

2022-2023 Annual Report

of the Certification Officer for Northern Ireland

(Covering Period 1 April 2022 to 31 March 2023).

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CERTIFICATION OFFICER FOR NORTHERN IRELAND

ANNUAL REPORT FOR THE YEAR ENDED 31 MARCH 2023

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 Colin Jack
Director of Business & Employment Regulations
Department for the Economy
Adelaide House
39-49 Adelaide Street
Belfast
BT2 8FD

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 the first such report for the period 1 April 2022 to 31 March 2023.

A handwritten signature in dark ink, appearing to read 'T Evans', with a stylized flourish at the end.

Tom Evans OBE
Certification Officer for Northern Ireland

Mr Gordon Milligan
Chair
Labour Relations Agency
Fourth floor
James House
Cromac Avenue
Belfast BT7 2JA

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Certification Officer for Northern Ireland

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FOREWORD CERTIFICATION OFFICER OF NORTHERN IRELAND



I am pleased to have the opportunity to present the first annual report following my appointment on 15 June 2022, and I want to put on record my sincerest thanks and good wishes to Sarah Havlin, who led so professionally the work of the Certification Office for the previous ten years.

I want to acknowledge the excellent work of my staff and to thank them for their dedicated and responsive support, particularly during the early period of my tenure as the Certification Officer for Northern Ireland.

I also want to thank the Department for the Economy sponsor team led by Colin Jack, and Don Leeson and the staff of the Labour Relations Agency for their ongoing support.

The statutory role of the Certification Officer is to regulate critical aspects of the governance of trade unions and employers' associations and to receive and determine complaints from members of those organisations. That said, I view my role also to be a facilitator of good practice and have started a process of engagement with key stakeholders to bring greater transparency to the work of the Certification Office.

In February of this year, I attended the Labour Relations Agency's 10X conference in the Titanic centre, which provided an invaluable opportunity to engage with a wide range of stakeholders. The conference emphasised the critical role that trade unions and employers' associations continue to play in building a strong and sustainable economy.

My first year in post has been in part a listening and learning process to ensure that I have a detailed understanding of how best to deliver on, in operational terms, the statutory requirements of my office; and I am so grateful to Sarah Bedwell, the GB Certification Officer, for her wise counsel and ongoing support. We have identified a number of development projects that our teams will take forward on a collaborative basis. It is also my intention to reach out to my counterpart in the Republic of Ireland, the Registrar of Friendly Societies, to explore the potential to share good practice.

Finally, I would welcome the opportunity to discuss any aspects of this report or to respond to any specific enquiries about the work of the Certification Officer; I can be contacted at tom.evans@nicertoffice.org.uk.

REVIEW OF THE YEAR 2022 - 2023

This is the thirty first published Annual Report since the Certification Officer for Northern Ireland position was first established in 1992. It deals with my office's activities during the period 1 April 2022 to 31 March 2023.

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.



Staffing and hybrid working arrangements

The Certification Office staff are based at the Labour Relations Agency's headquarter offices in James House. The hybrid working patterns that were established in the previous reporting period are now the norm. Certification Office staff continue to work

from our office and remotely with the absolute objective of ensuring organisations are supported to meet their statutory obligations in matters concerning annual returns; and that complaints raised by individual members are treated sensitively and in line with best practice. At all times my staff strive to deliver high quality, responsive services for all our customers and stakeholders.

Advice, guidance, and information

Most of our stakeholders contact us online or by phone. Our website is updated regularly to include publication of my decisions and declarations. In addition, my staff ensure that the website (www.nicertooffice.org.uk) is populated with historical annual returns of trade unions and employers' associations for the preceding six years, ensuring ease of access for members and the wider public. Annual returns are also available for inspection at our business premises.

Freedom of Information (FOI) and other enquiries

During the reporting year, my office received six miscellaneous enquiries requesting clarification and guidance on a range of subjects. We also received six Freedom of Information requests and one Subject Access Request under GDPR/Data Protection Act 2018. 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.

The Office of the Certification Officer for Northern Ireland is a public authority and is registered with the Information Commissioner's Office as a data controller under the Freedom of Information Act 2000.

Complaints

During the reporting year April 2022-March 2023 my office received three complaints comprising thirteen alleged breaches of the governing legislation with one group complaint from nine applicants being carried forward from the preceding year. Determination of a further complaint received during the reporting year has been deferred pending the outcome of separate employment tribunal proceedings.

It is 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.

It would also be inappropriate for the Certification Office to comment on the merits of a potential complaint. Where a complaint is received by my office, I have to investigate

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 case-sensitive advice, which might seem in any way to prejudice that impartiality.

However, my staff will assist where they can in providing guidance and information leaflets covering different aspects of the Certification Officer's responsibilities. These are also available on the website: www.nicertoffice.org.uk or by email request to 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 or subsistence expenses were claimed.

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 his duties and functions. The staffing structure within the Certification Office, as of 31 March 2023, consisted of two full-time Executive Officers (EOII), one full-time 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 can be found in the Labour Relations Agency Annual Report and Accounts 2022-23:

<https://www.lra.org.uk/publications/annual-report-accounts-2022-23>

The cost of running the office for the year-ending 31 March 2023 was £221,538 which included salary and non-salary costs, premises, ICT, training and development, general administration, and audit fees.

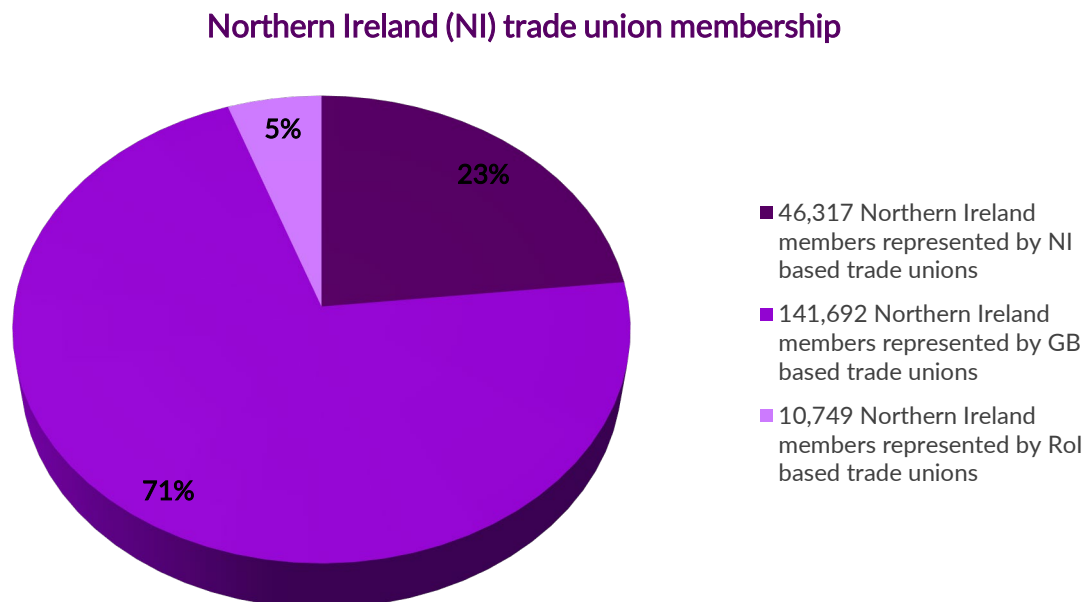
Equality

The Certification Office staff are officers seconded from the Labour Relations Agency (LRA). They are subject to all Agency corporate policies, procedures, and terms and conditions of employment. The Office of the Certification Officer for Northern Ireland

is determined as a “Public Authority” for the purposes of Section 75 of the Northern Ireland Act 1998.

Developments during the year – trade union membership in Northern Ireland

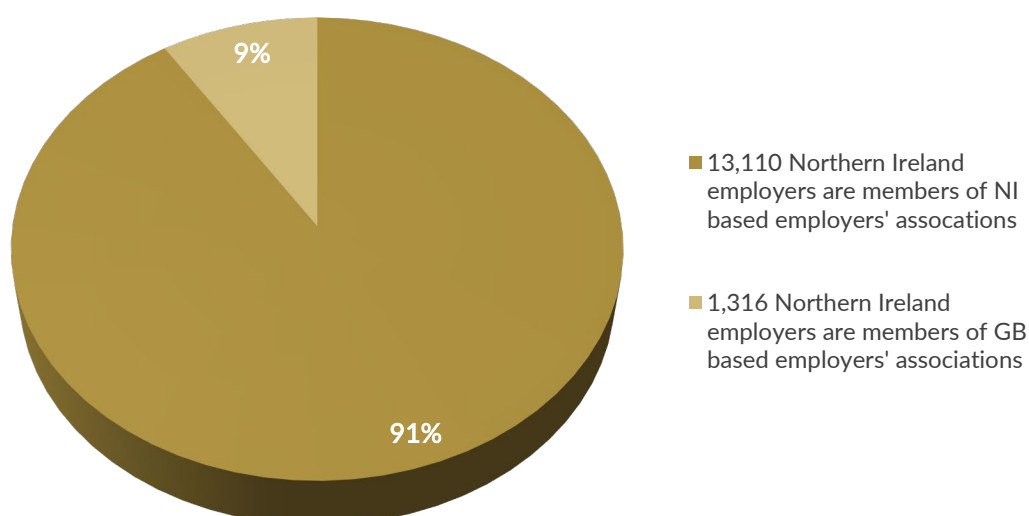
During this reporting period, the total Northern Ireland membership of Northern Ireland based trade unions was 46,317 an increase of 748 members on the previous reporting year. Additionally, there were 10,749 Northern Ireland members of Republic of Ireland based trade unions, a decrease of 289 members from the previous reporting year. The total number of Northern Ireland members of Great Britain based trade unions was 141,692, an increase of 562 members on the previous year. The combined total number of trade union members in Northern Ireland was 198,758 up 1,021 members since the previous reporting year.



Developments during the year – employers' associations membership in Northern Ireland

During this reporting period there were 13,110 Northern Ireland employers who were members of Northern Ireland based employers' associations, an increase of 611 on the previous reporting year. Great Britain based employers' associations, with Northern Ireland members, reported 1,316 members, a decrease of 207 from the previous reporting period. These figures combined indicate a total of 14,426 employers in Northern Ireland are members of employers' associations, this is an increase of 404 in the previous reporting period.

Northern Ireland employers membership in employers' associations



Annual returns – receipts

On or before the statutory deadline of 1 June 2023 my office received 48 annual returns representing almost 50% of the current list of trade unions and employers' associations. I have the legal discretion to direct another date for the submission of annual returns to facilitate those organisations that do not have calendar year reporting cycles. A further 48 returns were received after the 1 June 2023 statutory deadline. One employer association and 1 trade union failed to submit annual returns.

Looking forward 2023-24

We have scheduled several development objectives for the year ahead. Our performance standards are regularly kept under review, and we will continue to identify opportunities to work smarter, increase accessibility for all our service users and improve service delivery.

Plans are in place to extend our stakeholder base and to engage with organisations who may wish to join the Northern Ireland List of Trade Unions and Employers' Associations with NI members. We will also continue to work with all organisations on our current list to help improve statutory compliance with a particular emphasis on the timely submission of annual returns.

A comprehensive accessibility audit of our current website will be commissioned and concluded early in the next reporting year. We anticipate that this audit will focus on the need for upgrades to our website that will make it easier for all of our stakeholders to understand the role of the Certification Officer and how they can access our services.

I have commissioned a review of our customer service complaints policy and procedures to enable individual citizens and organisations to better understand how to raise concerns about the quality of the service we provide to the public.

It is also our intention to improve the way in which complaints by individual members of trade unions or employers' associations are received and handled by my office; by allowing for complaints to be submitted online, via our website. In addition, we aim to facilitate the online completion of annual returns; AR(NI)21 and AR(NI)27 forms.

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 organisations currently listed in Northern Ireland can be found at Section 11.

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 for inclusion on the Northern Ireland list. If the Certification Officer is satisfied that either a trade union or employers' association falls within the appropriate definition of the 1992 Order, he 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 to remove its name from that list, may appeal to the High Court on a point of law only, as per 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 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 for 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

During the period of this report no trade union or employers' association were added to the lists, however three GB based employers' associations, with Northern Ireland members, were removed from both the GB and NI lists.

Removed	Organisation
Federation of Window Cleaners	Employers' association
Construction Plant Hire Association	Employers' association
British Printing Industries Federation Limited	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, he 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 he is satisfied that it no longer exists or if the organisation requests that he should do so.

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 union or employers' association with Northern Ireland members, applied for a change of name.

However, one GB-based trade union with Northern Ireland members applied to the GB Certification Officer to change its name. Currys Supply Chain Staff Association (CSCSA) changed its name to Currys Trade Union (CTU), with effect from the 8 February 2023.

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
- Royal College of Midwives
- Royal College of Nursing of the United Kingdom
- Society of Authors
- Society of Radiographers

There are no Northern Ireland-based 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 Certification 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 provided 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 are catalogued 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 (£885). 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 he must consider relevant information submitted by any person. He is required to give reasons if he refuses to issue a certificate. A trade 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 his 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 determines 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 a 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 and decisions

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

SECTION 3 ANNUAL RETURNS

The statutory provisions

The Industrial Relations (Northern Ireland) Order 1992 provides the Certification Officer for Northern Ireland with the legal authority to regulate all trade unions and employers' associations that have Northern Ireland members, irrespective of where the affected organisations are based.

Article 10,11 & Schedule 1 of the 1992 Order requires all trade unions and employers' associations, whose head or main office is situated in Northern Ireland, to keep proper accounting records and to submit an annual return in respect of its transactions, assets, and liabilities.

Article 12 of the 1992 Order requires every trade union and employers' association headquartered in Great Britain, but with Northern Ireland members, to submit an annual return in relation to the business carried out in Northern Ireland.

Article 12 of the 1992 Order also requires any trade union or employers' association based outside the UK, but with Northern Ireland members, to submit to an annual return in relation to the business carried out in Northern Ireland.

As of 31 March 2023 four non-UK trade unions based in the Republic of Ireland were listed as having Northern Ireland members. This office is unaware of any RoI-based employers' associations with Northern Ireland members.

The 1992 Order specifies that all annual returns should be submitted to the Certification Officer before the 1 June covering business transacted in the previous calendar year.

However, the Order also provides the Certification Officer with the authority to specify an alternative date for the submission of annual returns for those organisations that have differing financial reporting cycles.

Annual return templates

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

Inspection of recent annual returns

Copies of annual returns dated from 2014 to 2021, from NI and RoI trade unions, and NI employers' associations are available to access on our website:

www.nicertooffice.org.uk

Historical Northern Ireland annual returns of existing and former trade unions and employers' associations are, in the main, archived at the Public Record Office of Northern Ireland (PRONI).

The Certification Officer is responsible for ensuring that accounts in the prescribed form, covering all funds administered by affected organisations, 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.

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, have complied with this statutory requirement.

Data protection breach

During the reporting year our office responded to one request for copies of the annual returns of a trade union. The data disclosed resulted in a breach of 'authorised Northern Ireland residents' personal data. We immediately reported the accidental breach to both the Information Commissioner's Office (ICO) and the data subjects. The ICO investigated and determined that we had, since the breach occurred, taken comprehensive mitigating steps to avert a reoccurrence. Following an investigation, the ICO determined that no further action was required.

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 of the legislation that members receive an individual copy of the statement, unions may use any other means that is consistent with its 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 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 whose head or main office is in Northern Ireland. He may, if he 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, he may appoint inspectors to investigate the organisation's financial affairs and to report to him on them. Not all the information received by the Certification Officer 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.

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 his powers to require any trade union or employers' association to produce documents during the reporting period.

Access to accounting records

Article 37(7)(a)(b) and (c) 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, he is required to make such an order as he considers appropriate for ensuring the applicant is allowed to inspect the records requested, be accompanied by an accountant and receive copies, or extracts from, the requested records.

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 2022.

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 as far as is 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 at the end of the reporting period was 198,758.

The total Northern Ireland membership of all trade unions 2017 – 2022 are illustrated in the table below:

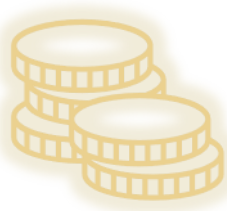
Total Northern Ireland trade union membership 2017 - 2022						
Year-end	2017	2018	2019	2020	2021	2022
Membership	240,054	238,094	235,491	240,447	197,737	198,758

It is important to highlight that total trade union membership for the current reporting period and the 2022 year is significantly less than for earlier reporting periods. This is due to the non-receipt of annual returns for the past two years from Unite the Union, which has a substantial number of Northern Ireland members.

Trade union and employers' associations - membership and financial information

Appendices 6 - 10 of this report provide comprehensive data extracted from the annual returns of trade unions and employers' associations who submitted returns to the Certification Officer for Northern Ireland. That information and the following figures relate to organisations whose financial year ended on 31 December 2022, unless otherwise indicated.

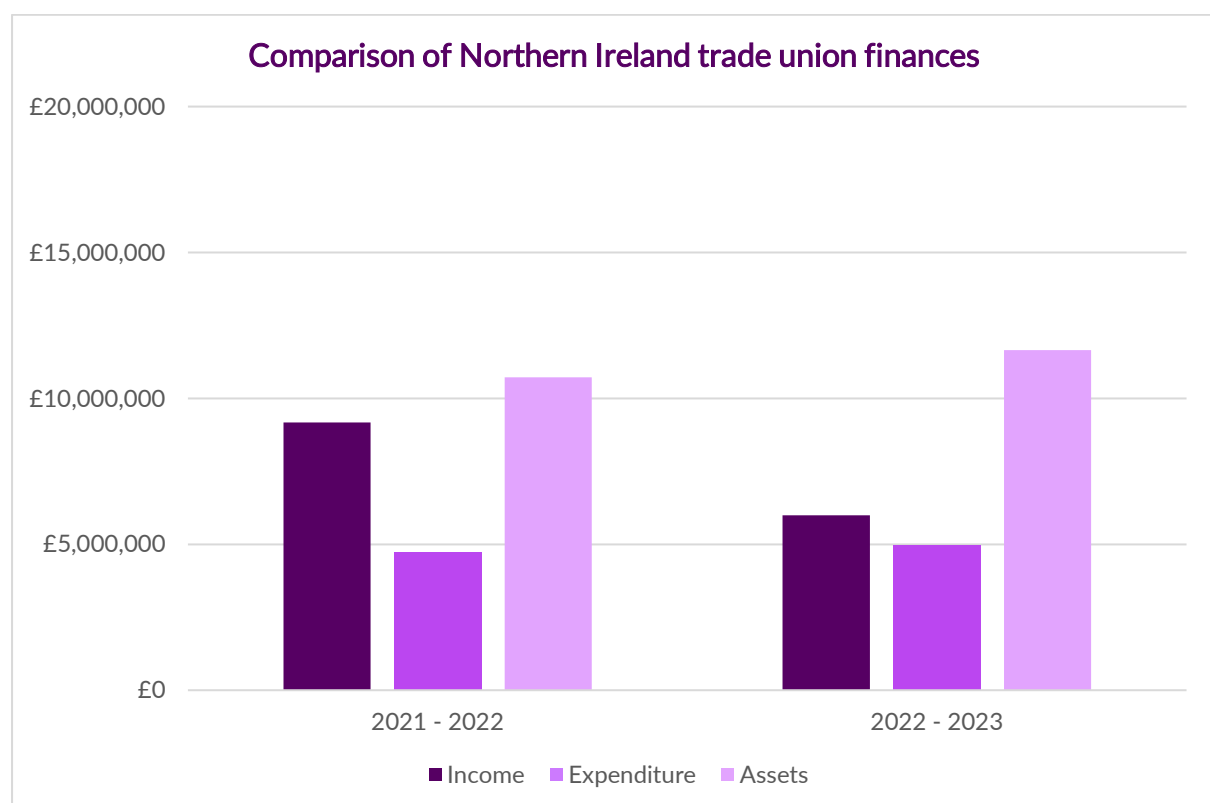
Total income and expenditure of trade unions based in Northern Ireland, Great Britain and the Republic of Ireland with Northern Ireland members



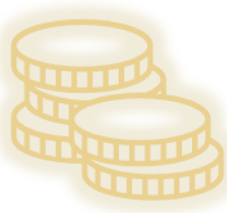
INCOME: £5,997,707 from NI based trade unions, £1,283,522,577 from GB based trade unions with NI members and €49,633,618 from Republic of Ireland based trade unions with NI members



EXPENDITURE: £4,957,303 from NI based trade unions, £984,079,001 from GB based trade unions with NI members and €53,657,461 from Republic of Ireland based trade unions with NI members



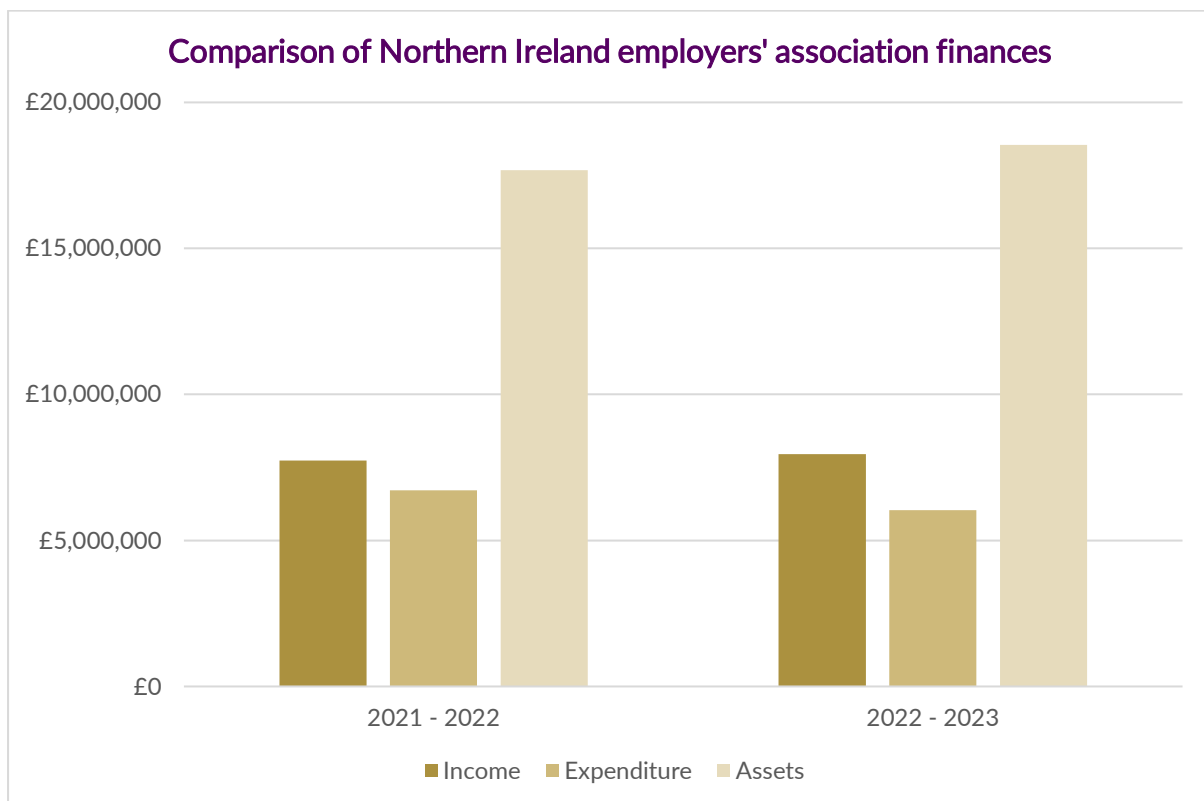
Total income and expenditure of employers' associations based in Northern Ireland and Great Britain with Northern Ireland members



INCOME: £7,952,960 from NI based employers' associations and £163,693,572 from GB based employers' associations with NI members



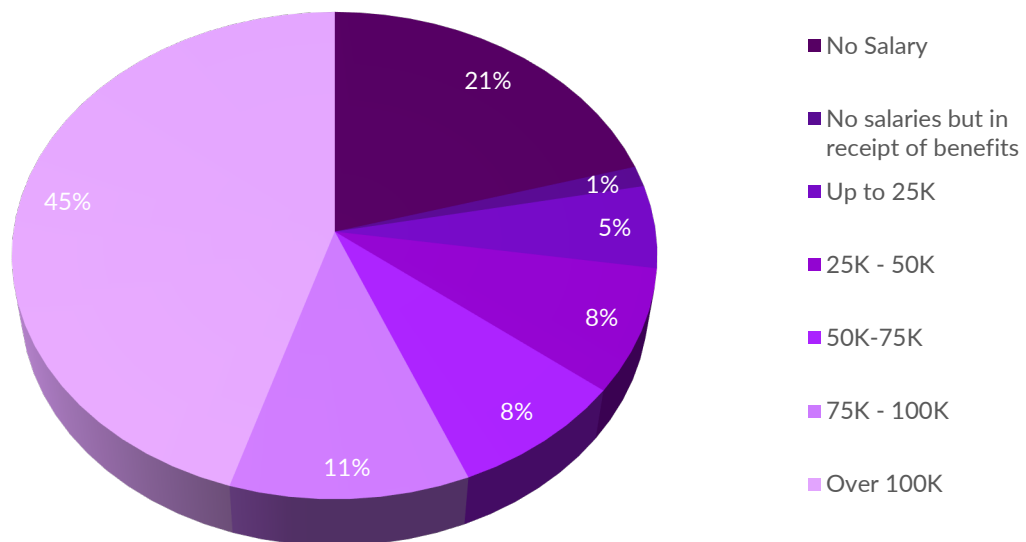
EXPENDITURE: £6,032,060 from NI based employers' associations and £106,680,745 from GB based employers' associations with NI members



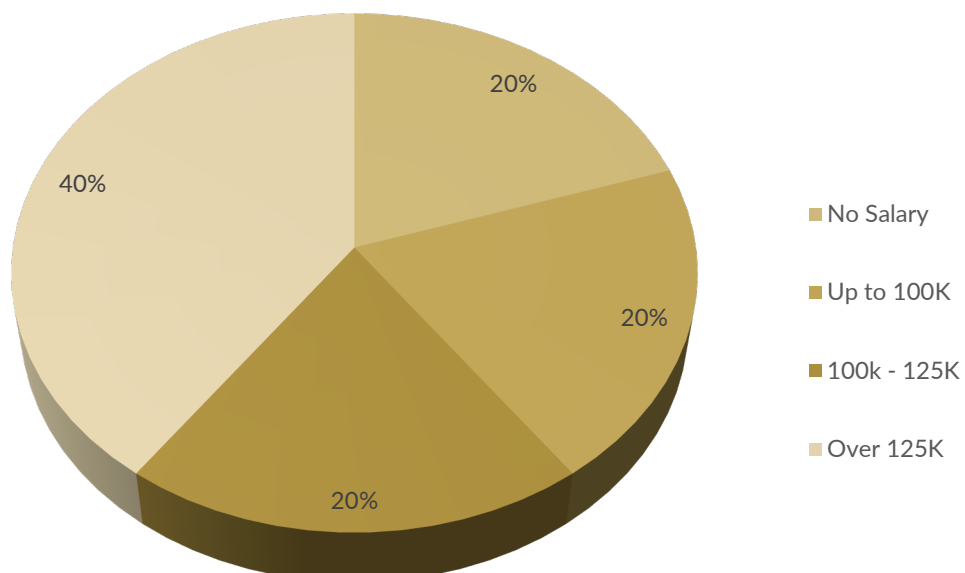
Additional financial and membership information on trade unions and employers' associations can be found in Appendices 6 to 10 of this report.

Trade union salaries – Northern Ireland, Great Britain, and Republic of Ireland

Salaries and benefits paid to chief officers of NI and GB trade unions



Salaries and benefits paid to chief officers of Rol trade unions



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

SECTION 5 SUPERANNUATION SCHEMES

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 he 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 superannuation schemes, as of 31 March 2023, maintained by three Great Britain based trade unions which have Northern Ireland members.

Four of these schemes require periodical valuations whilst, for the other four, the affected unions have secured exemption under section 41(1)(b) of the 1992 Act.

Details are set out in the tables below.

Schemes requiring periodical valuation

Union/scheme	Report due	Last report received
Unite the union – BASSA Members' Superannuation Fund	31/12/2027	29/12/2021
National Union of Rail, Maritime & Transport Workers– Orphan Fund	31/12/2027	29/12/2021
GMB – BMS Section Members' Superannuation Fund	31/12/2027	29/12/2021
Unite the Union – AEEU Section Superannuation Scheme	31/12/2028	31/12/2022

Schemes exempt under section 41(1)(b) from the requirement for periodical valuation

Union/scheme	Date exemption was granted	Last confirmed in existence
Unite the Union – Plate Preparers Superannuation Fund	22/01/2001	09/01/2018
Unite the Union – MSF Section Craft Members (formerly known as Sheet Metal Workers) Superannuation Fund	29/04/2009	09/01/2018
Unite the Union – TGWU Section Members Superannuation Fund	30/06/1976	09/01/2018
Unite the Union – Litho Printers Superannuation Fund	16/12/2020	31/12/2020

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. His role is to approve certain documents, which have to be prepared by the unions taking part in the merger. He 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.

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 trade 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, he 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 GB based trade unions operating political funds with contributions from NI members as of 31 March 2023, further details can be seen in Appendix 2. Unite the Union's annual return was not received during this period, therefore the figures relating to their political fund could not be included. One GB based trade union whose Northern Ireland members do not contribute to their political fund can be found in Appendix 3.



Northern Ireland organisations with political fund rules

No Northern Ireland organisation had political fund rules in force on 31 March 2023.

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

No new political funds were approved in 2022-2023. As of 31 March 2023, there were 21 trade unions which had political fund resolutions in force in GB.

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. The GB Certification Officer approved changes to 2 trade unions' political fund rules. Her focus in such cases is to ensure the political fund rules are clear and continue

to reflect the statutory provisions, thereby reducing the possibility of complaints from members.

Political fund complaints by GB members

None.

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 he makes a declaration, he must also, unless he 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 he thinks fit), unless he 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 managed.

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 he 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, he must make such enquiries as he 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 him on specified grounds, for example that it is scandalous, vexatious or has no reasonable prospect of success. He must give the party that will be affected by the striking out order 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 WITH NORTHERN IRELAND MEMBERS

Notes:

* Denotes a trade union holding a certificate of independence on 31 March 2023.

(P) Denotes a trade union with a political fund resolution in force on 31 March 2023.

Italics denotes a trade union or employers' association first entered on the list during 2022-23

Bold Denotes a trade union or employers' association that have not submitted an annual return at time of publish.

NI and Rol trade unions

Belfast Airport Police Association *

Lough Neagh Fishermen's Association *

Northern Ireland Public Service Alliance *

Ulster Teachers' Union *

Financial Services Union *

Independent Workers Union *

Irish National Teachers' Organisation *

Services, Industrial, Professional & Technical Unions *

Irish Congress of Trade Unions

GB trade unions with 100 or more NI members

ACCORD

Advance

Association of Educational Psychologists

Association of Revenue and Customs

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 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 PDA Union
The Royal College of Midwives
The Royal College of Nursing of the UK
The Royal College of Podiatry
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

Aegis the Union
Air Crew Officers' Association Europe

Boots Pharmacist Association
British Association of Dental Nurses
British Association of Journalists
British Orthoptic Society Trade Union
Currys Trade Union (CTU)
Fire & Rescue Services Association
Immigration Service Union (ISU)
Independent Pilots Association
Industrial Workers of the World (IWW)
Institute of Journalists
Leeds Building Society Colleague Association
National Association of Probation Officers
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
Skyshare
Society of Union Employees
Solidarity
The Association for Clinical Biochemistry & Laboratory Medicine
The Society of Authors
United Road Transport Union
Writers Guild of Great Britain

NI Employers' Associations

Anglo-North Irish Fish Producers Organisation
Construction Employers' Federation Ltd
Engineering Employers' Federation NI Association
NI Fish Producers Organisation Ltd
NI Grain Trade Association Ltd
NI Local Government Association

Ulster Farmers' Union

GB Employers' Associations

Association of Circus Proprietors

British Amusement Catering Trade Association

Building & Engineering Services Association

Electrical Contractors' Association

Engineering Construction Industry Association

Federation of Master Builders Ltd

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

UK Theatre Association

SECTION 12
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APPENDIX 1– SALARY AND BENEFITS OF THE CHIEF OFFICERS OF TRADE UNIONS WITH NI MEMBERS – AT 31 DECEMBER 2022 (UNLESS OTHERWISE INDICATED)

Northern Ireland	Office Held	Salary	Benefits (Excluding NI Contributions)
		£'s	£'s
Belfast Airport Police Association (31/03/23)	Chairman	NIL	NIL
Lough Neagh Fishermen's Association	General Secretary	NIL	NIL
Northern Ireland Public Service Alliance	General Secretary	63,504	29,815
Ulster Teachers' Union	General Secretary	74,592	11,636
Republic of Ireland	Office Held	Salary	Benefits (Excluding PRSI)
		€'s	€'s
Financial Services Union	General Secretary	149,322	49,683
Independent Worker Union	General Secretary	18,830	800
	Dublin Representative	21,840	NIL
Irish Congress of Trade Unions	General Secretary	Not Disclosed	Not Disclosed
Irish National Teachers Organisation	General Secretary	172,892	59,129
	General Treasurer	125,747	43,005
Services, Industrial, Professional & Technical Union (SIPTU)	General Secretary	119,051	1,578
Great Britain	Office Held	Salary	Benefits (Excluding NI Contributions)
		£'s	£'s
Accord	General Secretary	137,775	22,054
Advance	General Secretary	16,547	2,983
Aegis The Union (30/06/22)	General Secretary	66,252	18,061
Aircrew Officers Association Europe	General Secretary	NIL	NIL
Association of Educational Psychologists	General Secretary	75,849	9,102
	General Secretary Elect	11,373	1,365
Association of Revenue and Customs	General Secretary	NIL	NIL
Association of School and College Leaders	General Secretary	147,432	20,616
Bakers, Food & Allied Workers Union	General Secretary	51,093	20,620
	National President	51,093	21,878
Boots Pharmacists Association (BPA)	Chief Executive Officer	NIL	NIL
British Airline Pilots Association (BALPA)	General Secretary	92,000	532
British Association of Dental Nurses	Chief Executive Officer	48,324	NIL
British Association of Journalists	General Secretary	35,000	1,050
British Association of Occupational Therapists (30/09/22)	General Secretary	NIL	NIL
British Dental Association (30/09/22)	Chairman	75,000	NIL
British Dietetic Association (28/02/23)	General Secretary	76,161	9,056
British Medical Association	Chairman	93,250	NIL
	(01/01/22 - 29/06/22)		
	Chairman (30/06/22 - 31/12/22)	65,785	NIL
British Orthoptic Society Trade Union	General Secretary	NIL	NIL
Chartered Society of Physiotherapy	General Secretary	136,214	23,156

APPENDIX 1– SALARY AND BENEFITS OF THE CHIEF OFFICERS OF TRADE UNIONS WITH NI MEMBERS – AT 31 DECEMBER 2022 (UNLESS OTHERWISE INDICATED)

Great Britain	Office Held	Salary	Benefits (Excluding NI Contributions)
		£'s	£'s
Communication Workers Union	General Secretary	107,186	25,667
Community	General Secretary	124,943	18,553
Currys Trade Union (30/04/22)	General Secretary	30,137	7,279
Equity	General Secretary	100,427	33,199
FDA	General Secretary	117,755	31,374
Fire and Rescue Services Association	Chief Executive Officer	45,542	3,960
Fire Brigades Union	General Secretary	78,648	22,840
	Assistant General Secretary	81,788	23,088
GMB	General Secretary	104,000	31,000
Hospital Consultants & Specialists Association (30/09/22)	General Secretary	18,000	NIL
	(Fees charged on self employed basis)		
	President	18,000	NIL
(Fees charged on self employed basis)			
Immigration Service Union	General Secretary	43,500	991
Independent Pilot's Association (30/06/22)	General Secretary	17,724	30,098
Industrial Workers Of The World	General Secretary	NIL	NIL
Institute of Journalists	General Secretary	44,625	7,040
Leeds Building Society Colleague Association	General Secretary	NIL	NIL
Musicians Union	General Secretary	32,547	17,189
	(01/01/22 - 31/03/22)		
	General Secretary	87,881	14,760
(01/04/22 - 31/12/22)			
National Association of Head Teachers	General Secretary	174,745	30,336
National Association of Probation Officers (NAPO)	General Secretary	92,463	16,103
National Association of Schoolmasters Union of Women Teachers (NASUWT)	General Secretary	118,728	31,544
National Crime Officers Association	General Secretary	48,843	2,078
	President	48,843	2,078
National Education Union (31/08/22)	Joint General Secretary	117,000	19,428
	Joint General Secretary	106,244	14,826
National House Building Council Staff Association	General Secretary	NIL	NIL
National Society for Education in Art and Design (30/09/22)	General Secretary	46,665	1,203
National Union of Journalists (30/09/22)	General Secretary	97,608	11,177
National Union of Rail, Maritime & Transport Workers	General Secretary	89,961	27,900
	Senior Assistant General Secretary	61,756	8,673
	(01/01/22 - 13/04/22)		
	Senior Assistant General Secretary	78,282	25,415
(14/04/22 - 31/12/22)			
Nationwide Group Staff Union	General Secretary	90,012	19,982
Nautilus International	General Secretary	100,533	27,132
News Union (31/07/22)	General Secretary	90,590	12,474
POA	General Secretary	82,699	36,757
	Deputy General Secretary	74,813	34,391
Prison Governors Association	General Secretary	NIL	NIL
Prospect	General Secretary	124,000	31,000
Public and Commercial Services Union	General Secretary	102,824	15,910
	Assistant General Secretary	80,800	NIL

APPENDIX 1– SALARY AND BENEFITS OF THE CHIEF OFFICERS OF TRADE UNIONS WITH NI MEMBERS – AT 31 DECEMBER 2022 (UNLESS OTHERWISE INDICATED)

Great Britain	Office Held	Salary	Benefits (Excluding NI Contributions)
		£'s	£'s
Royal Society for the Protection of Birds Staff Association (31/03/23)	Chairperson	1,200 Honorary	NIL
Sales Staff Association	General Secretary	NIL	NIL
Skyshare	General Secretary	NIL	NIL
Society of Union Employees	National Secretary	NIL	NIL
Solidarity	General Secretary	8,862	150
The Association for Clinical Biochemistry & Laboratory Medicine	General Secretary	82,404	8,244
The Royal College of Midwives	Chief Executive Officer/General Secretary	141,788	36,811
The Royal College of Nursing of the UK	Chief Executive Officer/General Secretary	133,383	16,006
The Royal College of Podiatry	Chief Executive Officer/General Secretary	189,153	8,634
The PDA Union (31/03/23)	General Secretary	NIL	5,000 (Honorary waived)
The Social Workers Union (30/09/22)	General Secretary	73,163	1,761
The Society of Authors	General Secretary	108,092	12,070
The Society of Radiographers (30/09/22)	Chief Executive Officer *50% of salary and Employer NI costs are recharged to the College of Radiographers	121,210	27,432
Transport Salaried Staff's Association	General Secretary	99,923	19,485
Union of Shop, Distributive & Allied Workers	General Secretary	117,009	50,355
UNISON	General Secretary After deduction of £12,972 salary sacrifice	113,382	45,681
United Road Transport Union	General Secretary	74,307	62,185
University and College Union (31/08/22)	General Secretary	109,762	23,124
Writers Guild of Great Britain	General Secretary	68,691	6,182

APPENDIX 2 - GB BASED TRADE UNIONS WITH NORTHERN IRELAND MEMBERS WHO HAVE "CONTRACTED-IN" TO POLITICAL FUNDS – AT 31 DECEMBER 2022 (UNLESS OTHERWISE INDICATED)

Trade Union	NI Members Contracted-in	Total NI Members	NI Members not Contracted-in	% of total NI Members	NI Contributions £'s	Income £'s	Expenditure £'s	Fund at End of Year £'s
Communication Workers Union	2,320	5,187	2,867	44.73%	24,128	1,423,289	1,220,192	2,586,754
Community	114	364	250	31.32%	1,186	225,000	250,000	275,000
Fire Brigades Union	927	1,542	615	60.12%	8,362	220,234	172,528	808,475
GMB	387	9,744	9,357	3.97%	263	1,920,000	1,505,000	1,367,000
Musicians' Union	33	379	346	8.71%	142	63,000	41,000	122,000
National Association of Schoolmasters Union of Women Teachers	453	12,554	12,101	3.61%	409	121,309	32,208	692,046
National Education Union	119	3,045	2,926	3.91%	226	510,436	253,906	879,874
National Union of Rail, Maritime and Transport Workers	150	182	32	82.42%	500	229,000	143,000	520,000
POA	804	926	122	86.83%	1,447	37,237	34,285	18,023
Prospect	339	2,312	1,973	14.66%	203	43,000	36,000	643,000
Public and Commercial Services Union	440	1,760	1,320	25.00%	2,640	165,297	61,138	1,107,194
The Society of Radiographers	281	1,311	1,030	21.43%	750	53,450	5,464	267,323
Transport Salaried Staffs' Association	150	341	191	43.99%	1,311	97,817	58,925	222,286
Union of Shop, Distributive and Allied Workers	7,746	14,434	6,688	53.66%	37,000	1,571,000	1,303,000	1,384,000
UNISON	9,149	45,432	36,283	20.14%	33,019	7,321,000	5,880,000	18,515,000
University and College Union	711	3,313	2,602	21.46%	1,431	139,483	139,207	15,975
TOTALS	24,123	102,826	78,703	23.46%	113,017	14,140,552	11,135,853	29,423,950

Unite the Union's annual return was not received during this period, therefore the figures relating to their political fund could not be included.

APPENDIX 3 - GB TRADE UNIONS WHOSE NORTHERN IRELAND MEMBERS DO NOT CONTRIBUTE TO POLITICAL FUNDS – 31 DECEMBER 2022

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)4

**APPENDIX 6 - (a) LIST OF NORTHERN IRELAND TRADE UNIONS (b) REPUBLIC OF IRELAND TRADE UNIONS WITH NI MEMBERS (AT 31 DECEMBER 2022
UNLESS OTHERWISE INDICATED)**

(a) Northern Ireland trade unions	NI members	Total members (inc. Rol)	NI subscription contributions £'s	Total income £'s	Total expenditure £'s	Funds at the end of the year £'s	Total assets at the end of the year £'s	Total liabilities at the end of the year £'s
Belfast Airport Police Association (March 23) *	15	15	1,550	1,692	561	32,365	32,895	530
Lough Neagh Fishermen's Association*	50	50	1,000	1,000	125	4,860	4,860	0
Northern Ireland Public Service Alliance*	41,206	41,206	4,343,588	5,206,854	4,190,256	9,029,906	10,185,310	1,155,404
Ulster Teachers' Union*	5,046	5,085	759,463	788,161	766,361	1,360,683	1,432,432	71,749
TOTALS	46,317	46,356	5,105,601	5,997,707	4,957,303	10,427,814	11,655,497	1,227,683

(b) Republic of Ireland trade unions	NI members	Total members	NI subscription contributions €'s	Total income €'s	Total expenditure €'s	Funds at the end of the year €'s	Total assets at the end of the year €'s	Total liabilities at the end of the year €'s
Financial Services Union*	1,819	8,788	427,979	-1,710,502	3,566,722	36,635,542	37,187,144	551,602
Independent Workers Union*	50	1,624	4,200	258,874	216,146	111,361	128,751	17,390
Irish National Teachers' Organisation*	7,085	50,873	1,408,415	16,867,044	16,579,762	30,227,658	33,124,067	2,896,409
Services, Industrial, Professional & Technical Union *	1,795	203,455	161,484	34,218,202	33,294,831	52,990,764	58,006,136	5,015,372
TOTALS	10,749	264,740	2,002,078	49,633,618	53,657,461	119,965,325	128,446,098	8,480,773

(c) Schedule of unlisted trade unions

Irish Congress of Trade Unions								
TOTALS	198,086	713,843	625,458	3,425,627	3,127,152	2,480,114	4,912,842	2,432,728

* Denotes a trade union holding a Certificate of Independence at 31 December 2022

APPENDIX 7 - GB TRADE UNI+A3+A1:K6

Great Britain trade unions	NI members	GB members	Rol members	Elsewhere (incl. 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
ACCORD	1,219	19,729	0	93	147,826	1,794,678	2,297,159	7,203,247	7,295,090	91,843
Advance	385	5,054	0	0	30,964	247,125	425,301	3,948,700	3,988,557	39,857
Association of Educational Psychologists	110	3,719	2	12	29,112	1,183,718	1,030,733	2,346,707	2,531,206	184,499
Association of Revenue and Customs	105	2,614	0	0	24,544	205,217	92,702	678,748	683,492	4,744
Association of School and College Leaders	202	22,159	1	71	65,994	7,168,293	7,854,519	6,401,672	7,555,147	1,153,475
Bakers, Food & Allied Workers Union	366	13,893	0	0	59,688	2,160,950	1,658,166	-1,891,036	1,472,250	3,363,286
British Airline Pilots' Association (BALPA)	210	12,789	99	962	99,854	14,162,254	4,192,604	14,672,135	17,690,653	3,018,518
British Association of Occupational Therapists Ltd (Sept 22)	1,298	33,501	37	282	336,570	9,106,068	9,106,068	0	2,905,465	2,905,465
British Dental Association (Sept 22)	743	14,805	7	143	386,394	16,170,927	13,003,282	2,624,647	9,717,751	7,093,104
British Dietetic Association (Feb 23)	496	10,043	86	243	16,517	296,615	296,615	361,913	361,913	0
British Medical Association	5,721	162,488	133	2,291	1,751,427	146,865,000	164,844,000	202,164,000	294,858,000	92,694,000
Chartered Society of Physiotherapy	2,166	60,578	145	914	729,188	43,418,000	24,047,000	19,342,000	29,329,000	9,987,000
Communication Workers' Union	5,187	180,734	0	384	772,846	36,282,006	33,011,314	32,752,958	48,519,500	15,766,542
Community	364	45,010	0	11	55,019	10,582,000	15,965,000	85,327,000	86,480,000	1,153,000
Equity	499	45,329	101	806	70,238	18,896,175	10,789,209	21,847,738	39,410,409	17,562,671
FDA	370	21,394	0	358	83,426	10,950,548	3,896,665	12,607,351	16,771,077	4,163,726
Fire Brigades Union	1,542	32,201	0	0	385,152	14,310,515	13,146,402	12,479,096	15,894,822	3,415,726
GMB	9,744	559,953	38	372	1,195,000	94,457,000	79,193,000	176,555,000	180,511,000	3,956,000
Hospitals Consultants and Specialists Association (Sept 22)	133	2,989	0	15	49,875	950,784	982,934	605,586	1,141,705	536,119
Musicians' Union	379	32,500	12	3	73,648	11,003,000	13,240,000	18,087,000	21,672,000	3,585,000
National Association of Schoolmasters Union of Women Teachers (NASUWT)	12,554	282,491	0	1,919	2,061,472	37,241,572	25,912,058	78,858,029	69,313,582	-9,544,447

APPENDIX 7 - GB TRADE UNIONS WITH 100 OR MORE NI MEMBERS - AT 31 DECEMBER 2022 (UNLESS OTHERWISE INDICATED)

Great Britain trade unions	NI members	GB members	Rol members	Elsewhere (incl. 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
National Association of Head Teachers	1,110	46,562	0	186	304,404	14,685,000	12,326,000	11,437,000	11,952,000	515,000
National Education Union (Aug 22)	3,045	440,823	20	1,713	333,066	122,353,199	68,128,113	105,408,786	123,929,482	18,520,696
National Union of Journalists (Sept 22)	746	21,134	2,094	554	160,050	10,918,602	6,212,095	7,494,413	12,002,459	4,508,046
National Union of Rail, Maritime & Transport Workers	182	81,094	71	196	43,194	18,499,000	21,665,000	60,224,000	65,063,000	4,839,000
Nationwide Group Staff Union	143	12,212	0	0	14,345	1,700,864	1,833,554	1,848,249	1,963,040	114,791
Nautilus International	245	10,566	226	7,431	60,900	4,047,682	6,806,504	16,598,174	18,223,975	1,625,801
POA	926	30,552	0	0	173,347	5,057,685	4,370,892	5,718,696	6,312,438	593,742
Prospect	2,312	114,465	38	37,900	392,000	52,182,000	34,741,000	62,814,000	71,086,000	8,272,000
Public and Commercial Services Union	1,760	189,395	0	134	218,954	25,494,349	37,221,297	58,210,274	61,736,230	3,525,956
The PDA Union (March 23)	1,063	35,655	0	78	15,945	568,030	552,940	140,073	152,531	12,458
The Royal College of Midwives	1,726	47,761	44	138	359,175	10,369,907	11,721,108	10,777,163	11,928,720	1,151,557
The Royal College of Nursing of the UK	18,051	517,612	365	2,954	2,093,000	67,260,000	66,780,000	61,289,000	77,086,000	15,797,000
The Royal College of Podiatry	525	9,013	95	182	246,787	4,644,600	4,951,523	4,613,735	7,005,418	2,391,683
The Social Workers Union (Sept 22)	350	15,200	0	0	8,750	341,572	279,725	388,497	397,572	9,075
The Society of Radiographers (Sept 22)	1,311	31,623	22	294	339,822	9,620,561	8,905,819	6,015,711	7,883,957	1,868,246
Transport Salaried Staff Association	341	16,626	432	0	85,114	3,939,836	6,443,262	41,908,207	45,735,250	3,827,045
Union of Shop, Distributive and Allied Workers	14,434	342,218	0	0	1,267,000	64,504,000	39,235,000	89,875,000	107,613,000	17,738,000
UNISON	45,432	1,331,264	0	0	4,958,826	351,385,000	187,183,000	269,868,000	323,814,000	53,946,000
University and College Union (Aug 22)	3,313	118,660	18	113	672,275	25,730,331	29,167,195	39,595,805	52,206,673	12,610,868
TOTALS	140,808	4,976,408	4,086	60,752	20,171,708	1,270,754,663	973,508,758	1,551,197,274	1,864,194,364	312,997,092

APPENDIX 8 - GB TRADE UNIONS WITH UNDER 100 NI MEMBERS - AT 31 DECEMBER 2022 (UNLESS OTHERWISE INDICATED)

Great Britain trade unions	NI members	GB members	Rol members	Elsewhere (incl. 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
Aegis the Union (June 22)	70	3,389	0	0	5,460	553,988	485,950	628,383	665,149	36,766
Aircrew Officers' Association Europe (Mar 23)	1	48	28	62	0	109,040	133,257	136,943	139,944	3,000
Boots Pharmacists Association	31	623	0	0	2,976	61,803	60,951	54,337	68,852	14,515
British Association of Dental Nurses	30	5,033	8	28	1,050	179,324	251,702	537,115	542,032	4,917
British Association of Journalists	8	712	3	17	1,266	104,411	106,165	27,470	30,468	2,998
British Orthoptic Society Trade Union	35	1,115	30	195	12,935	126,759	26,951	349,106	349,106	0
Currys Trade Union (CTU) (April 22)	35	2,528	16	0	0	528,768	528,768	0	28,659	28,659
Fire & Rescue Services Association	24	1,632	0	0	1,824	163,257	167,633	389,890	400,130	10,240
Immigration Service Union (ISU)	92	3,612	9	90	12,528	444,352	592,296	1,135,185	1,159,322	24,137
Independent Pilots Association (June 22)	10	686	4	19	3,240	127,839	111,144	92,273	161,119	68,846
Industrial Workers of the World (IWW)	61	3,018	135	114	2,809	194,843	112,295	386,244	416,145	29,901
Institute of Journalists	13	791	14	138	2,418	75,600	76,610	13,493	16,531	3,038
Leeds Building Society Colleague Association	2	1,141	0	0	35	22,171	7,017	152,589	153,799	1,210
National Association of Probation Officers	85	5,548	0	0	14,831	1,216,032	1,218,097	1,582,180	1,947,662	365,482
National Crime Officers Association	94	3,139	0	27	17,800	573,336	501,180	456,846	489,056	32,210
National House Building Council Staff Association	21	819	0	0	504	19,420	20,307	116,463	118,563	2,100
National Society for Education in Art and Design (Sept 22)	1	1,310	0	0	195	351,193	344,915	240,247	307,537	67,290
News Union (July 22)	1	1,420	0	4	0	290,098	235,018	350,521	747,695	397,174
Prison Governors' Association	44	983	0	4	8,272	188,646	251,307	156,054	170,191	14,137
Royal Society for Protection of Birds Staff Association (Mar 23)	36	1,046	0	0	418	13,937	6,613	111,569	111,569	0
Sales Staff Association	8	197	0	0	480	12,147	14,211	126,274	131,576	5,302

APPENDIX 8 - GB TRADE UNIONS WITH UNDER 100 NI MEMBERS - AT 31 DECEMBER 2022 (UNLESS OTHERWISE INDICATED)

Great Britain trade unions	NI members	GB members	Rol members	Elsewhere (incl. 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
Skyshare	1	139	9	386	84	61,449	29,216	244,248	273,060	28,812
Society of Union Employees	4	447	0	0	570	55,891	3,614	307,259	310,475	3,216
Solidarity	2	190	0	0	184	17,023	17,608	-1,679	555	2,234
The Association for Clinical Biochemistry & Laboratory Medicine	42	1,206	34	72	8,559	1,449,635	968,114	2,865,272	3,354,537	489,265
The Society of Authors	90	11,128	102	789	7,740	1,684,897	2,085,779	9,303,728	10,325,730	1,022,002
United Road Transport Union	15	8,166	0	0	3,052	3,454,006	1,562,424	3,934,944	4,131,462	196,518
Writers Guild of Great Britain	28	2,880	8	102	5,320	688,049	651,101	815,135	1,028,118	212,983
TOTALS	884	62,946	400	2,047	114,550	12,767,914	10,570,243	24,512,089	27,579,042	3,066,952

APPENDIX 9 - LIST OF NORTHERN IRELAND EMPLOYERS' ASSOCIATIONS - 31 DECEMBER 2022 (UNLESS OTHERWISE INDICATED)

Northern Ireland employers' associations	NI members	NI contributions	NI Total members (incl. Channel Islands & RoI)	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
Anglo-North Irish Fish Producers Organisation Ltd	36	81,486	36	917,233	763,016	3,175,896	4,037,963	862,067
Construction Employers' Federation Ltd	661	555,441	661	1,167,734	683,397	1,313,546	1,416,259	102,713
Engineering Employers' Federation NI	104	814,006	112	952,164	1,008,740	-597,330	532,544	1,129,874
NI Fish Producers Organisation Ltd	90	536,502	111	1,717,615	1,534,792	6,248,678	6,770,972	522,294
NI Grain Trade Association Ltd	35	53,070	35	84,964	70,190	50,530	91,800	41,270
NI Local Government Association (Mar 23)	11	618,755	11	910,422	-572,860	884,270	938,993	54,723
Ulster Farmers' Union	12,173	1,441,974	12,173	2,202,828	2,544,785	4,358,466	4,757,676	399,210
TOTALS	13,110	4,101,234	13,139	7,952,960	6,032,060	15,434,056	18,546,207	3,112,151

APPENDIX 10 - GB EMPLOYERS' ASSOCIATIONS WITH NI MEMBERS - 31 DECEMBER 2022 (UNLESS OTHERWISE INDICATED)

Great Britain employers' associations	NI members	GB members	Rol members	Members elsewhere	NI contributions	Total members (incl. Channel Islands and 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
Association of Circus Proprietors	1	23	0	0	2,100	24	51,250	35,181	38,342	40,633	2,291
British Amusement Catering Trade Association (June 22)	7	477	0	0	9,521	484	894,718	2,366,686	16,449,965	25,442,232	8,992,267
Building Engineering Services Association (Feb 23)	35	978	0	2	114,552	1,015	14,450,564	11,883,912	8,519,840	26,279,129	17,759,289
Electrical Contractors' Association	28	2,371	39	1	76,947	2,439	10,563,570	10,592,061	69,867,981	78,868,250	900,269
Engineering Construction Industry Association	1	156	0	5	2,143	162	1,573,203	1,900,458	5,428,970	7,027,944	1,598,974
Federation of Master Builders Ltd	274	6,706	0	0	156,281	6,980	5,868,441	6,101,669	7,994,954	10,132,916	2,137,961
Improvement and Development Agency for Local Government (Mar 23)	2	16	0	0	0	18	109,455,000	50,797,000	39,109,000	34,512,000	-4,597,000
National Federation of Retail Newsagents	447	8,932	186	77	141,557	9,642	4,871,390	7,103,458	11,555,807	15,339,470	3,783,663
Retail Motor Industry Federation Ltd (Final Return)	244	9,707	0	0	59,650	9,951	7,233	9,932	22,486	29,856	7,370
Road Haulage Association Ltd	222	8,034	10	7	179,525	8,273	13,575,839	13,724,286	4,417,633	10,645,790	6,228,157
Scottish & NI Plumbing Employers' Federation	53	701	0	0	43,841	754	1,485,086	1,226,544	2,039,078	2,456,333	417,255
UK Theatre Association	2	248	0	0	5,945	250	897,278	939,558	433,096	1,275,744	842,648
TOTALS	1,316	38,349	235	92	792,062	39,992	163,693,572	106,680,745	165,877,152	212,050,297	38,073,144

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