

2020-2021 Annual Report

of the Certification Officer for Northern Ireland

(Covering Period 1 April 2020 to 31 March 2021).

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CERTIFICATION OFFICER FOR NORTHERN IRELAND

ANNUAL REPORT FOR THE YEAR ENDED 31 MARCH 2021

Laid before the Northern Ireland Assembly under paragraph 69(7) of the
Industrial Relations (Northern Ireland) Order 1992 by the Department for the Economy

Mr Mike Brennan
Permanent Secretary
Department for the Economy
Netherleigh House
Massey Avenue
Belfast
BT4 2JP

I am required by Article 69(7) of the Industrial Relations (Northern Ireland) Order 1992 to submit to you a report of my activities, as soon as practicable, after the end of each financial year.

I have pleasure in submitting such a report for the period 1 April 2020 to 31 March 2021.

A handwritten signature in black ink, appearing to read 'Sarah Havlin', with a long horizontal flourish extending to the left.

Sarah Havlin LLB
Certification Officer for Northern Ireland

Mr Gordon Milligan
Chair
Labour Relations Agency
2-16 Gordon Street
Belfast
BT1 2LG

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Sarah Havlin LLB
Certification Officer for Northern Ireland

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Review of the Year

This is the twenty ninth Annual Report to be published since the post of the Certification Officer for Northern Ireland was established in 1992. It deals with my activities during the period 1 April 2020 to 31 March 2021.

The statutory functions of the Certification Officer are contained within the Industrial Relations (Northern Ireland) Order 1992 as amended, The Employment Rights (Northern Ireland) Order 1996 as amended, and the Trade Union and Labour Relations (Northern Ireland) Order 1995 as amended.



Reporting year April 2020 – March 2021

It has been another challenging year for all who continue to feel the impact of the pandemic. My staff continued to work from home, where possible, and will continue

to do so until safe and effective operational services resume from our office base. Staff continued to ensure organisations were supported where operational difficulties presented and impacted on their statutory obligations to submit timely annual returns. The Certification Office staff will continue, while working remotely, to strive for efficacious service levels to all our customers.

Advice, Guidance and Information

The majority of our stakeholders usually contact us by telephone or email. Our website is regularly updated including publicising my Decisions and Declarations. In addition, staff ensure that the website is populated with historical Annual Returns of trade unions and employers' associations for the preceding six years ensuring ease of access for members of the public. Annual Returns are also available for inspection, by appointment in person, at our business premises, when the current Government restrictions are lifted and normal office opening hours resume.

During the reporting year my Office received eleven enquiries requesting clarification, guidance and other information relating to historical annual returns, de-recognition, trade union status, listing and de-listing. Generally these enquires originate from trade union members (former and current), employers' associations, as well as private sector organisations and interested members of the public. In relation to potential complaints, concerning the conduct of trade unions, we can often help, but there are constraints on the advice that can be given.

It is, for example, inappropriate (unless the law requires it) to give guidance on, or prior approval to, a specific course of action in those areas where complaints can be made to the Certification Officer by an individual member.

It would also be inappropriate for the Office to comment on the merits of a possible complaint. Where a complaint is made, I have to investigate it and decide impartially in the light of the facts of the case and the representations made by the parties concerned. My staff and I do not give advice, which might seem in any way to prejudice that impartiality.

However, the Office will assist where it can and guidance booklets covering different aspects of the Certification Officer's responsibilities are available on the website: www.nicertoffice.org.uk or by emailing info@nicertoffice.org.uk or by contacting us on 028 9023 7773.

Where a complaint is deemed to have merit and a hearing is set, the Certification Officer may, within the limits set out by the Department for the Economy (DfE), make payment towards the expenses incurred by complainants and their witnesses in

attending hearings. The scheme covering such payments is available upon request by emailing info@nicertoffice.org.uk. During the period of this report no travel and subsistence expenses were claimed.

Freedom of Information (FOI) and miscellaneous enquiries

During the reporting period this office received three FOI requests and eleven miscellaneous requests.

Funding and Costs

The Labour Relations Agency has responsibility, under Article 69 of the Industrial Relations (Northern Ireland) Order 1992, to provide the Certification Officer for Northern Ireland with the requisite accommodation, equipment, facilities, and remuneration, for the carrying out of her duties and functions. The staffing complement as of 31 March 2021 consisted of two Executive Officers (EOII), one AO and one part-time Staff Officer.

The Agency also has responsibility, under paragraph 15(2) of Schedule 4 to the 1992 Order, to show separately sums disbursed to, or on behalf of, the Certification Officer. The staff costs for the Certification Office are published in the Labour Relations Agency Annual Report and Accounts. The funding costs of the office for the year-ending 31 March 2021 was £230,641, which included salary related costs, non-salary costs; premises, ICT, training and development, general administration and audit fees. The Industrial Relations (Northern Ireland) Order 1992 can be found at <http://www.legislation.gov.uk/nisi/1992/807/contents/made>

Equality

The Certification Office staff are seconded officers of the Labour Relations Agency (LRA). They are subject to all Agency policies, procedures and terms and conditions of employment. The Office of the Certification Officer for Northern Ireland is defined as a “Public Authority” for the purposes of Section 75 of the Northern Ireland Act 1998.

Developments during the Year

During this reporting period, the total Northern Ireland membership of Northern Ireland based trade unions was 47,562 (an increase in 71 members). Additionally, as of 31st December 2020, there were 11,507 Northern Ireland members of Republic of Ireland based trade unions, a decrease of 284 from the previous reporting year. The total number of Northern Ireland members of Great Britain based trade unions was 181,378

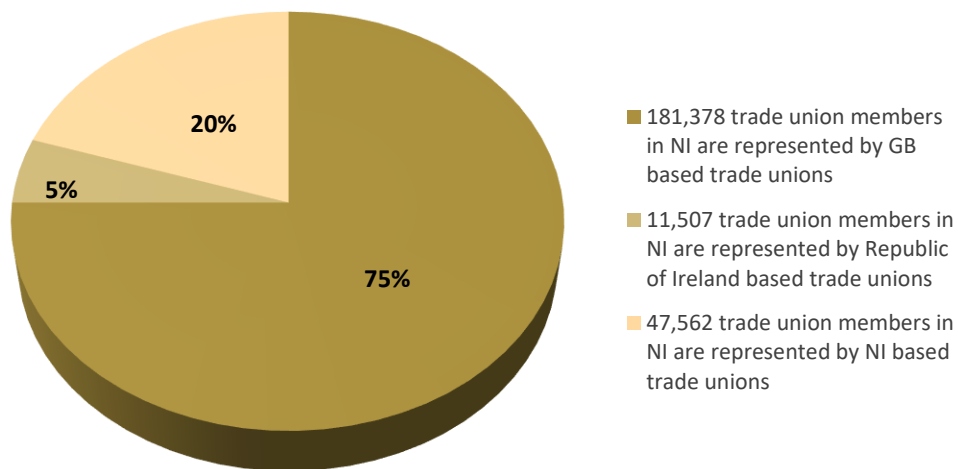
(an increase of 5,169 members on the previous year). As of December 31st 2020 the combined total number of trade union members in Northern Ireland was 240,447 up 4,956 members since the previous reporting year.

During this reporting period there were 12,443 Northern Ireland members of Northern Ireland based employers' associations. Great Britain based employers' associations, with Northern Ireland members, reported 2,329 members. These figures combined indicate a total of 14,772 employers in Northern Ireland are members of employers' associations.

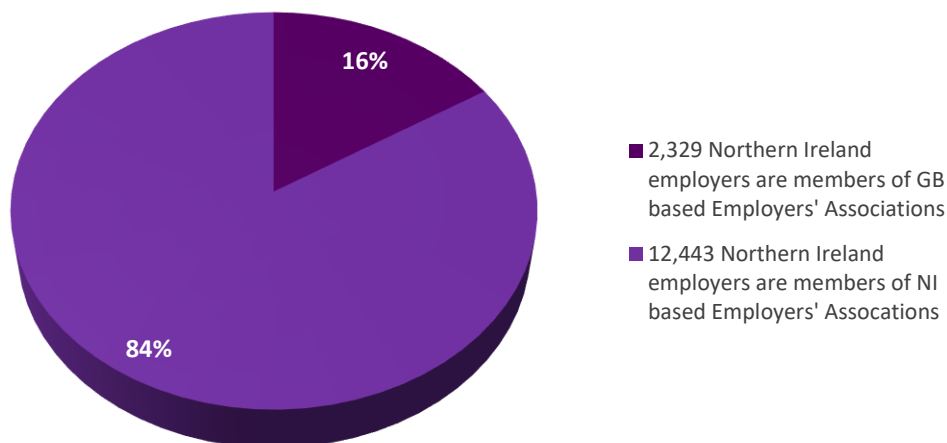
Membership statistics of Trade Unions and Employers' Associations in Northern Ireland

As of 31 December 2020 the charts below show the % proportional data of trade union members and members of employers' associations in Northern Ireland.

Northern Ireland (NI) Trade Union Membership



Northern Ireland employers membership in Employers' Associations



De-listed

During the period of this report two trade unions; Cabin Crew Union and VOICE were removed from the Northern Ireland list. The GB Certification Officer cancelled Voice's Certificate of Independence following its merger with Community. In addition two employers associations; UK Cinema Association Ltd and Scottish Association of Master Bakers were also removed from the list during this reporting year.

Complaints

During the reporting year 1 April 2020-31 March 2021 my office received thirteen complaints, one of which incorporated eight additional named complainants with the 'lead' applicant. Four of the thirteen complaints were determined by me at scheduled in-person hearings. The remaining complaints will carry over in to the next reporting year for determination prior to my tenure ending. Links to the decisions published are detailed in the following paragraph and are available on our website.

Annual Returns – receipts

On or before 31 March 2021 our office received 35 annual returns representing 30.7% of our current list of organisations. A further 79 were received late, 69.3%, after the 31st March 2021.

Hearings, and Decisions

I heard 3 complaints during this reporting year, in person, and the remainder are scheduled for hearing before the end of the reporting year ending 2022. One complaint was dismissed upon withdrawal by the applicant.

Mrs Lisa McKee v NIPSA

Mrs McKee lodged a total of ten complaints in two discrete applications alleging breach of union rules. All ten complaints were upheld. For full details of the decision please follow the link below:

<https://www.nicertoffice.org.uk/sites/nico/files/decisions/Mrs%20Lisa%20McKee%20v%20NIPSA%20-%20DECISION%20-%202021st%20October%202021.pdf>

Mr Sean Garland v NIPSA

Mr Garland raised two complaints before me alleging NIPSA breached the stated process, under Annex E and Rule 36 of the NIPSA Constitution, on the same date at their Annual Conference in May 2019. For full details of the decision please follow the link below:

<https://www.nicertoffice.org.uk/sites/nico/files/decisions/DECISION%20%20S%20Garland%20v%20NIPSA%20June%202021.pdf>

Mr Noel Reid v GMB (withdrawn)

Mr Reid brought an application under Article 90A of the Trade Union and Labour Relations (Northern Ireland) Order 1995 (as amended) that the GMB had breached the rules of the union relating to matters specified in Article 90A(1)(a), 90A(2)(b) and (d).

<https://www.nicertoffice.org.uk/sites/nico/files/decisions/Decision%20N%20Reid%20v%20GMB%20June%202021.pdf>

Mr Paul Dale v NIPSA

Mr Dale brought two complaints before me under Article 90A (2) (a), (b) and (d) of the Trade Union and Labour Relations (Northern Ireland) Order 1995 (as amended) and claimed a breach of Regulation 35(d) in respect of the General Council election of 18 February 2021. The full decision can be accessed following the link below: https://www.nicertoffice.org.uk/sites/nico/files/decisions/Mr%20Paul%20Dale%20v%20NIPSA%20-%20DECISION%2016th%20December%202021%20final_0.pdf

Going forward 2021-22

There have been a number of new policy developments in the regulation of Trade Unions in GB over the last five years; The Transparency of Lobbying, Non-party Campaigning and Trade Union Administration Act 2014 and The Trade Union Act 2016. Neither of these statutes apply to Northern Ireland and currently there are no plans within the Department for the Economy (DfE) to introduce similar legislation in Northern Ireland. Therefore, as far as the 2014 Act and the 2016 Act are concerned, there are some different requirements of disclosure and information on the part of the GB Certification Officer which are not required by the Certification Officer for Northern Ireland.

On the move

The office of the Certification Officer for Northern Ireland anticipates a relocation to alternative premises in autumn 2022. Our new shared business premises are on the 4th Floor, at James House, Cromac Avenue, Belfast, BT7 2JB. Our website, email addresses, and contact numbers will remain unchanged.



Sarah Havlin LLB, Certification Officer for Northern Ireland

SECTION 1

LISTS OF TRADE UNIONS AND EMPLOYERS' ASSOCIATIONS

Any trade union or employers' association may apply to have its name included in the public lists maintained by the Certification Officer. This chapter sets out the background to that process. The lists of Northern Ireland organisations are set out in full within Appendices 6 to 10 from page 47 onwards.

Entry in the lists and its significance

The Certification Officer maintains a list of trade unions and employers' associations in accordance with the provisions of Article 5 of the 1992 Order. They are available for inspection, by appointment, and free of charge at the Offices of the Certification Officer.

Listing is voluntary and any organisation of workers or employers may apply to be listed. If the Certification Officer is satisfied that the organisation falls within the appropriate definition of the 1992 Order she must enter its name on the relevant list.

Any organisation aggrieved by the refusal of the Certification Officer to enter its name in the relevant list, or by a decision of hers to remove its name from that list, may appeal to the High Court on a point of law only; Article 5(8) of the 1992 Order, as amended by the Employment Relations (Northern Ireland) Order 2004.

For trade unions, listing is an essential preliminary to any application for a certificate of independence under Article 6 of the 1992 Order. A certificate of independence, in turn, is essential for any union that wishes to apply for statutory recognition to conduct collective bargaining with an employer on behalf of its members.

Listed trade unions and listed unincorporated employers' associations enjoy certain procedural advantages in connection with the devolution of property following a change of trustees under Article 7 of the 1992 Order. There are other benefits of listing enjoyed by trade unions and by both incorporated and unincorporated employers' associations. Being on the list is one of the requirements for obtaining tax relief in respect of expenditure on provident benefits (section 467 of the Income and Corporation Taxes Act 1988). It is also (non-conclusive) evidence that an organisation is a trade union or employers' association.

Finally the name of a trade union or employers' association is protected by the provision that no organisation shall be entered in the relevant list if its name so nearly resembles the name of an organisation already on that list as to be likely to deceive the public.

Application for listing must be made on the appropriate form CO (NI) 1 (Trade Unions) and CO (NI) 2 for Employers' Associations and be accompanied by the statutory fee (Appendix 4). The form is available upon request from the Certification Office or downloaded from www.nicertoffice.org.uk

On the amalgamation of two or more listed organisations, the amalgamated organisation is automatically listed from the date when the instrument of amalgamation takes effect. Within six weeks of that date (or such longer period as the Certification Officer may specify), the rules of the organisation, a list of its officers and the address of its head or main office must be sent to the Certification Officer. If any of these requirements is not met, the organisation must be removed from the list.

Additions and Removals

Added	Organisation	Removed	Organisation
News Union	Trade Union	Cabin Crew UK	Trade Union
		UK Cinema Association	Employers' Association
		VOICE	Trade Union
		Scottish Association of Master Bakers	Employers' Association

If at any time it appears to the Certification Officer that an organisation whose name is entered on the relevant list is not a trade union or an employers' association, she may, after giving the organisation concerned the opportunity to make representations, remove its name from that list. The Certification Officer must also remove the name of an organisation from the list if she is satisfied that it no longer exists or if the organisation requests that she should do so.

There were no removals from and no additions to the list of Republic of Ireland unions with Northern Ireland members.

Changes of name

Article 88 of the 1995 Order stipulates the Certification Officer must approve a change of name of a listed trade union or employers' association before it can take effect, a statutory fee of £45 applies. During this reporting period no trade unions or Employers' Associations, with Northern Ireland members, applied to the Certification Officer for Northern Ireland to change their names.

Special Register bodies

Under Great Britain law, The Industrial Relations Act 1971, a special register was established for organisations which were either companies or incorporated by charter or letters patent and which took part in collective bargaining on behalf of their members. These were usually professional bodies.

Subsequent legislation (The Trade Union and Labour Relations Act 1974) provided that trade unions were no longer allowed to have corporate status, but an exception was made for bodies already on the special register. Bodies that are removed from the special register for any reason are not subsequently allowed to re-enter it.

The statutory requirements affecting trade unions in The Trade Union and Labour Relations Act 1992 take account of the corporate status of special register bodies and their other activities. These bodies are also exempt from the requirement to conduct elections for the posts of president and general secretary; but the voting members of the executive must be elected in accordance with the statutory provisions.

Great Britain headquartered special register bodies with Northern Ireland members are:

- Association for Clinical Biochemistry & Laboratory Medicine
- British Association of Occupational Therapists Ltd
- British Dental Association
- British Dietetic Association
- British Medical Association
- Chartered Society of Physiotherapy
- College of Podiatry, The
- Headmasters' and Headmistresses' Conference
- Royal College of Midwives
- Royal College of Nursing of the United Kingdom
- Society of Authors
- Society of Radiographers

There are no Northern Ireland headquartered special register bodies.

Unlisted organisations

As entry to the list is voluntary, it is not possible to say precisely how many trade unions and employers' associations are in existence at any given time. There may be some which meet the statutory definition but have not sought listing, and others of which this Office is unaware. Being unlisted does not relieve an organisation of its statutory

responsibilities, including the requirement to make an Annual Return. Returns from unlisted bodies must be made available for public inspection in the same way as those from listed organisation.

An unlisted trade union may not apply for a certificate of independence or for statutory recognition as a body entitled to conduct collective bargaining. ICTU is the only unlisted trade union in Northern Ireland of which the Office is aware. It operates through its Northern Office: Irish Congress of Trade Unions (the Northern Ireland Committee).

Definitions of a trade union and an employers' association

The definition of a trade union is given in Article 3 of the Industrial Relations (Northern Order) 1992 and an employers' association is defined in Article 4 of the same Order. References in the 1992 Order to an employers' association include references to a combination of employers and employers' associations.

Current Lists

An alphabetised list of all trade unions and employers' associations based in Great Britain, the Republic of Ireland and Northern Ireland with Northern Ireland membership is laid out in Section 11 of this report.

SECTION 2

TRADE UNION INDEPENDENCE

A trade union, which is on the Certification Officer's list of trade unions, may apply for a certificate of independence. Independence is defined as meaning independence from an employer or group of employers. This chapter discusses independence and explains how such applications are dealt with and their outcome.

The definition of an independent trade union is defined under the statutory provisions of Article 2(1) of the 1992 Order as:

'a trade union which –

(a) is not under the domination or control of an employer or a group of employers or of one or more employers' associations and

(b) is not liable to interference by an employer or any such group or association (arising out of the provision of financial or material support or by another means whatsoever) tending towards such control'.

The procedure for determining trade union independence is laid down in Article 6 of the 1992 Order. A trade union must be listed before it can apply for a certificate of independence. An application must be made on a form CO (NI) 5 and be accompanied by the statutory fee. The Certification Officer keeps a public record of all such applications and of all decisions reached. A notice that an application has been received is published in the Belfast Gazette at the time. The Certification Officer may not take a decision on any application until at least one month after it has been entered in the record and she must take into account relevant information submitted by any person. She is required to give her reasons if she refuses a certificate. A union whose application is refused has a right of appeal to the High Court on a point of law.

Once the Certification Officer has determined that a trade union is independent, and issued a certificate, that certificate remains valid until it is withdrawn by the Certification Officer or is cancelled. For example, the certificate may be withdrawn at any time, if in her opinion, the trade union concerned is no longer independent. If the trade union is aggrieved by a decision to withdraw its certificate the union has a right of appeal to the high court on a point of law.

When a new union is formed by the amalgamation of two or more listed unions, it is automatically entered on the lists. If each of the amalgamating unions held a current certificate the new union is automatically issued with a certificate of independence. Both the listing and the certificate are effective from the date on which the instrument of

amalgamation takes effect. The new union must send a copy of its rules, a list of its officers and the address of its head or main office, together with prescribed fee.

Where a question as to the independence of a particular union arises in proceedings before the courts, the employment tribunal, the Industrial Court or certain other bodies, and no certificate has been issued or refused, the 1992 Order provides that the proceedings may not continue until the Certification Officer decides that question. The granting of a certificate by the Certification Officer or its refusal, is conclusive evidence for all purposes that the union is, or is not, independent. Only a union that has a certificate of independence may seek statutory recognition to be entitled to conduct collective bargaining on behalf of a group of workers. For more detail see paragraph 6 of Schedule 1 to the Employment Relations (Northern Ireland) Order 1999.

Criteria of independence

The principal criteria used by the Certification Officer to determine whether an applicant union satisfies the statutory definition are history, membership base, organisation and structure, finance, employer-provided facilities and negotiating record. The Certification Officer reaches her decision strictly on the basis of the statutory definition, having regard to the criteria as a whole. Other considerations, such as the effect the issue of a certificate might have on employment relations, may not be taken into account.

Applications/Decisions

During the period of this report no certificates of independence were issued and none were refused.

Annual Return templates

Annual Return forms AR(NI)21 and AR(NI)27 in Excel format, are now available to download from our website: www.nicertoffice.org.uk

SECTION 3 ANNUAL RETURNS

The statutory provisions

Article 10 of the 1992 Order provides that every trade union and employers' association, whose head or main office is situated in Northern Ireland must keep proper accounting records in respect of its transactions, assets and liabilities and must establish and maintain a satisfactory system of control of its accounting records.

Organisations headquartered in Great Britain, with Northern Ireland members must submit an annual return, to the Certification Officer for Northern Ireland, in the form prescribed, unless they have been in existence for less than twelve months. Organisations are required to submit an annual return to the Certification Officer before 1 June in the calendar year following the year to which the annual return relates. This applies to most organisations whose financial year coincides with the calendar year and ends on 31 December. The remaining organisations have differing reporting periods that have been agreed by the Certification Officer.

Any trade union or employers' association carrying on business in Northern Ireland, but having its head or main office outside the UK, is required to send the Certification Officer a statement setting forth, in relation to business carried on in Northern Ireland, such particulars of its receipts and payments, and such other information, as the Certification Officer may require (Articles 11 & 12 of the 1992 Order).

At 31 March 2021, four Republic of Ireland based trade unions were listed as having Northern Ireland members. This Office is unaware of any Republic of Ireland based employers' associations with Northern Ireland members.

Inspection

Copies of annual returns and the rules of trade unions and employers' associations from 2015 onwards are available for public inspection, by appointment, at the Certification Office in Belfast (subject to compliance with Public Health Advice and Government restrictions at the time of publication of this report). Historical annual returns of existing and former trade unions and employers' associations are, in the main, archived at the Public Record Office of Northern of Northern Ireland (PRONI).

The Certification Officer's responsibility is to ensure that accounts in the prescribed form, covering all funds administered by the organisation, are available for public

inspection. Annual returns are checked for discrepancies but the Certification Officer makes no comment on the financial status of trade unions or employers' associations.

The 1992 Order requires an organisation to submit an annual return before 1 June following the calendar year. A proportion of these returns were submitted on time. In other instances some organisations (understandably) were coping with the professional and personal demands of remote working from before the end of the reporting year and subsequently, which presented them with operational difficulties in complying with timely submissions of returns.

This Office, operating under the circumstances prevailing since early 2020, continued to engage, co-operate and accommodate customers who requested extensions of time limits in which to submit their annual returns. At the date of publication of this report all organisations submitted their returns for the reporting period. Failure to submit an annual return to the Certification Officer may result in prosecution. There were no prosecutions during the period of this report for failure to submit a return.

Authorised Northern Ireland resident

Every trade union or employers' association carrying on business in Northern Ireland, which has its head or main office outside Northern Ireland, must provide the Certification Officer each year with the name and address of at least one Northern Ireland resident authorised to accept on its behalf service of process and any notices required to be served on it. The resident does not have to be a member of the organisation. Every trade union and employers' association headquartered outside Northern Ireland, which has submitted a return to the Office, has complied with this statutory requirement.

Statement to Members of a trade union

Trade unions headquartered in Northern Ireland must issue a statement containing specific information to all members within eight weeks of the submission of the annual return to the Certification Officer. The statement must give the name and address of the auditor, set out the auditor's report in full and not contain anything which is inconsistent with the contents of the annual return.

The statement must also tell members how they can complain should they be concerned that some irregularity is occurring or has occurred in the financial affairs of the trade union. Article 11A(6) of the 1992 Order specifies exactly what the statement must say on this matter. It is not a requirement that the statement to members be distributed individual unions may use any other means which is the union's usual practice for providing information of general interest to all members. For example, to include the

statement in a publication sent to all members, post it on its website or email it to members.

Financial affairs of trade unions and employers' associations – use of statutory powers

Under the 1992 Order (as amended) (Articles 12A to 12E) the Certification Officer has power to investigate the financial affairs of trade unions and employers' associations. She may, if she thinks there is good reason to do so, give a direction to the organisation concerned to produce relevant documentation and explanations of them. In addition, she may appoint inspectors to investigate the organisation's financial affairs and to report to her on them. Not all the information received by the office is of sufficient merit to warrant an approach on the body concerned. Where an approach is warranted, the matter may often be resolved through correspondence or informal meetings, or both. No enquiries into the financial affairs of a trade union or employers' association were in progress during this reporting period. The Certification Officer did not have occasion to use her powers to require any trade union or employers' association to produce documents during the reporting period.

Access to accounting records

Article 37 of the 1992 Order gives members of a trade union a right of access to any accounting records which the union has available for inspection (under this Article unions have a duty to keep records available for six years). A member who claims that a trade union has failed to comply with his or her request for access to its accounting records may apply to the Certification Officer or the High Court. The Certification Officer may not consider an application if the applicant has applied to the High Court in the same manner. Similarly once an application has been made to the Certification Officer, the same matter may not be put to the High Court.

Where the Certification Officer is satisfied that the claim is well founded she is required to make such an order as she considers appropriate for ensuring the applicant:

- (a) is allowed to inspect the records requested;
- (b) is allowed to be accompanied by an accountant when making the inspection of those records; and
- (c) is allowed to take, or is supplied with, such copies of, or of extracts from, the record as she may require. Article 37 (7) (a) (b) and (c) refers.

One application concerning access to accounting records was received in the period of this report however their application was subsequently withdrawn.

SECTION 4

MEMBERSHIP, INCOME AND EXPENDITURE OF TRADE UNIONS AND EMPLOYERS' ASSOCIATIONS

This chapter is about the membership, income and expenditure of trade unions and employers' associations in the year ending 31 December 2020.

Trade Unions - Membership Register

Under Article 3 of the 1995 Order, a trade union has a duty to maintain a register of the names and addresses of its members, and so far as reasonably practicable, to ensure that entries in the register are accurate and up to date. An application that a trade union has failed to comply with the requirements of Article 3 may be made to the Certification Officer or the High Court, but an applicant may not apply to both in respect of the same alleged failure. Trade union members in Northern Ireland, as of 31 December 2020, was 240,447.

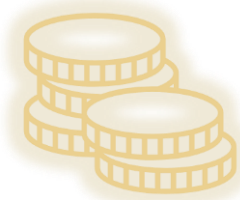
The total Northern Ireland membership of all trade unions 2015 – 2020 are illustrated in the table below:

Total Northern Ireland Trade Union Membership 2015 - 2020						
Year-end	2015	2016	2017	2018	2019	2020
Membership	240,811	242,988	240,054	238,094	235,491	240,447

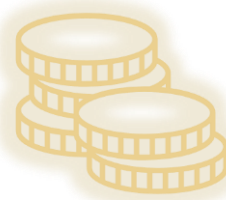
Trade Union and Employers' Associations - membership and financial information

Appendices 6 - 10 provide comprehensive data extracted from the annual returns of trade unions and employers' associations who submitted their returns to the Certification Officer for Northern Ireland. That information and the following figures relate to organisations whose financial year ended on 31 December 2020, unless otherwise indicated.

Total income and expenditure of Trade Unions based in Great Britain,
Northern Ireland and the Republic of Ireland with Northern Ireland
members



**INCOME: £1,080,303,586 and
€56,453,079 from Republic of Ireland
based trade unions with NI members**



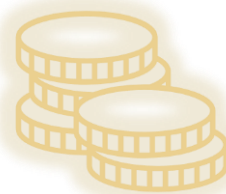
**EXPENDITURE: £1,174,089,455 and
€49,132,774 from Republic of Ireland
based trade unions with NI members**

Total income and expenditure of Employers' Associations based in Northern
Ireland and Great Britain with Northern Ireland members

Employers' associations are not required to provide the Certification Officer with details of salaries and benefits.



Income: £103,985,003

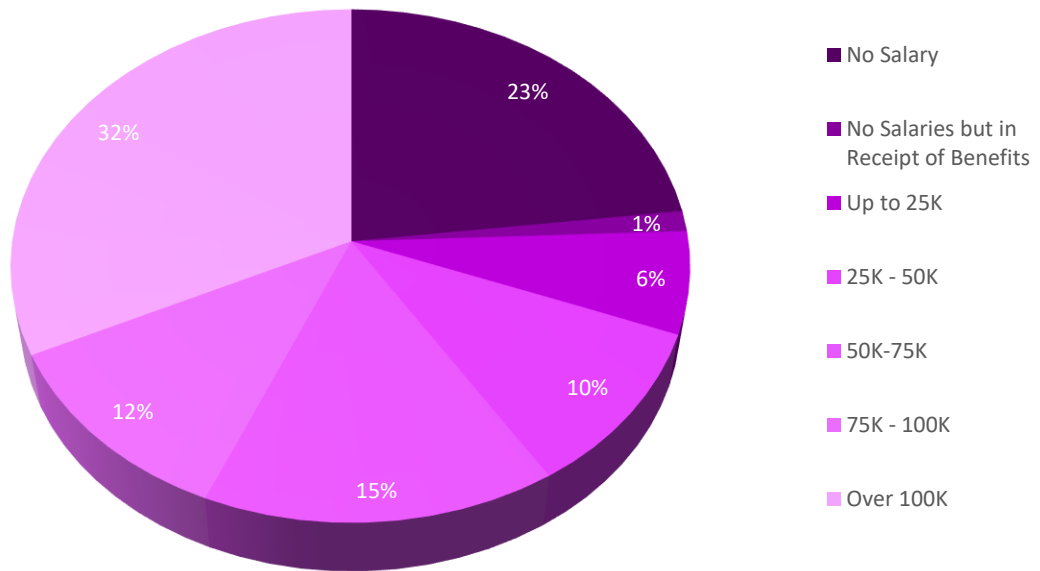


Expenditure £98,117,193

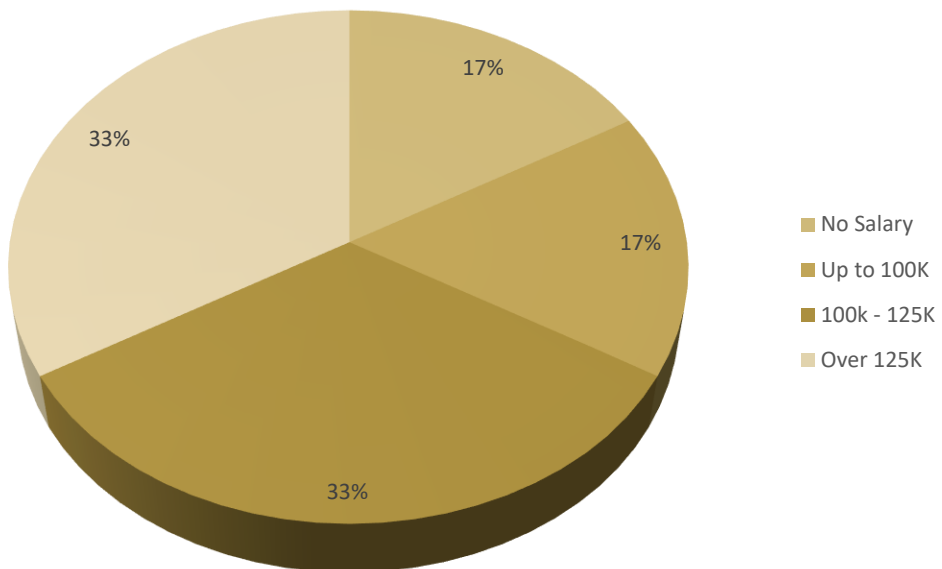
Additional financial and membership information on trade unions and employers' associations can be found in Appendices 6 to 10 of this report.

Trade Union Salaries – Northern Ireland, Great Britain and Republic of Ireland

NI and GB Trade Union Salaries



ROI Trade Union Salaries



SECTION 5 SUPERANNUATION SCHEMES

It is a legal requirement that any superannuation scheme maintained by a trade union or an employers' association for the benefit of members be actuarially examined at least every five years and a copy of the actuary's report sent to the Certification Officer.

The statutory provisions

Schedule 1 to the 1992 Order requires that any superannuation scheme maintained by a Northern Ireland based trade union or employers' association for its members, must be examined periodically by a qualified actuary. The actuarial examination is required to be made not later than five years after the effective date of the preceding examination, but the Certification Officer has power to direct that, in any particular case, the period of five years may be reduced to such shorter period as she may specify. A trade union or employers' association must supply a copy of any actuarial report made under Schedule 1 free of charge to any member on request.

Schedule 1 also requires that the report by the actuary following his or her examination of any scheme shall state whether in his or her opinion the premium or contribution rates are adequate, whether the accounting or funding arrangements are suitable and whether the separately maintained superannuation fund is adequate.

During the period of this report, no Great Britain based employers' associations operated a superannuation scheme for its members.

Schemes maintained - Great Britain

The Certification Officer for Northern Ireland is aware of eight members' superannuation schemes, at 31 March 2020, maintained by three Great Britain based trade unions which have Northern Ireland members:

GMB (BMS Section Members' Superannuation Fund)

National Union of Rail Maritime and Transport Workers (Orphan Fund)

Unite the Union: (6 schemes listed below)

-AEEU Section Superannuation Scheme

-British Aerospace Senior Staff Association Superannuation Fund

-Litho Printers' Section Superannuation Fund

-Plate Preparers' Section Superannuation Fund*

- MSF Section Craft Members (formally known as Sheet Metal Workers) Superannuation Fund*
- TGWU Members/National Vehicle Builders Union Members' Superannuation Scheme*

** Denotes schemes exempt from the need for actuarial examination. These three schemes are reported on within Unite the Union's annual return each year.*

No Great Britain-based employers' associations operated a members' superannuation scheme.

SECTION 6 MERGERS

Mergers between trade unions and between unincorporated employers' associations must be conducted under the relevant statutory procedures, which include a ballot of members. The procedures allow members to complain to the Certification Officer about particular aspects of the balloting process.

The statutory provisions

Transfers of engagements and amalgamations of trade unions and employers' associations are governed by the Trade Union and Labour Relations (Northern Ireland) Order 1995 (as amended) ("the 1995 Order") and the Trade Union Regulations (Northern Ireland) 1965 (SR&O (NI) 1965 No. 232) ("the Regulations"). These provisions apply to all trade unions whether they are listed under the Industrial Relations (NI) Order 1992 ("the 1992 Order") or not.

Transfer of engagements

This is the transfer of membership, property etc, from one union ("the transferring union") to another ("the receiving union"). A transfer of engagements or an amalgamation will have particular implications for employers' associations which have a political fund. These should be considered in the preliminary stages of a merger. Guidance on the issues involved can be obtained from the Certification Office.

Amalgamation

This is the merging by two or more unions of all their membership, property etc, to create a single new union.

Information on procedures

The main purpose of the statutory procedures is to facilitate the merger process while ensuring that the trade union members concerned are fully informed about what the proposal entails and are given the opportunity to vote on it. The Certification Officer is responsible for ensuring that the procedures are carried out properly. Her role is to approve certain documents, which have to be prepared by the unions taking part in the merger. She also deals with any complaints concerning the merger ballot made on grounds specified in the relevant statute.

A transfer of engagements and an amalgamation are alternative methods by which trade unions can merge, but they differ both in the procedure to be followed and in the end result. The differences are outlined below. It is up to the unions which are merging to decide whether a transfer of engagements or an amalgamation is appropriate for them, but this decision should be taken at an early stage in the negotiations.

The effect of a transfer of engagements is to transfer the members (and usually the property, funds, etc.) of the transferring union into the receiving union on the terms set out in the instrument of transfer. When the transfer takes effect, the transferring union ceases to exist. If it was listed under the 1992 Order, its name will be removed from the list, and if it had a certificate of independence, that certificate will be cancelled. The receiving union, however, continues in being with its legal identity unchanged. A transfer needs a favourable vote by the members of the transferring union only; the law does not require the members of the receiving union to vote on the matter.

The effect of an amalgamation is that two or more trade unions are merged, on the terms set out in the instrument of amalgamation, to form a new union with new rules. When the amalgamation takes effect, the new union comes into being and all the original unions cease to exist. If any of them were listed under the Order, their names will be removed from the list, and if any of them had a certificate of independence, that certificate will be cancelled. If each of the original unions was on the list, the name of the new union will automatically be added to the list, and if each of them held a current certificate of independence, the new union will automatically be issued with a certificate of independence. An amalgamation needs a favourable vote by the members of each of the unions involved.

It is important to allow sufficient time for the merger procedures to be followed. Initial agreed drafts of the instrument of transfer or amalgamation, and of the notice(s) to members together with copies of each union's existing rules and drafts of new rules, or rule amendments, should be submitted to the Certification Officer for informal approval. A transfer of engagements or an amalgamation will have particular implications for unions which have a political fund. These should be considered in the preliminary stages of a merger. Guidance on the issues involved can be obtained from the Certification Office.

Mergers proposed or completed – Northern Ireland

No formal proposals to enter into a transfer of engagements or an amalgamation were received from any Northern Ireland based trade union or employers' association during the period of this report.

Trade Union mergers proposed or completed in Great Britain with Northern Ireland members

One certificate independence, VOICE, was cancelled by the GB Certification Officer because the union concerned ceased to exist as a result of a merger with Community.

SECTION 7 POLITICAL FUNDS

General information

The 1995 Order enables trade unions and unincorporated employers' associations to establish separate funds for the furtherance of political objectives. They can only do so if a ballot of the members has passed a resolution adopting the political objects. The Certification Officer is the statutory authority for approving the establishment and continuance of such funds. Further and more detailed guidance and information for Trades Unions and Employers' Associations wishing to establish a political fund can be found at www.nicertoffice.org.uk

Exemption contracting in – contracting out

Members of trade unions and employers' associations in Northern Ireland must provide a written authority (Article 59(1) of the 1995 Order) to their organisation before any contribution to the political fund may be taken from them, whether by way of deduction from their normal membership subscription, or through a separate levy. This statutory requirement is known colloquially as 'contracting-in'.

Any member who having initially 'contracted-in' to a political fund and wishes subsequently to 'contract-out' of it must give a written 'notice of withdrawal' (Article 59(2) of the 1995 Order). The written notice may be delivered at the head office or a branch office of the organisation by the member in person or by an authorised agent or by post. The withdrawal takes effect from the January next following the giving of the notice. If any deduction is made after that the date the member may complain to the Certification Officer.

Great Britain and Republic of Ireland organisations

The statutory requirement that Northern Ireland members of trade unions and unincorporated employers' associations must contract-in to a political fund applies regardless of where their organisation is headquartered. The requirements and conditions therefore apply also to Northern Ireland members of trade unions and employers' associations headquartered in Great Britain or the Republic of Ireland.

Two Republic of Ireland trade unions with Northern Ireland members operate political funds. The unions concerned, SIPTU and INTO, have given the Certification Officer an assurance that they do not take political fund contributions from Northern Ireland members.

Complaints

Any member of a trade union or employers' association who considers that its political fund rules have been breached may complain to the Certification Officer. If, after investigating the complaint, the Certification Officer considers that a breach has occurred, she may make an order requiring the organisation to remedy it.

Great Britain organisations with political fund rules approved by the Northern Ireland Certification Officer

There were 17 Great Britain based trade unions with NI members operating political funds at 31 March 2021, further details can be see, Appendix 2. One GB based trade union whose Northern Ireland members do not contribute to political funds can be found in Appendix 3.



Northern Ireland organisations with political fund rules

No Northern Ireland organisation had political fund rules in force at 31 March 2021.

Great Britain organisations with new political fund rules approved for the first time in this reporting period

No new political funds were approved in 2020-2021. As of 31 March 2021, there were 21 trade unions which had political fund resolutions in force.

Political fund review ballots held by Great Britain organisations

No trade unions were required to hold the 10-yearly review ballots during this reporting period.

Political fund complaints by GB members

One application was received by the GB Certification Officer during the reporting period 2020-21. The complaint was that the union spent £240 for political purposes from the general fund instead of the political fund. The decision of the GB CO in the matter of Jennings v GMB can be found at:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/947513/D.21.20-21.pdf

Political fund complaints by Northern Ireland members to the Great Britain Certification Officer

There were no such complaints in this reporting period.

SECTION 8

SECRET POSTAL BALLOTS FOR TRADE UNION ELECTIONS

The 1995 Order requires that certain officers and all members of a trade union's executive committee must be elected by secret postal ballot. No one may continue to hold one of those positions for more than five years without being re-elected. The Certification Officer also has powers to deal with breaches of a union's own rules governing elections and certain other matters.

The statutory provisions

A trade union must ensure that no one takes up a position as a member of its principal executive committee or as its president or general secretary, without having been elected to that position. Nor may anyone remain in such a position for more than five years without having been re-elected to it. There are exceptions in respect of amalgamations, special register bodies, newly formed unions and officers nearing retirement. Elections must be by secret postal ballot of the members of the union, conducted in accordance with the provisions in the 1995 Order (Articles 12 to 28).

Individual trade union members have a statutory right to apply to the Certification Officer for a declaration that their trade union has failed to comply with one or more of the relevant provisions of the Order. After giving the applicant and the union an opportunity to be heard, the Certification Officer may make or refuse the declaration asked for. Where she makes a declaration she must also, unless she considers it inappropriate, make an order imposing on the union one or more of the following requirements -:

- (a) to hold the election in accordance with the order;
- (b) to take such other steps to remedy the declared failure as may be specified in the order; and
- (c) to abstain from such acts as may be specified with a view to ensuring that a failure of the same or a similar kind does not occur in future.

Disclosure of applicant's identity, hearings, appeals etc.

Article 70 of the 1992 Order requires the Certification Officer to make provision about the disclosure or otherwise of the identity of an individual who has made, or is proposing to make, any application or complaint. The Certification Officer has accordingly made provision that the identity of an individual who makes or is proposing to make an application or complaint relating to a trade union will not

generally be disclosed to the union unless or until the application or complaint is accepted.

When an application or complaint is accepted, the Certification Officer will generally disclose the individual's identity to the union (and to such others as she thinks fit), unless she decides that the circumstances are such that it should not be disclosed. The provision made by the Certification Officer under Article 70 of the 1992 Order is available on our website: www.nicertoffice.org.uk

Appeals on any question of law arising in proceedings before, or from, a determination by the Certification Officer may be made to the Court of Appeal. The Certification Officer may not consider an application if the applicant has applied to the High Court in respect of the same matter.

SECTION 9 BREACH OF UNION RULES

A member of a trade union who claims that there has been a breach or threatened breach of the rules of a trade union relating to certain matters set out in Article 90A(2) of the 1995 Order may apply to the Certification Officer for a declaration to that effect. This chapter explains breach of rule applications and how they are dealt with.

The statutory provisions

Individual trade union members have the right to apply to the Certification Officer if they believe there has been a breach or threatened breach of a trade union's rules relating to any of the matters set out in Article 90A(2) of the 1995 Order. These matters are:

- (a) the appointment or election of a person to, or the removal of a person from, any office;
- (b) disciplinary proceedings by the union (including expulsion);
- (c) the balloting of members on any issue other than industrial action;
- (d) the constitution or proceedings of any executive committee or of any decision-making meeting; and
- (e) such other matters as may be specified in an order made by the Department for the Economy (DfE).

The applicant must be a member of the union, or have been a member at the time of the alleged breach or threatened breach. The Certification Officer may not consider an application if the applicant has applied to the High Court in respect of the same matter. Similarly once an application has been made to the Certification Officer the same matter may not be put to the High Court.

The Certification Officer may refuse to accept an application if she is not satisfied that the applicant has taken all reasonable steps to resolve the claim by the use of an internal complaints procedure of the union.

If the Certification Officer accepts an application, she must make such enquiries as she thinks fit and, before reaching a decision on the application, provide the applicant and the trade union with an opportunity to be heard.

Article 70ZA of the 1992 Order (inserted by the Employment Relations (Northern Ireland) Order 2004) the Certification Officer has power to strike out any application or complaint made to her on specified grounds, for example that it is scandalous, vexatious or has no reasonable prospect of success. She must give the party against whom a striking out order is to be made an opportunity to show why it should not be made.

An appeal may be made to the Court of Appeal, on any question of law arising in, proceedings before, or from a determination by, the Certification Officer. Appeal is by way of notice of appeal and rehearing, under Order 59 of the Rules of the Supreme Court (Northern Ireland) 1980.

SECTION 10 PUBLIC INTEREST DISCLOSURES

Protected Disclosures and the Certification Officer

The Northern Ireland Certification Officer is authorised to receive information about fraud and other irregularities relating to the financial affairs of trade unions and employers' associations from 'whistle-blowers' who are *employees or workers* of these organisations.

The Statutory Provisions

The Public Interest Disclosure (NI) Order 1998 gives protection to workers who 'blow the whistle' on wrongdoing. The Certification Officer for Northern Ireland is a designated or a 'prescribed person' under the Public Interest Disclosure (Prescribed Persons) (Amendment) Order (Northern Ireland) 2014. More information on the legislation can be found at:

<https://www.legislation.gov.uk/nisr/2014/48/schedule/made>

The provisions of the Public Interest Disclosure Order apply only to employees or workers of trade unions or employers' associations. They do not apply to members of trade unions or employers' associations', *unless* those members are also employees of the organisation concerned.

Employees of trade unions or employers' associations who believe that there has been fraud or other misconduct in the management of their organisation's financial affairs may make a complaint to the Certification Officer.

During the period of this report the Certification Officer received no public interest disclosures.

SECTION 11

A – Z LISTS OF TRADE UNIONS and EMPLOYERS' ASSOCIATIONS BASED IN GREAT BRITAIN, REPUBLIC OF IRELAND, AND NORTHERN IRELAND WITH NORTHERN IRELAND MEMBERS

Notes:

* Denotes a trade union holding a certificate of independence at 31 March 2021.

(P) Denotes a trade union with a political fund resolution in force at 31 March 2021.

Italics denotes a trade union first entered on the list during 2020-2021

NI and Rol Trade Unions

Belfast Airport Police Association *

Lough Neagh Fisherman's Association *

Northern Ireland Public Service Alliance *

Ulster Teachers Union *

Financial Services Union *

Irish National Teachers' Organisation *

Independent Workers Union *

Services, Industrial, Professional & Technical Unions *

Irish Congress of Trade Unions

GB Trade Unions **with 100 or more** NI members

ACCORD

Advance

Aegis the Union

Association of Educational Psychologists

Association of School and College Leaders

Bakers, Food & Allied Workers Union

British Airline Pilots' Association

British Association of Occupational Therapists Ltd

British Dental Association

British Dietetic Association

British Medical Association

Chartered Society of Physiotherapy
Communication Workers' Union (p)
Community (p)
Equity
FDA
Fire Brigades Union (p)
GMB (p)
Hospitals Consultants and Specialists Association
Musicians' Union (p)
National Association of Schoolmasters Union of Women Teachers (NASUWT) (p)
National Association of Head Teachers
National Association of Probation Officers
National Education Union (p)
National Union of Journalists
National Union of Rail, Maritime & Transport Workers (p)
Nationwide Group Staff Union
Nautilus International
POA (p)
Prospect (p)
Public and Commercial Services Union (p)
The College of Podiatry
The PDA Union
The Royal College of Midwives
The Royal College of Nursing of the UK
The Social Workers Union
The Society of Radiographers (p)
Transport Salaried Staff Association (p)
Union of Shop, Distributive and Allied Workers (p)
UNISON (p)
Unite the Union (p)
University and College Union (p)

GB Trade Unions with under 100 NI members

Air Crew Officers' Association Europe
Association of Revenue and Customs
Boots Pharmacist Association
British Association of Dental Nurses
British Association of Journalists
British Orthoptic Society Trade Union
Curry's Supply Chain Staff Assoc. (CSCSA)
Fire & Rescue Services Association
Guild of Professional Teachers of Dance, Movement to Music & Dramatic Arts
Immigration Service Union (ISU)
Independent Pilots Association
Industrial Workers of the World (IWW)
Institute of Journalists
Leeds Building Society Colleague Association
National Association of NFU Group Secretaries
National Crime Officers Association
National House Building Council Staff Association
National Society for Education in Art and Design
News Union
Prison Governors' Association
Royal Society for Protection of Birds Staff Association
Sales Staff Association
Society of Union Employees
Solidarity
The Association for Clinical Biochemistry & Laboratory Medicine
The Headmasters and Headmistresses Conference
The Society of Authors
United Road Transport Union
Writers Guild of Great Britain

Employers' Associations

Note:

Italics Denotes an employers' association first entered in the list during 1 April 2020 to 31 March 2021.

NI Employers' Associations

Anglo-North Irish Fish Producers Organisation
Construction Employers' Federation Ltd
Engineering Employers' Federation NI Association
Northern Ireland Bakery Council
NI Local Government Association
NI Fish Producers Organisation Ltd
NI Grain Trade Association Ltd
Ulster Farmers' Union

GB Employers' Associations

Association of Circus Proprietors
Association of Newspaper & Magazine Wholesalers
British Amusement Catering Trade Association
British Furniture Manufacturers
British Printing Industries Federation Limited
Builders Merchants Federation
Building & Engineering Services Association
Construction Plant Hire Association
Dairy UK Limited
Electrical Contractors' Association
Engineering Construction Industry Association
Federation of Master Builders Ltd
Federation of Window Cleaners
Freight Transport Association
Glass & Glazing Federation
Improvement and Development Agency for Local Government
National Federation of Retail Newsagents

Producers Alliance for Cinema and Television Ltd
Retail Motor Industry Fed Ltd
Road Haulage Association Ltd
Scottish & NI Plumbing Employers' Federation
The National Hair & Beauty Federation
UK Theatre Association

SECTION 12
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(showing the position as at 31 December 2020)

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APPENDIX 1 – SALARY AND BENEFITS OF THE CHIEF OFFICERS OF TRADE UNIONS WITH NI MEMBERS – AT 31 DECEMBER 2020 (UNLESS OTHERWISE INDICATED)

NORTHERN IRELAND	OFFICE HELD	SALARY	BENEFITS (Excluding NI Contributions)
			£'s
Belfast Airport Police Association	Chairman	NIL	NIL
Lough Neagh Fishermen's Association	General Secretary	NIL	NIL
Northern Ireland Public Service Alliance	General Secretary (Jan 2020 - Dec 2020)	67,201	30,371
Ulster Teachers Union	General Secretary	77,164	10,351
			€'s
REPUBLIC OF IRELAND	OFFICE HELD	SALARY	BENEFITS (Excluding PRSI)
			€'s
Financial Services Union	General Secretary	132,115	30,000
Independent Worker Union	Dublin Representative	21,840	NIL
Irish Congress of Trade Unions	General Secretary	NIL	NIL
Irish National Teachers Organisation	General Secretary	162,920	57,348
	General Treasurer	123,392	43,434
Services, Industrial, Professional & Technical Union (SIPTU)	General Secretary	111,159	1,578
			£'s
GREAT BRITAIN	OFFICE HELD	SALARY	BENEFITS (Excluding NI Contributions)
			£'s
Accord	General Secretary	133,407	18,657
Advance	General Secretary	16,404	5,562
Aegis The Union (30/06/20)	General Secretary	65,602	21,246
Aircrew Officers Association Europe	General Secretary	NIL	NIL
Association of Educational Psychologists	General Secretary	72,797	8,736
Association of Revenue and Customs	General Secretary	NIL	NIL
Association of School and College Leaders	General Secretary	139,860	19,716
Bakers, Food & Allied Workers Union	General Secretary	51,311	18,070
	National President	51,311	15,176
Boots Pharmacists Association (BPA)	Chief Executive (Consultancy Services)	15,114	NIL
	Administrative Services	7,560	NIL
British Airline Pilots Association (BALPA)	General Secretary	115,736	22,817
British Association of Dental Nurses	General Secretary	NIL	NIL
British Association of Journalists	General Secretary	35,000	1,283
British Association of Occupational Therapists (30/09/20)	General Secretary	NIL	NIL
British Dental Association (30/9/20)	Chairman	38,365	NIL
British Dietetic Association (28/2/21)	Head of Employment Relations	54,270	6,975
British Medical Association	Chairman	180,000	NIL

**APPENDIX 1 – SA+A48:D65LARY AND BENEFITS OF THE CHIEF OFFICERS OF TRADE UNIONS WITH NI MEMBERS –
AT 31 DECEMBER 2020 (UNLESS OTHERWISE INDICATED)**

GREAT BRITAIN	OFFICE HELD	SALARY	BENEFITS (Excluding NI Contributions)
			£'s
British Orthoptic Society Trade Union	General Secretary	NIL	NIL
Cabin Crew Union	General Secretary	8,650	NIL
Chartered Society of Physiotherapy	General Secretary	130,162	22,020
Communication Workers Union	General Secretary	104,315	26,051
Community	General Secretary	118,515	16,902
Curry's Supply Chain Staff Association (April 20)	General Secretary	35,333	2,956
Equity	General Secretary (01/01/20 – 05/10/20)	98,401	NIL
	General Secretary (06/10/20 – 31/12/20)	28,830	9,300
FDA	General Secretary	111,098	27,614
Fire and Rescue Services Association	Chief Executive	45,542	3,960
Fire Brigades Union	General Secretary	79,318	65,893
	Asst. General Secretary	74,211	63,693
GMB	General Secretary (01/01/20 – 31/07/20)	222,000 (Including retirement testimonial)	37,000
	General Secretary (01/08/20 – 31/12/20)	NIL	NIL
Guild of Professional Teachers of Dance, Movement to Music and Dramatic Arts	General Secretary	15,390	NIL
Headmasters & Headmistresses Conference (31/03/21)	General Secretary (appointed 01/09/20)	87,500	NIL
	Membership Sec (retired 31/08/20)	55,617	59,787
Hospital Consultants & Specialists Association (30/09/20)	General Secretary (01/10/19 – 31/03/20)	27,115	2,712
	General Secretary (01/04/20 – 30/09/20)	9,000	NIL
Immigration Service Union	General Secretary	NIL	NIL
Independent Pilot's Association (30/06/20)	General Secretary	41,703	2,487
Industrial Workers of The World	General Secretary	NIL	NIL
Institute of Journalists	General Secretary	46,454	2,798
Leeds Building Society Colleague Association	General Secretary	NIL	NIL
Musicians Union	General Secretary	145,030	33,093
National Association of Head Teachers	General Secretary	165,036	28,973
National Association of NFU Group Secretaries (Oct 20)	Chairman	19,185 (Honorary)	NIL
	General Secretary	17,223 (Honorary)	NIL
National Association of Probation Officers (NAPO)	General Secretary	85,044	5,044
National Association of Schoolmasters Union of Women Teachers (NASUWT)	General Secretary	116,583	54,596
National Crime Officers Association	President	40,200	1,206
	General Secretary	39,933	1,198
National Education Union	Joint General Secretary	117,130	20,302
	Joint General Secretary	102,449	29,375

APPENDIX 1 – SALARY AND BENEFITS OF THE CHIEF OFFICERS OF TRADE UNIONS WITH NI MEMBERS – AT 31 DECEMBER 2020 (UNLESS OTHERWISE INDICATED)

GREAT BRITAIN	OFFICE HELD	SALARY	BENEFITS (Excluding NI Contributions)
			£'s
National House Building Council Staff Association	General Secretary	NIL	NIL
National Society for Education in Art and Design (30/09/20)	General Secretary	43,060	1,164
National Union of Journalists (30/09/20)	General Secretary	100,372	12,600
National Union of Rail, Maritime & Transport Workers	General Secretary	109,542	39,802
	Sen Asst. General Secretary	61,720	24,555
	Asst. General Secretary	85,282	22,175
Nationwide Group Staff Union	General Secretary	90,012	18,902
Nautilus International	General Secretary	100,533	23,817
News Union (31/07/20)	General Secretary	87,490	6,912
POA	General Secretary	77,733	39,700
	Deputy General Secretary	70,320	37,369
Prison Governors Association	General Secretary	NIL	NIL
Prospect	General Secretary	123,000	24,000
Public and Commercial Services Union	General Secretary	96,851	15,435
	Asst. General Secretary	70,103	NIL
Royal Society for the Protection of Birds Staff Association (31/03/21)	Chairperson	1,200 (Honorarium)	NIL
Sales Staff Association	General Secretary	NIL	NIL
Society of Union Employees	National Secretary	NIL	NIL
Solidarity	General Secretary	8,129	2,070
The Association for Clinical Biochemistry & Laboratory Medicine	Company Secretary	NIL	NIL
The College of Podiatry	General Secretary/Chief Executive	108,769	8,702
The Royal College of Midwives	CEO/General Secretary	133,044	27,241
The Royal College of Nursing of the UK	Chief Executive/Gen Secretary	118,243	14,189
The PDA Union (31/03/21)	General Secretary	NIL	5,000 (Honorarium waived)
The Social Workers Union (03/09/20)	General Secretary	67,650	1,750
The Society of Authors	Secretary	104,100	9,162
The Society of Radiographers (30/09/20)	Chief Executive Officer *50% of salary and Employer NI costs are recharged to the College of Radiographers	*115,978	*23,498
Transport Salaried Staff's Association	General Secretary	93,080	18,151
Union of Shop, Distributive & Allied Workers	General Secretary	112,800	40,742
UNISON	General Secretary	119,513	12,756
Unite the Union	General Secretary	80,864	10,752
United Road Transport Union	General Secretary	69,002	59,019
University and College Union (31/08/20)	General Secretary	102,288	21,443
Voice	General Secretary	54,234	3,257
Writers Guild of Great Britain	General Secretary	65,037	5,832

APPENDIX 2 - GB BASED TRADE UNIONS WITH NORTHERN IRELAND MEMBERS WHO HAVE "CONTRACTED-IN" TO POLITICAL FUNDS – AT 31 DECEMBER 2020 (UNLESS OTHERWISE INDICATED)

TRADE UNION	NI Members Contracted-in	Total NI Members	% of total NI Members	NI Contributions £
Communication Workers Union (CWU)	2,187	5,028	43.50%	22,832
Community	123	591	20.81%	1,279
Fire Brigades Union (FBU)	850	1549	54.87%	7,542
GMB	234	11,274	2.08%	417
Musician's Union	35	342	10.23%	156
National Association of Schoolmasters Union of Women Teachers (NASUWT)	558	11,622	4.80%	558
National Education Union	105	3,484	3.01%	201
National Union of Rail, Maritime and Transport Workers	169	195	86.67%	527
POA	866	935	92.62%	1,548
Prospect	391	2,286	17.10%	234
PCS	322	1,513	21.28%	398
The Society of Radiographers	274	1,302	21.04%	657
Transport Salaried Staffs' Association (TSSA)	151	309	48.87%	1,320
Union of Shop, Distributive and Allied Workers (USDAW)	7,847	16,547	47.42%	36,000
UNISON	7,832	45,592	17.18%	37,257
Unite the Union	12,942	38,272	33.82%	95,000
University and College Union (UCU)	663	3,360	19.73%	1,380
TOTALS	35,549	144,201	24.65%	207,306

Bakers, Food and Allied Workers Union

APPENDIX 4 - STATUTORY FEES

Fees are set by the Department for the Economy. They were revised by the Certification Officer (Fees) Regulations (Northern Ireland) 2008 (SR 2002 No.95), under the powers conferred on the Department by Articles 5, 6 and 107 of the Industrial Relations (Northern Ireland) Order 1992 and Article 89 of the Trade Union and Labour Relations (Northern Ireland) Order 1995. The Regulations came into effect on 6 April 2008.

	Current Fee
Application for entry in the list of trade unions or the list of employers' associations	£45
Application for approval of change of name	£45
Application for a certificate of independence	£885
Application for a certificate of independence by an amalgamated trade union where each amalgamating union already had a certificate	£45
Application for formal approval of an instrument of transfer of engagements or an instrument of amalgamation	£1,120
Inspection of merger documents	£40

APPENDIX 5 – CERTIFICATION OFFICE FORMS

Title of Form	Form No:
Application for entry in the list of trade unions	CO(NI)1
Application for entry in the list of employers' associations	CO(NI)2
Application for approval of a change of name	CO(NI)3
Declaration in support of an application of a change of name	CO(NI)4
Application for a certificate of independence	CO(NI)5
Application for formal approval of instrument of transfer of engagements	CO(NI)6
Application for formal approval of a notice to members in connection with a transfer of engagements	CO(NI)7
Application for formal approval of an instrument of amalgamation	CO(NI)8
Application for formal approval of a notice to members in connection with an amalgamation	CO(NI)9
Application for the registration of an instrument of transfer of engagements	CO(NI)10
Statutory declaration on behalf of the transferring organisation in support of the registration of an instrument of transfer of engagements	CO(NI)11
Statutory declaration on behalf of the receiving organisation in support of the registration of an instrument of transfer of engagements	CO(NI)12
Application for registration of an instrument of amalgamation	CO(NI)13
Statutory declaration in support of an application for the registration of an instrument of amalgamation	CO(NI)14
Application for the approval of amendment(s) to political fund rules	PF(NI)1
Application for approval of rules for political fund	PF(NI)2
Application for approval of rules for political fund ballot or political fund	PF(NI)3

**APPENDIX 6 - (a) LIST OF NORTHERN IRELAND TRADE UNIONS (b) REPUBLIC OF IRELAND TRADE UNIONS WITH NI MEMBERS (AT 31 DECEMBER 2020
UNLESS OTHERWISE INDICATED)**

(a) List of Northern Ireland Unions	NI Members	Total Members (inc. RoI)	NI Subscription Contributions	Total Income	Total Expenditure	Funds at the End of the Year	Total Assets at the End of the Year	Total Liabilities at the End of the Year
			£'s	£'s	£'s	£'s	£'s	£'s
Belfast Airport Police Association (March 21) *	14	14	1,940	1,952	513	31,548	32,028	480
Lough Neagh Fishermen's Association *	69	69	1,045	1,045	185	3,416	3,416	0
Northern Ireland Public Service Alliance*	41,595	41,595	4,243,338	4,275,925	5,469,473	3,724,551	4,880,541	1,155,990
Ulster Teachers Union *	5,884	5,919	705,057	712,154	624,658	1,168,174	1,226,453	58,279
TOTALS	47,562	47,597	4,951,380	4,991,076	6,094,829	4,927,689	6,142,438	1,214,749

(b) Republic of Ireland Unions	NI Members	Total Members	NI Subscription Contributions	Total Income	Total Expenditure	Funds at the End of the Year	Total Assets at the End of the Year	Total Liabilities at the End of the Year
			€'s	€'s	€'s	€'s	€'s	€'s
Financial Services Union*	2,447	10,652	470,177	6,364,493	5,429,878	38,970,606	42,092,874	3,122,268
Independent Workers Union *	107	1,528	6,780	169,492	174,260	7,073	17,852	10,779
Irish National Teachers' Organisation *	7,038	49,701	1,252,366	15,550,355	12,880,159	17,285,432	27,168,345	9,882,913
Services, Industrial, Professional & Technical Union *	1,915	207,041	185,392	34,368,739	30,648,477	49,271,456	54,642,614	5,371,158
TOTALS	11,507	268,922	1,914,715	56,453,079	49,132,774	105,534,567	123,921,685	18,387,118

(C) Schedule of unlisted Trade Unions

Irish Congress of Trade Unions								
TOTALS	196,950	719,322	621,841	3,449,134	3,186,712	1,856,099	4,108,393	2,252,294

* Denotes a trade union holding a Certificate of Independence at 31 December 2020

APPENDIX 7 - GB TRADE UNIONS WITH 100 OR MORE NI MEMBERS - AT 31 DECEMBER 2020 (UNLESS OTHERWISE INDICATED)

ORGANISATION	NI Members	GB Members	RoI Members	Elsewhere (ind. Channel Islands)	NI Subscription Contributions	Total Income	Total Expenditure	Funds at the End of the Year	Total Assets at the End of the Year	Total Liabilities at the End of the Year
	£'s	£'s	£'s	£'s	£'s	£'s	£'s	£'s	£'s	£'s
ACCORD	1,517	21,770	0	69	162,832	2,861,347	2,272,059	6,885,864	7,008,255	122,391
Advance	495	5,775	0	11	39,543	639,396	373,625	3,640,747	3,690,291	49,544
Aegis the Union (June 20)	168	4,030	0	0	10,080	786,452	789,891	472,769	509,473	36,704
Association of Educational Psychologists	105	3,401	6	23	27,341	1,069,074	843,431	1,899,808	2,006,073	106,265
Association of School and College Leaders	180	20,441	0	83	58,342	6,370,886	6,019,077	5,289,530	6,034,865	745,335
Bakers, Food & Allied Workers Union	487	15,938	0	0	63,151	2,665,515	3,123,586	-3,241,788	2,058,576	5,300,364
British Airline Pilots' Association (BALPA)	256	14,319	120	1,179	90,305	7,776,371	12,456,377	-5,903,566	14,663,664	20,567,230
British Association of Occupational Therapists Ltd (Sept 20)	1,312	31,986	125	294	345,304	8,482,735	8,482,735	0	1,317,333	1,317,333
British Dental Association (Sept 20)	782	16,516	12	95	338,939	14,880,373	17,036,866	-3,160,162	8,469,829	11,629,991
British Dietetic Association (Feb 21)	217	7,522	99	2,083	7,916	235,633	235,633	361,913	361,913	0
British Medical Association	5,637	150,023	159	2,586	1,670,633	140,245,000	140,892,000	129,737,000	203,772,000	74,035,000
Chartered Society of Physiotherapy	2,088	57,557	183	950	624,443	20,159,577	31,492,245	-10,215,668	30,461,000	40,676,668
Communication Workers' Union	5,028	183,966	0	375	744,177	31,243,524	32,767,873	12,126,918	46,701,625	34,574,707
Community	591	50,994	0	11	89,297	10,935,000	16,953,000	75,810,000	85,298,000	9,488,000
Equity	472	45,217	103	853	62,899	8,902,532	14,544,182	8,963,094	38,923,218	29,960,124
FDA	323	18,820	0	0	74,972	1,508,266	3,519,161	3,170,340	11,464,513	8,294,173
Fire Brigades Union	1,549	31,096	0	0	388,245	11,821,269	12,053,412	8,230,963	15,537,649	7,306,686
GMB	11,274	589,946	295	392	1,353,799	79,662,000	76,510,000	120,552,000	125,159,000	4,607,000
Hospitals Consultants and Specialists Association (Sept 20)	110	3,097	0	19	35,508	860,692	890,925	613,674	671,532	57,858
Musicians' Union	342	31,002	15	0	61,480	10,115,000	11,261,000	18,971,000	20,207,000	1,236,000
National Association of Schoolmasters Union of Women Teachers (NASUWT)	11,622	298,243	0	2,054	1,797,911	34,759,845	26,753,798	46,614,639	63,266,468	16,651,829
National Association of Head Teachers	1,024	43,781	0	796	265,190	10,986,000	11,384,000	6,586,000	7,154,000	568,000

APPENDIX 7 - GB TRADE UNIONS WITH 100 OR MORE NI MEMBERS - AT 31 DECEMBER 2020 (UNLESS OTHERWISE INDICATED)

ORGANISATION	NI	GB	RoI	Elsewhere	NI	Total	Total	Funds	Total Assets	Total Liabilities
	Members	Members	Members	(ind. Channel Islands)	Subscription Contributions	Income	Expenditure	at the End of the Year	at the End of the Year	at the End of the Year
	£'s	£'s			£'s	£'s	£'s	£'s	£'s	£'s
National Association of Probation Officers	100	5,319	0	0	20,113	1,221,918	1,672,029	1,726,605	2,126,047	399,442
National Education Union (Aug 20)	3,484	441,177	47	1,850	306,594	63,004,898	73,341,654	51,104,908	117,178,954	66,074,046
National Union of Journalists (Sept 20)	803	22,383	2,304	646	143,748	5,557,162	5,919,802	-1,575,487	12,157,917	13,733,404
National Union of Rail, Maritime & Transport Workers	195	81,720	63	226	43,684	13,869,000	17,615,000	48,591,000	60,755,000	12,164,000
Nationwide Group Staff Union	158	12,626	0	0	15,233	1,507,063	1,268,770	1,714,727	1,826,659	111,932
Nautilus International	210	8,771	256	6,335	65,545	7,705,134	6,561,371	18,841,149	20,139,802	1,298,653
POA	935	30,298	0	0	158,763	4,816,513	4,728,607	4,339,348	5,222,047	882,699
Prospect	2,286	142,783	52	5,609	277,000	26,202,000	24,507,000	26,244,000	62,192,000	35,948,000
Public and Commercial Services Union	1,513	175,479	0	111	184,652	15,751,590	17,878,209	41,524,471	44,587,873	3,063,402
The College of Podiatry	468	8,242	124	305	197,964	4,509,714	4,408,544	4,690,304	6,399,638	1,709,334
The PDA Union (March 21)	977	31,516	0	89	14,655	485,402	439,948	112,147	125,454	13,307
The Royal College of Midwives	1,705	47,527	82	414	352,562	10,014,763	8,970,929	10,960,267	11,838,754	878,487
The Royal College of Nursing of the UK	16,153	463,921	395	3,214	2,672,424	55,454,000	47,440,000	55,727,000	70,379,000	14,652,000
The Social Workers Union (Sept 20)	368	13,905	0	0	9,200	314,408	313,975	229,097	293,644	64,547
The Society of Radiographers (Sept 20)	1,302	30,269	20	257	300,974	7,525,933	8,384,852	3,761,990	6,279,260	2,517,270
Transport Salaried Staff Association	309	17,392	510	0	77,385	6,904,549	6,419,457	40,476,897	44,691,184	4,214,287
Union of Shop, Distributive and Allied Workers	16,547	386,411	0	0	1,348,000	42,173,000	42,433,000	57,399,000	103,604,000	46,205,000
UNISON	45,592	1,372,045	0	0	4,998,395	182,026,000	268,178,000	22,129,000	302,852,000	280,723,000
Unite the Union	38,272	1,171,186	22,839	14,132	4,990,000	180,753,000	164,811,000	454,960,000	466,581,000	11,621,000
University and College Union (Aug 20)	3,360	125,680	21	113	648,362	26,210,553	20,799,174	34,274,852	46,603,054	12,328,202
Voice (Sept 20) Final Return	202	19,498	0	11	6,385	1,230,178	1,050,062	829,953	1,002,209	172,256
TOTALS	180,518	6,253,588	27,830	45,185	25,143,945	1,064,203,265	1,157,796,259	1,305,466,303	2,081,571,773	776,105,470

APPENDIX 8 - GB TRADE UNIONS WITH UNDER 100 NI MEMBERS - AT 31 DECEMBER 2020 (UNLESS OTHERWISE INDICATED)

ORGANISATION	NI	GB	Elsewhere	NI	Total	Total	Funds	Total Assets	Total Liabilities
	Members	Members	(incl. Channel Islands)						
	£'s	£'s	£'s	£'s	£'s	£'s	£'s	£'s	£'s
Aircrew Officers' Association Europe (Mar 21)	1	61	58	903	163,905	134,876	241,137	330,890	89,753
Association of Revenue and Customs	83	2,239	0	21,996	214,036	71,177	399,416	426,949	27,533
Boots Pharmacist Association	36	843	0	3,744	83,698	66,592	46,532	57,413	10,881
British Association of Dental Nurses	51	6,303	15	1,670	229,997	254,705	667,008	671,860	4,852
British Association of Journalists	4	771	22	660	106,609	101,933	27,206	35,367	8,161
British Orthoptic Society Trade Union	33	1,027	11	11,682	114,774	34,119	177,991	177,991	0
Cabin Crew Union Final Return	1	438	0	6	22,293	13,699	9,634	9,634	0
Currys Supply Chain Staff Assoc. (CSCSA) (May 20)	36	2,456	0	0	360,057	360,057	0	19,571	19,571
Fire & Rescue Services Association	24	1,692	0	2,214	190,780	120,451	391,432	404,663	13,231
Guild of Professional Teachers of Dance, Movement to Music & Dramatic Arts	45	611	1	3,105	44,882	50,214	69,499	74,755	5,256
Immigration Service Union (ISU)	74	2,888	80	10,656	450,737	348,319	1,156,862	1,169,540	12,678
Independent Pilots Association (Jun 20)	10	672	2	2,691	116,016	123,032	64,211	138,649	74,438
Industrial Workers of the World (IWW)	57	3,090	71	1,598	179,041	138,886	178,682	186,548	7,686
Institute of Journalists	9	802	15	1,791	74,400	75,001	13,037	15,959	2,922
Leeds Building Society Colleague Association	4	948	0	60	18,804	2,292	120,325	121,418	1,093
National Association of NFU Group Secretaries (Oct 20)	55	486	0	11,994	124,758	129,457	274,060	299,489	25,429
National Crime Officers Association	97	2,964	1	17,984	476,264	407,242	299,338	324,448	25,110
National House Building Council Staff Association	1	686	0	24	17,844	13,442	116,962	118,193	1,231
National Society for Education in Art and Design (Sept 20)	13	2,264	6	1,194	281,413	241,086	94,183	310,550	216,367
News Union (July 20)	1	1,773	0	0	272,756	236,420	225,481	578,740	353,259

APPENDIX 8 - GB TRADE UNIONS WITH UNDER 100 NI MEMBERS - AT 31 DECEMBER 2020 (UNLESS OTHERWISE INDICATED)

ORGANISATION	NI Members	GB Members	RoI Members	Elsewhere (ind. Channel Islands)	NI Subscription Contributions	Total Income	Total Expenditure	Funds at the End of the Year	Total Assets at the End of the Year	Total Liabilities at the End of the Year
	£'s	£'s	£'s	£'s	£'s	£'s	£'s	£'s	£'s	£'s
Prison Governors' Association	42	1,034	0	5	7,896	197,503	135,767	207,606	218,115	10,509
Royal Society for Protection of Birds Staff Association (Mar 21)	28	847	0	0	336	14,538	8,786	98,774	98,774	0
Sales Staff Association	6	174	0	0	360	11,760	9,120	128,239	133,054	4,815
Society of Union Employees	4	426	0	0	552	52,709	5,885	204,671	208,846	4,175
Solidarity	3	195	0	0	288	19,053	19,130	-1,268	712	1,980
The Association for Clinical Biochemistry & Laboratory Medicine	37	1,126	30	70	7,477	615,722	732,089	2,343,174	2,749,945	406,771
The Headmasters and Headmistresses Conference (Mar 21)	6	282	3	52	25,056	2,887,545	2,105,185	5,445,899	5,837,049	391,150
The Society of Authors	61	10,543	94	740	5,551	1,555,311	1,746,349	9,623,212	10,634,141	1,010,929
United Road Transport Union	12	8,531	0	0	2,295	1,628,590	2,005,703	1,630,968	1,879,874	248,906
Writers Guild of Great Britain	26	2,533	7	96	5,148	583,450	507,353	746,391	866,391	120,000
TOTALS	860	58,705	351	1,486	148,931	11,109,245	10,198,367	25,000,662	28,099,528	3,098,686

APPENDIX 9 - LIST OF NORTHERN IRELAND EMPLOYERS' ASSOCIATIONS - 31 DECEMBER 2020 (UNLESS OTHERWISE INDICATED)

NORTHERN IRELAND EMPLOYERS ASSOCIATION	NI Members	NI Contributions	NI Total Members (incl. Channel Islands & Rol)	Total Income	Total Expenditure	Funds at the End of the Year	Total Assets at the End of the Year	Total Liabilities at the End of the Year
	£'s	£'s	£'s	£'s	£'s	£'s	£'s	£'s
Anglo-North Irish Fish Producers Organisation Ltd	37	53,239	37	535,750	575,643	2,935,318	3,710,283	774,965
Construction Employers' Federation Ltd	667	516,671	667	666,915	646,084	748,854	827,817	78,963
Engineering Employers' Federation NI	101	802,438	101	830,309	828,685	225,348	766,079	540,731
Northern Ireland Bakery Council (Mar 21)	3	1,500	3	1,500	1,109	9,073	9,393	320
NI Local Government Association (Mar 21)	11	589,582	11	701,598	1,293,359	-1,198,146	747,777	1,945,923
NI Fish Producers Organisation Ltd	88	157,881	115	1,744,354	1,556,116	5,574,889	5,770,292	195,403
NI Grain Trade Association Ltd	34	46,240	34	60,740	57,985	34,433	86,102	51,669
Ulster Farmers' Union	11,502	1,320,623	11,502	2,329,803	1,954,954	4,284,164	4,651,343	367,179
TOTALS	12,443	3,488,174	12,470	6,870,969	6,913,935	12,613,933	16,569,086	3,955,153

APPENDIX 10 - GB EMPLOYERS' ASSOCIATIONS WITH NI MEMBERS - 31 DECEMBER 2020 (UNLESS OTHERWISE INDICATED)

GB EMPLOYERS' ASSOCIATIONS WITH NI MEMBERS	NI	GB	Members	NI	Members	NI	Members	NI	Members	NI	Members	Total	Total	Funds at the	Total Assets	Total Liabilities	
	Members	Members	Members	Members	Members	Members	Members	Members	Members	Members	Members	Income	Expenditure	End of the Year	at the End of the Year	at the End of the Year	
	£ 's	£ 's	£ 's	£ 's	£ 's	£ 's	£ 's	£ 's	£ 's	£ 's	£ 's	£ 's	£ 's	£ 's	£ 's	£ 's	£ 's
Association of Circus Proprietors	1	19	0	0	1,790	20	24,327	38,209	9,414	17,831	8,417						
Association of Newspaper & Magazine Wholesalers (Mar 21)	1	2	0	2	2,830	5	92,855	93,329	45,511	76,285	30,774						
British Amusement Catering Trade Association (June 20)	7	431	0	0	9,499	438	1,287,822	1,612,984	17,117,227	25,871,842	8,754,615						
BFM	1	150	0	0	475	151	521,095	379,224	3,912,068	4,173,482	261,414						
British Printing Industries Federation Ltd (Mar 21)	21	962	0	0	35,095	983	2,026,695	2,026,695	0	613,485	613,485						
Builders Merchants Federation (Mar 21)	14	730	21	6	58,339	771	1,873,445	1,449,530	4,738,402	5,978,945	1,240,543						
Building Engineering Services Association (Feb 21)	36	1,095	0	1	103,960	1,132	11,207,662	8,644,891	3,102,614	22,190,677	19,088,063						
Construction Plant Hire Association (June 20)	22	1,690	1	7	15,072	1,720	1,480,879	1,129,674	3,958,012	4,346,599	388,587						
Dairy UK Ltd	4	157	0	2	207,439	163	2,608,017	2,423,263	7,844,900	9,732,462	1,887,562						
Electrical Contractors' Association	27	2,579	39	1	71,711	2,646	9,063,219	10,138,243	60,941,870	67,393,801	6,451,931						
Engineering Construction Industry Association	1	168	0	9	2,071	178	1,910,832	1,922,675	5,649,638	7,125,205	1,475,567						
Federation of Master Builders Ltd	288	7,075	0	3	169,344	7,366	5,828,128	5,512,305	8,147,086	11,208,994	3,061,908						
Federation of Window Cleaners	11	726	0	1	1,750	738	147,462	138,222	400,049	458,235	58,186						
Freight Transport Association	764	17,377	23	23	506,107	18,187	27,221,000	29,257,000	-1,200,000	17,257,000	18,457,000						
Glass & Glazing Federation	15	389	9	4	36,959	417	4,144,866	3,663,245	10,806,810	13,723,761	2,916,951						
Improvement and Development Agency for Local Government (Mar 21)	2	16	0	0	0	18	191,251	108,107	-229,952	0	0						
National Federation of Retail Newsagents	487	9,648	213	27	119,801	10,375	9,029,652	4,294,481	11,498,846	13,040,790	1,541,944						
Producers Alliance for Cinema and Television Ltd (Sept 20)	17	614	0	0	16,695	631	1,824,095	2,742,319	1,497,665	2,685,029	1,187,364						
Retail Motor Industry Federation Ltd	324	9,174	0	0	121,755	9,498	8,397	9,502	23,129	28,585	5,456						
Road Haulage Association Ltd	190	7,224	12	24	164,750	7,450	11,632,622	11,044,989	4,025,032	8,960,218	4,935,186						
Scottish & NI Plumbing Employers' Federation	61	685	0	0	45,468	746	1,050,979	984,895	1,650,773	1,994,835	344,062						
Scottish Association of Master Bakers (Mar 21) Final Return	3	242	0	0	1,485	245	913,408	815,933	1,879,955	2,182,286	302,331						
The National Hair & Beauty Federation	26	6,793	1	8	7,022	6,828	1,667,852	1,479,878	4,027,945	4,614,115	586,170						
UK Theatre Association	2	245	0	0	5,945	247	794,303	784,462	417,159	1,207,796	790,637						
UK Cinema Association Ltd Final Return	4	103	0	0	6,288	107	563,171	509,203	346,370	1,205,303	858,933						
TOTALS	2,329	68,294	319	118	1,711,650	71,060	97,114,034	91,203,258	150,610,523	226,087,561	75,247,086						

