on page 11.

20. The benefit expenditure should be allocated to the following headings:

Representation - Employment Related Issues

This heading covers the costs incurred in the provision of professional, medical and legal advice in the representation of **individual** cases.

Representation - Non Employment Related Issues

This heading covers the costs incurred in the provision of professional, medical and legal advice in the representation of **individual** cases.

Communications

This heading covers the costs incurred in the provision of such items as Magazines, Journals, Newsletters, Internet, Diaries, Publications.

Advisory Services

This heading includes Telephone Help Lines, Financial, Superannuation and Tax Advice, Stress Counselling.

Dispute Benefits

Other Cash Payments

This heading includes welfare, hardship, educational grants where entitlement is determined at the discretion of a committee/individual within set guidelines. The heading also includes unemployment, sickness, accident benefits, etc, and related insurance premiums where entitlement is established by a set of pre-determined and published conditions.

Education and Training Services

Negotiated Discount Schemes

This heading includes any costs involved in the provision of discount services e.g. Countdown, Motor Services, Holiday/Travel Schemes, Loans, Mortgages, Wills.

Salary Costs

This heading includes the salary costs, where they can be identified, of staff involved in the provision of benefits to members but where not included in above.

Other Benefits and Grants

This heading includes any other benefits and grants not listed above.

21. The cost of overheads, other than identifiable staff costs, should not be included in this analysis.

**ANALYSIS OF BENEFIT EXPENDITURE
SHOWN AT GENERAL FUND**

(see Notes 19 to 21)

€

€

Representation - Employment Related Issues		Education and Training Services	
Representation - Non Employment Related Issues		Negotiated Discount Services	
Communications		Salary Costs	
Advisory Services		Other Benefits and Grants (specify)	
Dispute Benefits		Mortality Grants	56,515
		Benevolent Grants	89,328
		Spouse and Orphan Death Grants	48,242
		Spouse and Orphan Christmas Grants	7,307
Other Cash Payments		Members' Benefits	55,558
carried forward		Total (should agree with figure in General Fund)	256,950

GUIDANCE ON COMPLETION OF FUNDS OTHER THAN GENERAL FUND

22. If separate funds are maintained in respect of particular benefits or objects of the union (excluding any political fund) funds 2 and 3 should be completed in respect of those funds and the contributions, benefits, etc. appropriate to those funds excluded from the General Fund (page 5).
23. If enough space has not been allocated please complete and attach a separate sheet.

FUND 2		Fund Account	
Name:		£	£
Income	From members		
	Other income (specify)		
	Investment income (as at page 19)		
	Total Income		
Expenditure	Benefits to members		
	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		
	Other income (specify)		
	Investment income (as at page 19)		
	Total Income		
Expenditure	Benefits to members		
	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		

GUIDANCE ON COMPLETING POLITICAL FUND ACCOUNTS

24. A trade union can include the furtherance of political objects among its objects providing it has adopted political fund rules through a ballot approving a resolution allowing expenditure on such objects. **Those rules (and amendments) must be approved by the Certification Officer, as must the rules governing ballots approving these objects.**
25. Where a union has expenditure or income which relate to its Political Fund the amounts should be itemised here and excluded from **all** other accounts including analysis of administrative expenses at page 15.
26. Most unions will only need to complete section 4. However, where a union is affiliated to another trade union and collects political fund contributions on behalf of that union section 5 will have to be completed.
27. Expenditure can be made from the political fund account on non-political objects and to other funds of the union.
- 28a. Figures are required for the number of Northern Ireland members* who have completed a “contracting-in” notice and therefore contribute to the political fund;
- 28b. Figures are required for the number of Northern Ireland members who are statutorily exempt from contributing to the political fund; and
- 28c. Figures are required for the number of members outside Northern Ireland who have completed an exemption notice and therefore do not contribute to the political fund.

* Unlike members in Great Britain, it is a statutory requirement that Northern Ireland trade union members must “contract-in” to a political fund in their union. Where a Northern Ireland trade union member does not “contract-in” or, having “contracted-in” subsequently decides to “contract-out” he is exempt under Northern Ireland law from contributing to the political fund. In the case of Great Britain unions completing this return the words “Article 57 of the Trade Union and Labour Relations (Northern Ireland) Order 1995 should be replaced by the words “section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992”.

(see Notes 24 to 28)

4. POLITICAL FUND ACCOUNT		To be completed by trade unions which maintain their own fund	
		€	€
Income		12,129	
	Members contributions & levies		
	Investment income (as at page 19)		
	Other income (specify)		
Deduct expenditure		(1,000)	
	Expenditure under Article 57 of the Trade Union and Labour Relations (NI) Order 1995 (specify)		
	Administration expenses in connection with political objects (specify)		
	Non-political expenditure		11,129
Amount of political fund at beginning of year			9,077
Amount of political fund at end of year (as Balance Sheet)			20,206
Number of Northern Ireland members contributing at end of year			7,019
Political Fund Contribution from Northern Ireland members			€ N/A
Number of Northern Ireland members at the end of the year who are exempt from contributing to the political fund			N/A
Number of members outside Northern Ireland who have completed an exemption notice and therefore do not contribute to the political fund			N/A

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		
	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 members outside Northern Ireland who have completed an exemption notice and therefore do not contribute to the political fund			

GUIDANCE ON COMPLETION OF ANALYSIS OF ADMINISTRATION EXPENSES

29. "Remuneration and Expenses of Staff" should include salaries and wages, expenses, accrued holiday pay, redundancy pay, other termination payments, national insurance, and all pensions/superannuation contributions.
30. "Occupancy Costs" should include rents paid, rates, insurance, gas, electricity, water, fuel, general repairs and renewals.

**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	4,951,029
Salaries and Wages included in above	€3,585,767
Auditors' fees	23,958
Legal and Professional fees	434,839
Occupancy costs	534,757
Stationery, printing, postage, telephone etc.	821,821
Expenses of National Committees (Head Office)	719,172
Expenses of conferences	690,302
Other administrative expenses (specify)	
Computers cost	156,933
Annual congress	142,020
Ballot expense, Arbitration tribunal, ICT for branches & INTO Project	127,733
Campaign expenses	124,518
Grants	294,606
Admin expenses	70,935
Interest payable:	
Bank loans (including overdrafts)	30,924
Mortgages	37,000
Pension finance cost	382,970
Depreciation	55,594
Taxation	
Outgoings on land and buildings (specify)	
Other outgoings (specify)	
Branches & districts	1,713,482
<u>TOTAL</u>	11,312,593
Charged to:	
General Fund (Account)	11,312,593
(page 5)	
Fund (Account)	
Fund (Account)	

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

Office Held	Gross Salary	Pension Contributions
	€	€
General Secretary	143,535	52,964
General Treasurer	106,526	39,308

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 (£)	€	€
		196,499	15,430
		145,834	11,452

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.

GUIDANCE ON COMPLETION OF ANALYSIS OF INVESTMENT INCOME

42. Income from Unit Trusts and Investment Trusts should be included as dividends from equities.
43. Income from Government Securities includes interest paid on Government Stock and money deposited in Government Securities.

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)			
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			1,131
Other investment income (specify)			
		+	1,131
Total investment income		=	
Credited to:			
	General Fund (Account 1) (page 5)		
	Fund (Account)		
	Fund (Account)		
	Fund (Account)		
	Fund (Account)		
	Political Fund (Account 4/5)		
			1,131

GUIDANCE ON COMPLETION OF BALANCE SHEET

44. Fixed assets should be included as at page 23.
45. Investments should be quoted as at page 25.
46. The following should be shown as a note to the accounts, if not otherwise indicated:
- a. particulars of any monies owing to the union in respect of loans (including overdrafts) which are secured on the assets of the union;
 - b. the general nature of any contingent liability not provided for and, where practicable, the estimated amount of the contingent liability, if it is material;*
 - c. where practicable, the aggregate amount or estimated amount if it is material, of;
 - (i) contracts for capital expenditure, so far as not provided for; and
 - (ii) capital expenditure authorised by the governing body of the union which has not been contracted for;
 - d. if the amounts at which any fixed assets are shown are arrived at by reference to valuation;
 - (i) the years (so far as they are known to the governing body of the union) in which the assets were separately valued and the separate values, and
 - (ii) in the case of assets that have been valued during the financial year, the names of the persons who valued them and particulars of their qualifications for doing so and (whichever is stated) the basis of valuation used by them.

***'MATERIALITY'** is an expression of the relative significance or importance of a particular matter in the context of financial statements as a whole. A matter is material if its omission would reasonably influence the decisions of an addressee of the auditors' report; likewise a misstatement is material if it would have similar influence. Materiality may also be considered in the context of any individual primary statement within the financial statements or of individual items included in them. Materiality is not capable of general mathematical definition as it has both qualitative and quantitative aspects. The assessment of what is material is a matter of professional judgement and includes consideration of both the amount (quantity) and the nature (quality) of misstatements. Auditors should consider materiality, and its relationship with audit risk when conducting an audit.

BALANCE SHEET
as at 31/12/2016

(see Notes 44-46)

Previous Year		€	€
10,963,549	Fixed Assets (as at page 23)	11,602,886	
5,078,403	Investments (as per analysis on page 25)	5,341,018	
	Total Investments		16,403,904
	Other Assets		
4,588,911	Cash at bank and in hand	4,755,866	
	Income tax to be recovered		
	Stocks of goods		
657,497	Others debtors	700,040	
	Total of other assets		5,455,906
21,288,360		TOTAL ASSETS	21,859,810
14,392,906	General Fund Account	12,039,108	
	Superannuation Fund (Account)		
9,077	Political Fund (Account)	20,206	
	Revaluation Reserve		
	Liabilities		
	Amount held on behalf of central trade union political fund		
	Loans: From other trade unions		
3,193,115	Other loans	2,504,656	
-	Bank overdraft	-	
681,977	Tax payable	683,635	
383,317	Sundry creditors	267,485	
645,668	Accrued expenses	683,382	
957,300	Provisions	718,546	
1,025,000	Pension	4,928,000	
-	Tax	14,792	
		<u> </u>	= 9800496
21,288,360	TOTAL		21,859,810

GUIDANCE ON COMPLETION OF FIXED ASSETS ACCOUNT

47. Any amount, if material, set aside to provisions other than provisions for depreciation, renewals or diminution in value of assets should be shown separately. Similarly, any amount, if material (see page 20), which had been set aside for such provisions, but which is no longer required for those provisions should also be shown separately.
48. Any amount charged to revenue to provide for renewal of fixed assets should be shown separately, whether or not any amount is also charged to provide for depreciation or diminution in value of those assets.
49. If depreciation or replacement of fixed assets is provided for by some method other than a depreciation charge or provision for renewals, the method by which it is provided should be stated by way of a note, if not otherwise shown. If no provision is made, this should also be shown as a separate note.
50. Under "Costs or Valuation" in the Fixed Assets Account there should be entered the cost of acquisition or, if an asset stands in the union's books at a valuation, the amount of the valuation. If in respect of any asset the figures relating to the period before the end of the financial year covered by the return cannot be obtained without unreasonable expense or delay the net amount at which the asset stood at that date may be entered with an explanatory note. Where assets are entered at a valuation the headings should be amplified or amended as appropriate.
51. The following should be shown as notes to the accounts, if not otherwise indicated. If the amounts at which fixed assets are shown are arrived at by reference to a valuation:
 - a. the years (so far as they are known to the governing body of the union) in which the assets were separately valued and the separate values, and
 - b. in the cases of assets that have been valued during the financial year, the names of the persons who valued them and particulars of their qualifications for doing so and (whichever is stated) the bases of the valuation used by them.

FIXED ASSETS ACCOUNT
(see Notes 47 to 51)

	Land & Buildings Freehold Leasehold	Furniture and Equipment	Motor Vehicles	Not used for union business	Total
Cost or Valuation	€	€	€	€	€
At start of year	10,666,202	1,328,884	2,492,212		14,487,258
Additions	90,342	18,835	204,564		313,741
Disposals			(43,851)		(43,851)
Revaluation/Transfers	180,000	(11,346)	(7,421)		161,233
At end of year	10,936,544	1,336,33	2,645,504	-	14,918,381
Accumulated depreciation					
At start of year	237,180	1,030,741	2,255,788		3,523,709
Charges for year	121,130	52,814	209,026		382,970
Disposals			(43,851)		(43,851)
Revaluation/Transfers		(2,722)	(4,611)		(7,333)
At end of year	358,310	1,080,833	2,416,352	-	3,855,495
Book value at end of					
At end of	10,578,234	255,500	229,152	-	11,062,886
Book value at end of					
Previous year	10,429,022	298,103	236,424	-	10,963,599

GUIDANCE ON COMPLETING ANALYSIS OF INVESTMENTS

52. The market value of investments should be stated where these are different from the figures quoted on the balance sheet.

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)		
	Financial Assets at fair value		5,341,018
	TOTAL UNQUOTED (as Balance Sheet)		5,341,018
	Market Value of Unquoted Investments		5,341,018

GUIDANCE ON COMPLETION OF "NOTES TO THE ACCOUNTS"

53. There should, if it is not otherwise shown, be stated by way of note to the accounts every material (see page 20) respect in which items shown in the accounts are affected:
- a. by transactions of an exceptional or non-recurrent nature including any transfer of funds pursuant to an order of the Certification Officer under Article 57 of the Trade Union and Labour Relations (Northern Ireland) Order 1995*; or arising from, or in consequence of, a complaint made to the Certification Officer under that Article, or
 - b. by any change in the basis of accounting.
54. The following should be shown as a note to the accounts, if not otherwise indicated:
- a. particulars of any monies owing by the union in respect of loans (including overdrafts) which are secured on the assets of the union;
 - b. the general nature of any contingent liability not provided for and, where practicable, the estimated amount of the contingent liability, if it is material (see page 20);
 - c. which practicable, the aggregate amount or estimated amount if it is material (see page 20), of;
 - (i) contracts for capital expenditure, so far as not provided for, and
 - (ii) capital expenditure authorised by the governing body of the union which has not been contracted for;
 - d. if the amounts at which any fixed assets are shown are arrived at by reference to a valuation;
 - (i) the years (so far as they are known to the governing body of the union) in which the assets were separately valued and the separate values; and
 - (ii) in the cases of assets that have been valued during the financial year, the names of the persons who valued them and particulars of their qualifications for doing so and (whichever is stated) the bases of valuation used by them.

* In the case of Great Britain unions completing this return the words "under Article 57 of the Trade Union and Labour Relations (Northern Ireland) Order" in lines 2 and 3 and the word "Article" in line "4" should be replaced by the words "section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992" and "section" respectively.

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 financial statements attached.

GUIDANCE ON ACCOUNTING POLICIES

55. The accounting policies followed for dealing with items which are judged material in determining the surplus or deficit for the year and in stating the financial position must be shown here.
56. Accounting policies mainly comprise of the specific accounting bases selected by the governing body of the union, and consistently followed, for determining the accounting periods in which income and costs shall be recognised in the revenue accounts and for determining the amounts which material items should be stated in the Balance Sheet.

SIGNATURES TO THE ANNUAL RETURN

57. The return must be signed by two Officers of the Union who normally should be the Secretary and the Chairman. (A person should not sign in more than one capacity).
58. The return must be professionally audited and signed at the bottom of page 33 (see Note 63 for the only cases where lay auditors can be used).

CHECK LIST NOTES

59. A copy of the rules in force at the end of the period to which the return relates **must** be provided, even where there have been no changes to the rules since the last return was made (Note 7). This is a statutory requirement. The Certification Officer has no power to waive this provision.

STATEMENT TO MEMBERS

- 60a. The union must provide members with a statement containing certain financial and other information within eight weeks of the submission of the return to this office. As soon as practicable following this a copy of the statement must be forwarded to the Certification Officer. Some unions find it practical to submit the statement at the same time as the return. (Further details regarding what the statement is statutorily required to contain can be obtained from this office – telephone: 02890 237773 Fax No: 02890 232271 and E-mail: nicertoffice.org.uk). The return must be submitted to the Certification Officer by the statutory date whether or not the members statement is available to be submitted at the same time; and
- 60b. **Every trade union having its head or main office outside Northern Ireland** must provide the Certification Officer with the 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 power to waive this provision. The Northern Ireland resident does not have to be a member of the trade union.

ACCOUNTING POLICIES
(see Notes 55 and 56)

See financial statements attached.

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

Secretary's Signature: <u><i>Sheila Numan</i></u>	Chairman's Signature: <u><i>G. Murphy</i></u> (or other official whose position should be stated)
Name: <u>SHEILANUNAN</u>	Name: <u>GERRY MURPHY</u>
Date: <u>23/5/17</u>	Date: <u>23/5/17</u>

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

HAVE THE ACCOUNTING POLICIES BEEN EXPLAINED (see Note 56)	YES	NO
HAS THE RETURN BEEN SIGNED? (see Note 57)	YES	NO
HAS THE AUDITOR'S REPORT BEEN COMPLETED (see Note 58)	YES	NO
IS A RULE BOOK ENCLOSED? (see Note 59)	YES	NO
A MEMBER'S STATEMENT IS: (see Note 60)	ENCLOSED	TO FOLLOW
IS THE RETURN OF OFFICERS ATTACHED (see page 3)	YES	NO
HAS THE RETURN OF CHANGE OF OFFICERS BEEN COMPLETED (see page 3)	YES	NO
HAS THE CONSOLIDATION SUMMARY BEEN COMPLETED (see page 34).	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.	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

NOTES TO AUDITORS ON THE COMPLETION OF THEIR REPORT

61. The accounts must, in accordance with the Order, give a true and fair view of the matters to which they relate.
62. The accounting policies followed for dealing with items which are judged material in determining the surplus or deficit for the year and in stating the financial position should be stated on page 29. (Accounting policies mainly comprise the specific accounting bases selected by the governing body of the union, and consistently followed, for determining the accounting periods in which income and costs shall be recognised in the accounts and for determining the amounts at which material items should be stated in the Balance Sheet).

Audit

63. A trade union shall in respect of each accounting period appoint an auditor or auditors to audit the accounts contained in the annual return. **A person* is qualified to be the auditor or one of the auditors if he is eligible for appointment as a company auditor under Article 28 of the Companies (Northern Ireland) Order 1990.**

Two or more persons who are not qualified may act as auditors of a trade union in respect of an accounting period if:

- a. the receipts and payments in respect of the union's last preceding accounting period did not in the aggregate exceed £5,000;
- b. the number of its members at the end of that period did not exceed 500;
- c. the value of its assets at the end of that period did not in the aggregate exceed £5,000; and
- d. they are not officers or employees of the union.

Trade Unions incorporated under the Companies Order

64. As long as the period is the same and there is no reduction in the amount of information supplied a union incorporated under Company law may submit with the return a copy of its accounts prepared under that law providing pages 1, 3, 13, 16, 17, 27, 29, 30 and 32 of the return are completed. Where the Companies Order return does not provide all the information sought in this return the additional information should be provided as appropriate. A separate Auditor's Report must always nevertheless be provided, and signed, on pages 32 and 33 of the return. The consolidation summary on page 34 must always be completed.
65. Auditors are required to sign the form at the place provided and if in their report they state that the accounts meet the provisions of the Companies Order they must also state that the requirements of the Industrial Relations (Northern Ireland) Order 1992 have been met.

* In the case of auditors of Great Britain unions completing this return the words "Companies (Northern Ireland) Order 1990" should be replaced by the words "section 25 of the Companies Act 1989", the words "Articles 18-21 of Schedule 1 to the Industrial Relations (NI) Order 1992" should be replaced by the words "section 36 of the Trade Union and Labour Relations (Consolidation) Act 1992" (Note 63) and the words "Order" and "Industrial Relations (Northern Ireland) Order 1992" should be replaced by the words "Act" and "Trade Union and Labour Relations (Consolidation) Act 1992" (Note 65).

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 Auditors' Report in financial statements attached.

SUMMARY SHEET

	All funds except Political Funds €	Political Funds €	Total Funds €
INCOME			
From Members	12,178,608 ✓	12,129	12,190,737
From Investments	402,468 ✓ 1,131 ✓		402,468 1,131
Other Income (including increases by revaluation of assets)	✓ 1,273,429		1,273,429
Total Income	✓ 13,855,636	12,129	13,867,765
EXPENDITURE (including decreases by revaluation of assets)			
Total Expenditure	11,827,287	1,000	11,828,287
Items through OCI	4,382,147		4,382,147
Funds at beginning of year (including reserves)	14,392,906	9,077	14,401,983
Funds at end of year (including reserves)	12,039,108	20,206	12,059,314
ASSETS			
	Fixed Assets		11,062,886 ✓
	Investment Assets		5,341,018 ✓
	Other Assets		5,455,906 ✓
		Total Assets	21,859,810 ✓
LIABILITIES		Total Liabilities	9,800,496 ✓
NET ASSETS (Total Assets less Total Liabilities)			12,059,314 ✓

AUDITOR'S REPORT continued

Signature(s):

Mark Kennedy

Name(s):

Mark Kennedy

Profession(s) or Calling(s):

Chartered Accountant

Address(es):

Mazars
Harcourt Centre, Block 3
Harcourt Road
Dublin 2

Date:

23. May 2017

Contact name and telephone number:

000353 01 449 4400

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

GUIDANCE ON COMPLETION OF SUMMARY SHEET

The summary sheet is intended to assist in providing a simplified overview of the financial position of the organisation. It will primarily be used as the source for the information in the Certification Officer's annual report, and as a source for comparative year-on-year analysis. It does not replace any information required in the annual return which must be completed in full.

The figures in the summary report must agree with the figures presented elsewhere in the annual return.

In order for the figures on the summary sheet to balance the following must be correct.

Funds at beginning of year + Total income – Total expenditure = Funds at end of year

Total Assets – Total Liabilities = Net Assets

Funds at end of year = Net Assets

The "Total Income" figure for each set of funds must be the sum of the sources of income set out on the Summary Sheet. It should incorporate any increase by revaluation of assets, as noted in the Balance Sheet on page 21.

The "Other Income" heading should be used to account for income received from sources other than members and investments, including recognised gains. Recognised gains include revaluation of assets and other changes in the value of assets which are not offset by and equal change in liabilities.

Under "Expenditure" include any decreases noted in the revaluation reserve on page 21 (the balance sheet).

"All Funds Other Than Political Funds" must include the General Fund on page 5 and any other funds referred to on page 11 or any pages supplementary to them. The figures entered in this column must match those on pages 5 and 11.

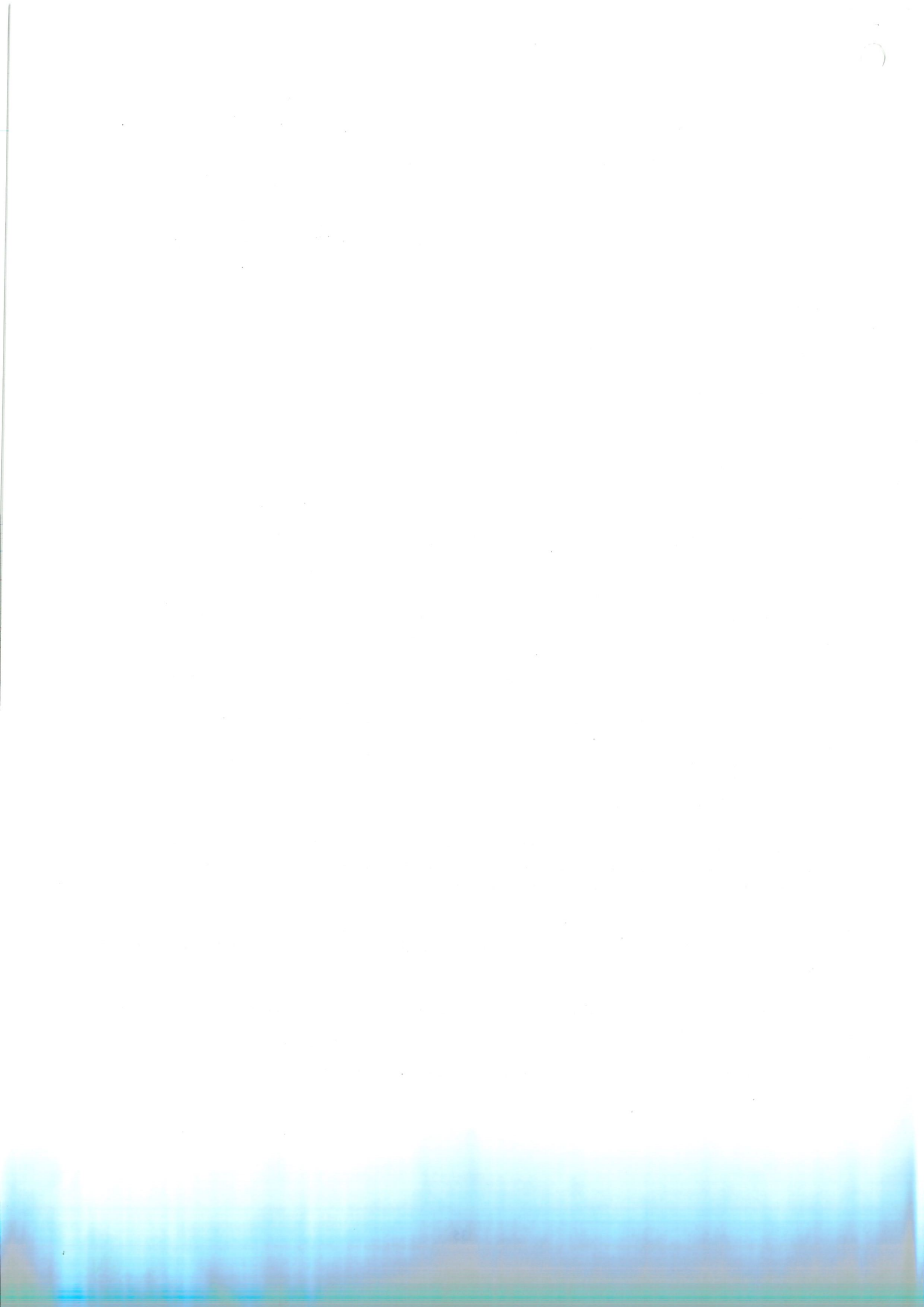
"Political Funds" figures (if any) must match the figures entered on page 13.

"Funds at Beginning of Year" will be the sum of those funds reported in the previous return to this Office, plus or minus any adjustments made subsequently. For associations for which this is the first return, this figure will be the sum of those funds held by the association at the beginning of the period covered by this return.

The "Funds at End of Year" figure must be the sum of "Total Income" and "Funds at Beginning of Year" less "Total Expenditure".

The "Total Assets" figure must be the total of: "Fixed Assets", "Investment Assets" and "Other Assets" (the figures entered above it).

"Liabilities" must be the total of "Total Assets" less "Funds at End of Year".



Certification Officer



Under current legislation the Union must publish to each member the following details:

“In accordance with the provisions of Article 11 of the Industrial Relations (NI) Order 1992, as amended, hereafter referred to as “the 1992 Order”, the following statement relation to the financial year of the Union ended 31st December 2016 is herewith provided to members of the Irish National Teachers’ Organisation hereafter referred to as “the Union”.

1. TOTAL INCOME AND EXPENDITURE

The total Income Expenditure of the Union in the financial year ended 31st December, 2016 as included in the annual Return to the Certification Officer.

Members’ Subscriptions	Other Income	Total Income	Total Expenditure
€12,178,608	€1,677,028	€13,855,636	€11,827,287

2. POLITICAL FUND ACCOUNT

The Union maintains a Political Fund Account in the Republic of Ireland and expenditure from the fund of €1,000 was included in the Annual Return to the Certification Officer.

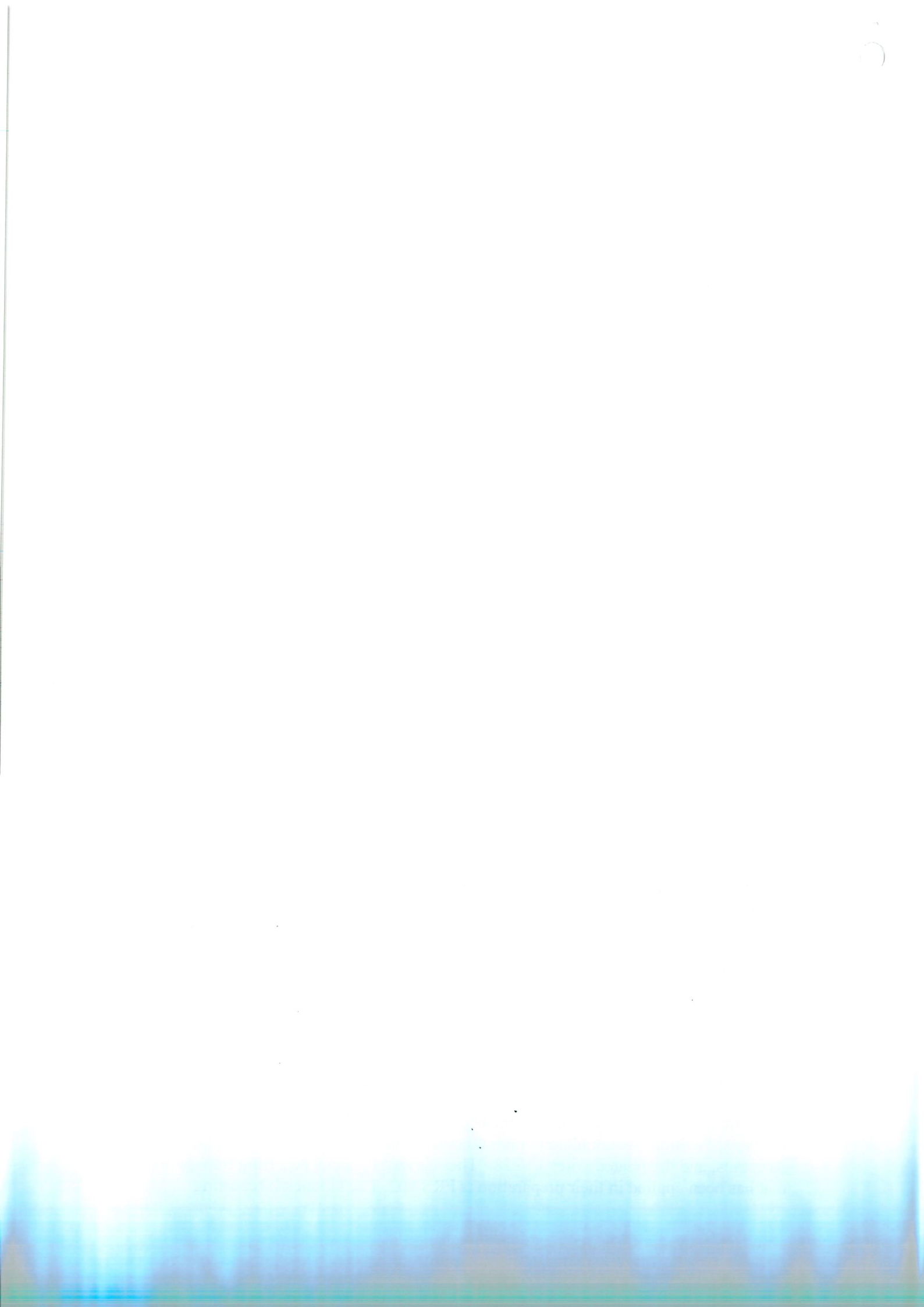
3. ANALYSIS OF GENERAL SECRETARY’S SALARY AND BENEFITS

The salary paid to the General Secretary was €143,535. Also included in the Annual Return to the Certification Officer is the Employer’s PRSI amounting to €15,430. Pension contributions cost €52,964.

No salary was paid to or any benefits provided for the President of the Union or any member of the Unions Central Executive Committee.

4. INDEPENDENT AUDITORS’ REPORT TO TRUSTEES OF THE IRISH NATIONAL TEACHERS’ ORGANISATION (EXTRACT)

We have audited the financial statements of the Irish National Teachers’ Organisation for the year ended 31st December 2016 which comprise the Statement of Comprehensive Income, the Statement of Financial Position, the Statement of Changes in Reserves, the Statement of Cashflows, the Funds Income and Expenditure Accounts, the Northern Ireland Income and Expenditure Account, Statement of Financial Position, Accumulated Funds Account, Funds Income and Expenditure Accounts, and the related notes 1 to 28. The relevant financial reporting framework that has been applied in their preparation is FRS 102, The Financial Reporting



Standard applicable in the UK and the Republic of Ireland, issued by the Financial Reporting Council.

OPINION ON THE FINANCIAL STATEMENTS

In our opinion the financial statements give a true and fair view of the assets, liabilities, and financial position of the Organisation as at 31 December 2016 and of its results for the year then ended, and have been properly prepared in accordance with the relevant financial reporting framework.

Mazars
Chartered Accountants and Statutory Audit Firm
Harcourt Centre, Block 3, Dublin 2

RIGHTS OF MEMBERS OF UNION

The rights of Members of the Union outlined below is reproduced exactly as required by Article 8 of the 1995 Order, which inserts an additional Article 11A in Article 11 of the Industrial Relations (Northern Ireland) Order 1992 as follows.

“A member who is concerned that some irregularity may be occurring, or has occurred, in the conduct of the financial affairs of the Union may take steps with a view to investigating further, obtaining clarification and, if necessary, securing regularisation of that conduct”.

The member may raise any such concern with such one or more of the following as it seems appropriate to raise it with officials of the Union, the trustees of the property of the Union, the auditor or auditors of the Union, the Certification Officer for Northern Ireland (who is an independent officer appointed by the Department of Economic Development) and the police.

“Where a member believes that the financial affairs of the Union have been or are being conducted in breach of the law or in breach of the rules of the Union and contemplates bringing civil proceedings against the Union or responsible officials or trustees, he should consider obtaining independent legal advice”.



