

2023-2024 Annual Report

of the Certification Officer for Northern Ireland

(Covering Period 1 April 2023 to 31 March 2024).

Fourth Floor, James House
Cromac Avenue, The Gasworks
Belfast, BT7 2JA
Tel: 028 9023 7773
Email: info@nicertoffice.org.uk
Web: www.nicertoffice.org.uk



First published January 2025

CERTIFICATION OFFICER FOR NORTHERN IRELAND

ANNUAL REPORT FOR THE YEAR ENDED 31 MARCH 2024

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

31 December 2024

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 my report for the period 1 April 2023 to 31 March 2024.

A handwritten signature in black ink, appearing to read 'T Evans', with a stylized flourish above the name.

Tom Evans OBE

Certification Officer for Northern Ireland



Mr Gordon Milligan
Chair
Labour Relations Agency
Fourth Floor
James House
Cromac Avenue
Belfast
BT7 2JB

31 December 2024

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 my report for the period 1 April 2023 to 31 March 2024.

A handwritten signature in black ink, appearing to read 'T Evans', with a stylized flourish above the name.

Tom Evans OBE

Certification Officer for Northern Ireland



CONTENTS

FOREWORD OF THE CERTIFICATION OFFICER	1
REVIEW OF THE YEAR	
A Summary from the Certification Officer for Northern Ireland	3
SECTION 1	
Lists of Trade Unions and Employers' Associations	9
SECTION 2	
Trade Union Independence	12
SECTION 3	
Annual Returns	14
SECTION 4	
Membership, Income & Expenditure of Trade Unions & Employers' Associations	17
SECTION 5	
Superannuation Schemes	20
SECTION 6	
Mergers	22
SECTION 7	
Political Funds	24
SECTION 8	
Secret Postal Ballots	26
SECTION 9	
Breach of Union Rules	28
SECTION 10	
Public Interest Disclosures	29
SECTION 11	
A-Z Lists of Trade Unions and Employers' Associations with NI Members	30
SECTION 12	
Appendices 1 to 9	31



TOM EVANS - CERTIFICATION OFFICER OF NORTHERN IRELAND

FOREWARD



I am required under Article 69 (7) of the Industrial Relations (Northern Ireland) Order 1992 to submit to the Department for the Economy and the Labour Relations Agency an annual report of the work of my office. It then falls to the sponsor department to lay a copy of this report before the Assembly.

This report covers a challenging period for the Northern Ireland (NI) labour market reflected in the level of industrial action across the public sector on matters relating primarily to pay and transformation of public services; and which may have contributed to the significant increase in the membership of NI trade unions during the current reporting period.

The restoration of the Assembly in February 2024 is to be welcomed and hopefully will lead to greater stability across the wider labour market.

In my last annual report, I gave a commitment to conduct reviews of our customer complaints procedures and the AR(NI)21 and AR(NI)27 Annual Return forms that all trade unions and employers' associations must submit to my office. We have now addressed both of those commitments with a new customer complaints procedure in place and a streamlined annual return form that can now be completed online.

I also commissioned an accessibility review of our website that has resulted in functionality improvements designed to bring greater transparency to our work and to make it easier to access our services.

My primary role as the regulator of trade unions and employers' associations is to provide assurance that good governance is in place and to adjudicate complaints raised by individual members of those organisations. I am pleased to be able to report that most of our trade unions and employers' associations have continued to fulfil their statutory responsibilities in line with the governing legislation and I want to thank them for their ongoing commitment and the positive way in which they have engaged with my staff.

I also have continued to explore opportunities to benchmark our operational procedures against best practice in other jurisdictions and have reached out to the Registrar for Friendly Societies in the Republic of Ireland (RoI) and the Great Britain (GB) Certification Officer. We have agreed to have a joint meeting to discuss areas of common interest.

During this reporting period the Department for the Economy determined that the Secretariat to the Industrial Court should transfer to the Labour Relations Agency, to mirror the corporate support functions already provided to the Certification Office by the Agency. I led that integration project which ensured that the staffing structure required to support the work of both statutory functions was in place by the designated transfer date of April 2024. I want to take this opportunity to thank the Chair of the Industrial Court and the Department and Agency officials who ensured that the project was a success.

I also want to thank my staff for their dedicated and responsive support during what has been a significant period of change for the Certification Office.

Finally, sincere thanks to the Department for the Economy sponsor team led by Colin Jack and Don Leeson and his corporate services colleagues for their ongoing advice and support.

REVIEW OF THE YEAR

2023 - 2024

This is the thirty second published Annual Report since the post of the Certification Officer for NI was established in 1992. It deals with my activities during the period 1 April 2023 to 31 March 2024.

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 earlier reporting periods are now the norm. Certification Office staff continued 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, 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 and the wider public. Annual returns are also available for inspection, by appointment in person, at our business premises.

Legal compliance

The Office of the Certification Officer for NI is a public authority and registered with the Information Commissioner's Office for NI (ICO) in accordance with the Freedom of Information Act 2000 (FOIA) and the Data Protection Act 2018 (DPA).

The Data Protection Act (DPA) encompasses the General Data Protection Act (GDPR) which was an EU legislation, launched while the UK was still part of the European union. To carry the same regulations across to UK law post-Brexit the UK had to form its own law, the DPA.

During the reporting period my office received six enquires seeking guidance on:
trade union representation for the purposes of alternative dispute resolution;

- statistical information on trade union membership within NI;
- access to, and disclosure of the financial information of a trade union including branch accounts;
- a request to access trade union disclosure of a Trade Union's formal list of 'Officers in Post' in a specified year and
- two requests on access to trade union annual returns.

Public Service Commitment

The work of my office is aligned to the same public service principles that underpin the work of our host organisation, the Labour Relations Agency. My staff are committed to engage positively with all employers' associations, trade unions and the individual members of those organisations.

It is always regretful when a service user is unhappy with the service provided by my office. In this reporting period we did receive a complaint from an employee of a trade union about the way in which we had handled his request to have his personal details removed from historical returns provided by his employer. The complainant had contacted my office to say that his name had been included erroneously as an officer of the British Dietetic Association (BDA) in historical annual returns provided to my office by his employer. He was unhappy with our response to his complaint and referred the matter to the NI Public Ombudsman's Office (NIPSO).

My office worked closely with the NIPSO to agree a way forward that addressed the complainant concerns. The critical learning from this process was the need to put in place a more robust customer complaints procedure and I am grateful to the staff of the NIPSO for their assistance in helping my office to achieve that objective. I also corresponded with BDA seeking their agreement to insert a note in their next annual return confirming that the naming of this employee as an officer of the union was an error.

Complaints

During the reporting year April 2023-March 2024 my office received five complaints and carried forward a group complaint representing nine applicants. The complaints covered alleged breaches of the governing legislation relating to Article 37 requests for access to union accounting records, disciplinary processes, communication of the outcomes of industrial action ballots and the holding of annual elections of officeholders to branches.

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 by an individual member.

It is also inappropriate for the Certification Office to comment on the merits of a possible complaint. Where a complaint is received, I am required to investigate and come to a decision based solely on the facts of the case evidenced by oral representations and/or written submissions made by the parties concerned. My staff and I will never give advice, which might seem in any way to prejudice my impartiality.

However, the Certification Office will assist where it can and provide 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.

Decisions

I am empowered by various legislative provisions of the Industrial Relations (Northern Ireland) Order 1992 and the Trade Union and Labour Relations (Northern Ireland) Order 1995 to determine complaints against trade unions about alleged breaches of the governing legislation.

Once I have accepted a complaint, the governing legislation empowers me to regulate the procedure to be followed in dealing with a specific case; in lay terms to decide whether I should hold a formal physical or online hearing or determine the complaint based on paper submissions.

If I uphold a complaint, I can make an Enforcement Order requiring a union to take steps to remedy the declared failure within a specific timeframe.

During the reporting period I issued three decisions; I dismissed the first upon withdrawal by the applicant and upheld some of the alleged breaches in each of the two other cases. In all cases my staff had detailed engagements with the affected parties to ensure that I had access to all the relevant facts to make an informed decision.

I determined that the issuing of an Enforcement Order was necessary in one of those decisions because of the inaction of the affected union in terms of how it responded to the complainant and engaged with my office. In relation to the other decision I determined that an Enforcement Order was not required because of the union's conciliatory approach and the positive actions already taken to mitigate the risks of further non-compliance with the governing legislation.

All decisions issued in the reporting year can be accessed via the following links.

<https://www.nicertoffice.org.uk/decisions/d012023>

<https://www.nicertoffice.org.uk/decisions/d022023>

<https://www.nicertoffice.org.uk/decisions/d032023>

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 NI 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 2024, consisted of two part-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 2023-24:

The funding costs of the office for the year-ending 31 March 2024 was £231,529 which included salary and non-salary costs, premises, ICT, training and development, general administration, and audit fees.

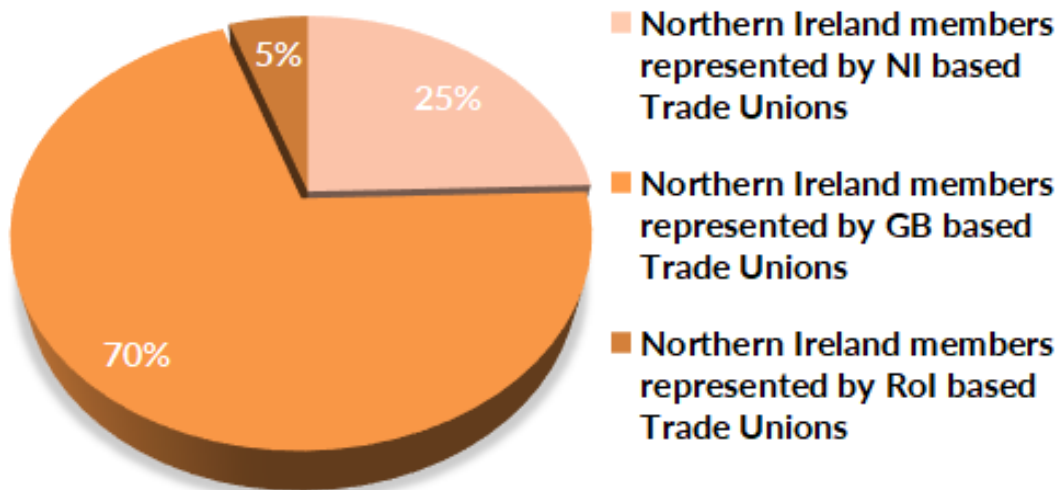
Equality

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 NI 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 NI membership of NI based trade unions was 51,136 an increase of 4,819 (+10%) on the previous reporting year. Additionally, there were 10,919 NI members of Rol based trade unions, an increase of 170 from the previous reporting year. The total number of NI members of GB based trade unions was 146,617, an increase of 4,925 (+3.5%) on the previous year. The combined total number of trade union members in NI was 208,672 up 9,914 (+4.9%) since the previous reporting year.

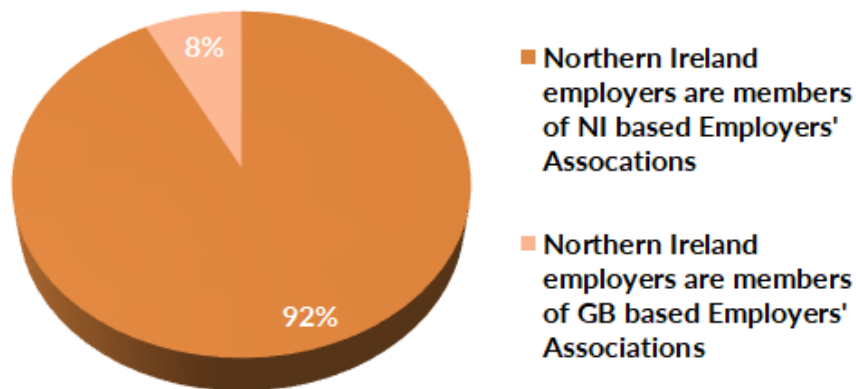
Northern Ireland (NI) Trade Union Membership



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

During this reporting period there were 13,221 NI employers who were members of NI based employers’ associations, an increase of 111 on the previous reporting year. GB based employers’ associations, with NI members, reported a total of 1,077 members, a decrease of 239 from the previous reporting period. These figures combined indicate a total of 14,298 employers in NI are members of employers’ associations, representing a decrease of 128 in the previous reporting period.

Northern Ireland employers membership in Employers' Associations



Annual returns – receipts

On or before 1 June 2024 our office received 48 annual returns representing 48.5% of our current list of trade unions and employers’ associations. A further 50 were received late, 50.5%, after the 1 June 2024, and 1 return, 1%, was not received.

Looking forward 2023-24

My staff will continue to work closely with all employers’ associations and trade unions to ensure that annual returns are completed in line with statutory deadlines.

I will continue to liaise with the Chair of the Industrial Court to ensure that the newly established secretariat to support the work of both statutory functions is properly embedded from the start of the new reporting period.

I also intend to review the processes for the receipt and handling of complaints made by trade union members against a trade union. The review will focus primarily on the acceptance procedures and the opportunities for complaints to be resolved by the parties without the need for a formal determination.

The Minister for the Economy’s economic vision for Northern Ireland includes a commitment to strengthen trade unions which may have an impact on the future work of my office.

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 NI can be found in Appendices 2 and 5.

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 NI 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 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 for trade unions and CO (NI) 2 for employers' associations and be accompanied by the statutory fee (Appendix 8). 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 but 1 trade union and 1 employers' association were removed from the lists.

Removed	Organisation
Retail Motor Industry Federation Ltd	Employers' association
Aircrew Officers Association Europe	Trade Union

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 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
- 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 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. 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 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 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 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 from NI and ROI trade unions and NI employers' associations, dating back to 2014, are available to access on our website: www.nicertoffice.org.uk

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

I am required 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.

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.

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 that is consistent with 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 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, 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 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:

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

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 2023.

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 NI at the end of the reporting period was 198,758.

The total NI membership of all trade unions 2018 – 2023 are illustrated in the table below:

Total Northern Ireland trade union membership 2018 - 2023						
Year-end	2018	2019	2020	2021	2022	2023
Membership	238,094	235,491	240,447	197,737	198,758	208,672

It is important to highlight that the total trade union membership for the current reporting period and the 2021 and 2022 years is significantly less than for the 2018-2020 years as set out in the above table. This is due to the non-receipt of annual returns from Unite for the last three reporting periods.

I have had discussions with senior Unite officials who have explained that the failure to submit an AR(NI)21 return is because of their auditor's unwillingness to sign off Unite's accounts until concerns about a major capital investment project have been addressed.

I had suggested by way of an interim solution that Unite could provide the non-financial elements of the annual return that is required by the governing legislation, but to date I have received no response.

Trade union and employers' associations - membership and financial information

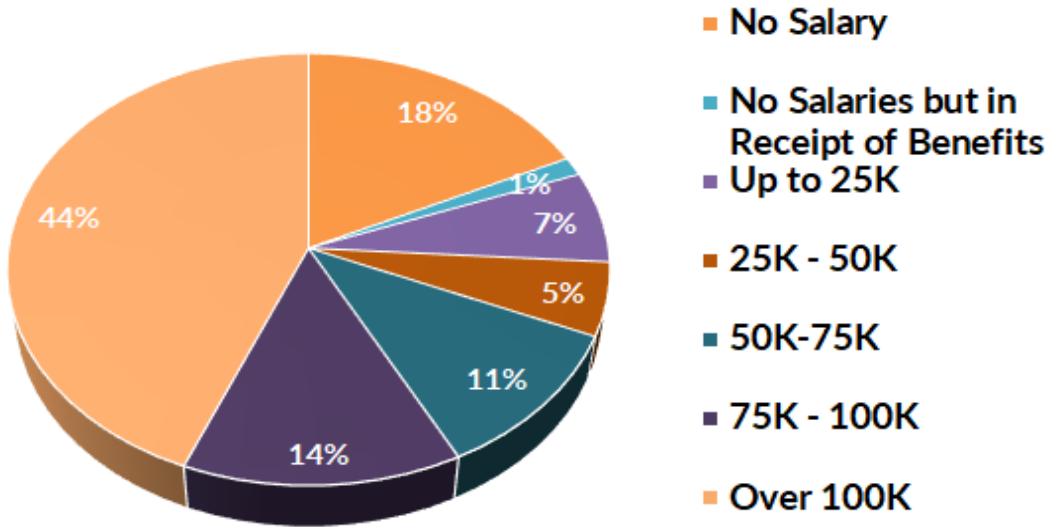
Appendices 1 - 6 provide comprehensive data extracted from the annual returns provided by trade unions and employers' associations. That information and the following figures relate to organisations whose financial year ended on 31 December 2023, unless otherwise indicated.

The appendices allow for a comprehensive year-on-year analysis of income and expenditure for NI trade unions and employers' associations. However, in relation to GB and ROI trade unions and employers' associations, NI members' contribution income is reported separately but there is no apportionment of the total expenditure to NI members.

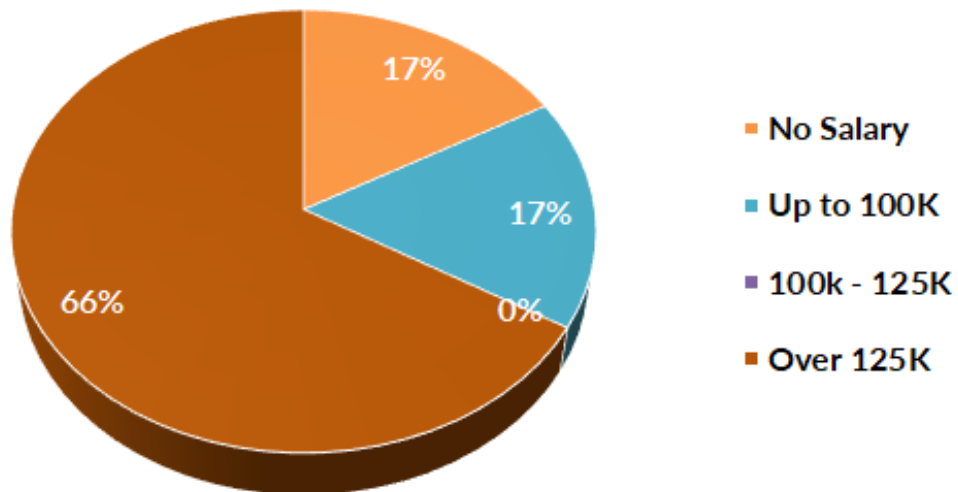
The following trends are highlighted:

- Membership contributions for NI trade unions increased by 4.9% while expenditure increased by almost fifty-four percent.
- Membership contributions from NI members of ROI trade unions increased by 1.4%.
- Membership contributions from NI members of GB trade unions increased by 6.4%.
- Membership contributions from members of NI employers' associations increased by 6.4%.
- Membership contributions from NI members of GB employers' associations increased by 1%.

Salaries and Benefits Paid to Chief Officers of NI and GB Trade Unions



Salaries and Benefits Paid to Chief Officers of ROI Trade Unions



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

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 NI 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 GB based employers' associations operated a superannuation scheme for its members.

Schemes maintained - Great Britain

The Certification Officer for NI is aware of eight members' superannuation schemes, as of 31 March 2024, maintained by three GB based trade unions which have NI members:

Any superannuation scheme maintained by a trade union or employers' association which covers its members must be examined periodically by a qualified actuary with a copy of the actuarial report sent to the GB Certification Officer. Four of these require periodical valuation whilst, for the other four, the Union has applied for exemption from periodical examination under section 41 (1)(b) of the 1992 Act.

Details are set out in the tables on page 25.

Schemes requiring periodical valuation

Union/scheme	Report due	Last report received
Unite the union - BASSA Members' Superannuation Fund	31/12/27	29/12/2021
National Union of Rail, Maritime & Transport Workers - Orphan Fund	31/12/27	29/12/2021
GMB - BMS Section Members' Superannuation Fund	31/12/27	29/12/2021
Unite the Union - AEEU Section Superannuation Scheme	31/12/28	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 NI 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.

Northern Ireland organisations with political fund rules

No Northern Ireland trade union had political fund rules in force as of 31 March 2024.

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 host organisation is headquartered. This requirement therefore applies 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.

There were 17 GB based trade unions operating political funds with contributions from NI members as of 31 March 2024, further details are available at Appendix 7. Unite the Union's annual return was not received for this reporting period, and therefore the detailed figures relating to its political fund could not be included. There is one additional GB based trade union with Northern Ireland members who do not contribute to this union's political fund.

The following year-on-year trends are highlighted:

- NI membership of GB trade unions with political funds increased by 4.5%.
- The number of NI members opting to contract-in to political funds increased by 13%.

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.

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.

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

There were no such complaints in this reporting period.

Political fund complaints by GB members

The GB Certification Officer received one complaint from a trade union member regarding their union's political spending. This was still under consideration as of 31 March 2024.

Political Fund review ballots held by Great Britain organisations

During the reporting period five Great Britain unions, with Northern Ireland members, held review ballots; Musicians Union, USDAW, GMB, Unite and Community.

Review ballots are held every 10 years to ensure that members wish to retain the fund.

In the next reporting period 2024-25, a further seven GB-headquartered trade unions are required to conduct political fund review ballots. The Certification Officer for Northern Ireland is notified accordingly by those trade unions which have NI membership.

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 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 NI 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 NI 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 2024.
- ◆ (P) Denotes a trade union with a political fund resolution in force on 31 March 2024.
- ◆ *Italics denotes a trade union or employers' association first entered on the list during 2023-24*
- ◆ **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 *
- Fórsa
- Independent Workers Union *
- Irish National Teachers' Organisation *
- Services, Industrial, Professional & Technical Union *
- 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)
- Musicians' Union (p)
- National Association of Schoolmasters Union of Women Teachers (NASUWT) (p)
- National Association of Head Teachers
- National Education Union (p)
- National Crime Officers Association
- 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 Authors
- 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
- 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
- Hospitals Consultants and Specialists 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 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
- 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
- Road Haulage Association Ltd
- Scottish & NI Plumbing Employers' Federation
- UK Theatre Association

SECTION 12

INDEX TO APPENDICES

(SHOWING THE POSITION AS AT 31 DECEMBER 2023 UNLESS OTHERWISE INDICATED)

Appendix 1	Salaries and benefits of General Secretaries, Presidents, and Office Holders of trade unions with NI members
Appendix 2 (Returns)	(a) Northern Ireland trade unions (b) Republic of Ireland trade unions with NI members (c) Schedule of unlisted trade unions
Appendix 3 (Returns)	GB trade unions with 100 or more NI members
Appendix 4 (Returns)	GB trade unions with under 100 NI members
Appendix 5 (Returns)	Northern Ireland employers' associations
Appendix 6 (Returns)	GB employers' associations with NI members
Appendix 7	GB based trade unions with NI members who operate a political fund. (a) GB Trade Unions with NI members who contribute to political funds (b) GB trade unions whose NI members do not contribute to political funds.
Appendix 8	Statutory fees payable to the Certification Officer for Northern Ireland
Appendix 9	Certification office forms

**APPENDIX 1- SALARY AND BENEFITS OF THE CHIEF OFFICERS OF TRADE UNIONS WITH
NORTHERN IRELAND MEMBERS ~ AT 31 DECEMBER 2023
(UNLESS OTHERWISE INDICATED)**

Northern Ireland	Office Held	Salary	Benefits
		£'s	(Excluding NI Contributions) £'s
Belfast Airport Police Association (31/03/24)	Chairman	NIL	NIL
Lough Neagh Fishermen's Association	General Secretary	NIL	NIL
Northern Ireland Public Service Alliance	General Secretary	65,984	31,863
Ulster Teachers' Union	General Secretary	75,802	11,636

Republic of Ireland	Office Held	Salary	Benefits
		€'s	(Excluding PRSI) €'s
Financial Services Union	General Secretary	152,997	51,030
Fórsa	General Secretary	185,190	59,261
Independent Worker Union	General Secretary	18,830	800
	Dublin Representative	21,840	Nil
Irish Congress of Trade Unions	General Secretary	Nil	Nil
Irish National Teachers Organisation	General Secretary	202,026	69,093
	General Treasurer	147,320	50,383
Services, Industrial, Professional & Technical Union (SIPTU)	General Secretary	125,513	3,255

Great Britain	Office Held	Salary	Benefits
		£'s	(Excluding NI Contributions) £'s
Accord	General Secretary	162,413	15,566
Advance	General Secretary	17,540	6,711
Aegis The Union (30/06/23)	General Secretary	67,245	17,703
Aircrew Officers Association Europe (31/03/24)	General Secretary		
	General Secretary	68,973	8,239
Association of Educational Psychologists	General Secretary 01/02/23 - 31/12/23	12,512	893
	General Secretary ended 31/01/23	NIL	NIL
Association of Revenue and Customs	General Secretary	152,198	21,443
Association of School and College Leaders	General Secretary	53,136	20,280
	National President	53,136	21,462
Boots Pharmacists Association (BPA)	Chief Executive Officer	NIL	NIL
British Airline Pilots Association (BALPA)	General Secretary	114,497	5,974
British Association of Dental Nurses	Chief Executive Officer	48,324	2,767
British Association of Journalists	General Secretary	35,018	1,050
British Association of Occupational Therapists (30/09/23)	General Secretary	NIL	NIL
British Dental Association (30/09/23)	Chairman	75,000	NIL
British Dietetic Association (28/02/24)	General Secretary	79,844	9,485
British Medical Association	Chairman	102,058	NIL
British Orthoptic Society Trade Union	General Secretary	NIL	NIL
Chartered Society of Physiotherapy	General Secretary	135,854	29,996

APPENDIX 1- SALARY AND BENEFITS OF THE CHIEF OFFICERS OF TRADE UNIONS WITH NI MEMBERS ~ AT 31 DECEMBER 2023 (UNLESS OTHERWISE INDICATED)

Great Britain	Office Held	Salary (£'s)	Benefits (Excluding NI Contributions) (£'s)
Communication Workers Union	General Secretary	116,537	18,887
Community	General Secretary	129,523	19,845
Currys Trade Union (30/04/23)	General Secretary	31,337	5,891
Equity	General Secretary	110,358	29,613
FDA	General Secretary	123,702	34,716
Fire and Rescue Services Association	Chief Executive Officer	45,542	3,960
Fire Brigades Union	General Secretary	97,857	19,730
	Assistant General Secretary	101,771	14,804
GMB	General Secretary	113,000	30,000
	General Secretary (Fees charged on self employed basis)	18,000	NIL
Hospital Consultants & Specialists Association (30/09/23)	President (Fees charged on self employed basis)	18,000	NIL
	General Secretary	60,030	1,321
Immigration Service Union	General Secretary	60,030	1,321
Independent Pilot's Association (30/06/23)	General Secretary	1,345	57,424
Industrial Workers Of The World	General Secretary	NIL	NIL
Institute of Journalists	General Secretary	48,585	3,189
Leeds Building Society Colleague Association	General Secretary	NIL	NIL
Musicians Union	General Secretary	119,484	19,270
National Association of Head Teachers	General Secretary	172,845	37,911
National Association of Probation Officers (NAPO)	General Secretary	97,063	16,292
National Association of Schoolmasters Union of Women Teachers (NASUWT)	General Secretary	125,717	33,355
National Crime Officers Association	General Secretary	54,742	5,474
	President	54,742	5,474
National Education Union (31/08/23)	Joint General Secretary	117,586	19,429
	Joint General Secretary	126,537	17,603
National House Building Council Staff Association	General Secretary	NIL	NIL
National Society for Education in Art and Design (30/09/23)	General Secretary	47,625	1,242
National Union of Journalists (30/09/23)	General Secretary	89,790	9,650
National Union of Rail, Maritime & Transport Workers	General Secretary	96,839	30,501
	Senior Assistant General Secretary	87,962	27,843
Nationwide Group Staff Union	General Secretary	90,012	19,982
Nautilus International	General Secretary	103,884	44,561
News Union (31/07/23)	General Secretary	93,610	8,530
POA	General Secretary	87,247	31,721
	Deputy General Secretary	78,928	29,224
Prison Governors Association	General Secretary	NIL	NIL
Prospect	General Secretary	133,000	26,761
Public and Commercial Services Union	General Secretary	105,459	18,757
	Assistant General Secretary	84,889	NIL

APPENDIX 1- SALARY AND BENEFITS OF THE CHIEF OFFICERS OF TRADE UNIONS WITH NI MEMBERS ~ AT 31 DECEMBER 2023 (UNLESS OTHERWISE INDICATED)

Great Britain	Office Held	Salary £'s	Benefits (Excluding NI Contributions) £'s
Royal Society for the Protection of Birds Staff Association (31/03/24)	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	8,568	266
The Association for Clinical Biochemistry & Laboratory Medicine	General Secretary (01/01/23 - 31/08/23)	44,260	6,492
	General Secretary (01/09/23 - 31/12/23)	29,643	NIL
The Royal College of Midwives	Chief Executive Officer/General Secretary	146,240	38,169
The Royal College of Nursing of the UK	Chief Executive Officer/General Secretary	130,195	15,856
The Royal College of Podiatry	Chief Executive Officer/General Secretary	69,896	5,592
The PDA Union (31/03/24)	General Secretary	NIL	5,000 (Honorary)
The Social Workers Union (30/09/23)	General Secretary	72,905	12,642
The Society of Authors	General Secretary	113,094	12,900
The Society of Radiographers (30/09/23)	Chief Executive Officer *50% of salary and Employer NI costs are recharged to the College of Radiographers	126,252	25,749
Transport Salaried Staff's Association	Interim Joint General Secretary (up to 31/10/23)	59,883	2,717
	General Secretary (12/10/23 onwards)	103,522	20,187
Union of Shop, Distributive & Allied Workers	General Secretary	123,187	51,850
UNISON	General Secretary	118,454	47,658
Unite the Union	General Secretary		
United Road Transport Union	General Secretary	86,747	66,855
University and College Union (31/08/23)	General Secretary	127,690	26,868
Writers Guild of Great Britain	General Secretary	72,312	6,300

**APPENDIX 2 - (a) NORTHERN IRELAND TRADE UNIONS (b) REPUBLIC OF IRELAND TRADE UNIONS WITH
NORTHERN IRELAND MEMBERS (C) UNLISTED TRADE UNIONS - AT 31 DECEMBER 2023
(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 24) *	16	16	1,880	2,302	1,194	33,473	34,093	620
Lough Neagh Fishermen's Association*	50	50	550	550	125	5,285	5,285	0
Northern Ireland Public Service Alliance*	45,704	45,704	4,605,651	4,983,881	6,859,454	7,410,918	8,997,451	1,586,533
Ulster Teachers' Union*	5,366	5,418	757,336	798,639	766,271	1,393,051	1,466,187	73,136
TOTALS	51,136	51,188	5,365,417	5,785,372	7,627,044	8,842,727	10,503,016	1,660,289
(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*	1,798	8,780	416,468	3,892,507	3,971,623	36,556,426	36,968,381	411,955
Fórsa	80	85,314	36,000	33,068,790	29,698,222	128,587,753	131,258,292	2,670,539
Independent Workers Union*	40	1,133	3,500	163,514	251,202	23,673	43,032	19,359
Irish National Teachers' Organisation*	7,185	51,797	1,399,932	19,078,955	16,356,405	32,203,864	35,215,338	3,011,474
Services, Industrial, Professional & Technical Union *	1,816	198,723	174,933	34,028,132	33,768,978	53,249,918	57,737,995	4,488,077
TOTALS	10,919	345,747	2,030,833	90,231,898	84,046,430	250,621,634	261,223,038	10,601,404
(c) Unlisted 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
Irish Congress of Trade Unions	199,663	716,970	612,654	3,647,166	3,552,663	2,574,617	4,823,395	2,248,778
TOTALS	199,663	716,970	612,654	3,647,166	3,552,663	2,574,617	4,823,395	2,248,778

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

**APPENDIX 3 - GB BASED TRADE UNIONS WITH 100 OR MORE NORTHERN IRELAND MEMBERS
AT 31 DECEMBER 2023 (UNLESS OTHERWISE INDICATED)**

Great Britain Trade Unions	NI members	GB members	RoI members	Elsewhere (inc 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
ACCORD	1,230	21,022	0	43	145,839	3,037,636	2,435,446	7,805,437	7,933,873	128,436
Advance	380	5,211	0	6	30,626	783,039	462,505	4,269,234	4,312,415	43,181
Association of Educational Psychologists	110	3,995	11	22	28,878	1,285,068	1,442,972	2,188,803	2,356,683	167,880
Association of Revenue and Customs	111	2,564	0	0	8,200	216,784	144,686	750,846	774,541	23,695
Association of School and College Leaders	223	24,617	1	72	67,199	8,502,323	7,608,855	7,295,140	8,407,636	1,112,496
Bakers, Food & Allied Workers Union	378	13,999	0	0	60,918	2,871,767	2,798,110	-1,817,379	1,602,956	3,420,335
British Airline Pilots Association (BALPA)	223	13,094	108	950	116,312	7,397,958	6,329,867	15,880,529	20,335,962	4,455,433
British Association of Occupational Therapists Ltd (Sept 23)	1,327	34,131	115	255	394,119	9,407,845	9,407,845	121,302	1,410,858	1,289,556
British Dental Association (Sept 23)	700	14,269	6	135	394,447	16,113,033	16,798,644	1,939,036	9,877,541	7,938,505
British Dietetic Association (Feb 24)	547	10,801	111	197	16,984	286,860	286,860	361,913	367,857	5,944
British Medical Association	5,741	183,140	38	2,186	1,799,962	172,985,000	161,007,000	214,142,000	300,883,000	86,741,000
Chartered Society of Physiotherapy	2,209	61,774	96	716	733,000	24,446,000	2,123,000	22,558,000	32,004,000	9,446,000
Communication Workers' Union	4,763	165,035	0	526	725,799	29,601,066	33,350,698	29,003,326	47,002,520	17,999,194
Community	353	43,370	0	7	57,000	12,987,000	12,306,000	86,008,000	87,070,000	1,062,000
Equity	544	46,212	114	747	84,953	10,327,841	9,578,118	22,597,461	39,701,131	17,103,670
FDA	321	15,695	0	363	98,891	4,535,326	4,608,706	12,533,971	16,310,075	3,776,104
Fire Brigades Union	1,547	32,392	0	0	439,211	15,288,110	13,273,490	14,493,717	18,235,715	3,741,998
GMB	10,384	565,688	33	358	1,243,000	75,622,000	141,808,000	110,369,000	116,397,000	6,028,000
Musicians' Union	403	34,147	13	0	79,000	9,481,000	10,091,000	17,477,000	21,090,000	3,613,000
National Association of Schoolmasters Union of Women Teachers (NASUWT)	12,860	268,546	0	4,557	2,174,121	37,747,250	38,573,119	78,032,159	71,151,719	-6,880,440
National Association of Head Teachers	1,166	48,153	0	221	332,000	13,570,000	13,886,000	11,121,000	11,652,000	531,000

**APPENDIX 3 - GB BASED TRADE UNIONS WITH 100 OR MORE NORTHERN IRELAND MEMBERS
AT 31 DECEMBER 2023 (UNLESS OTHERWISE INDICATED)**

Great Britain Trade Unions	NI members	GB members	Rol members	Elsewhere (inc 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
National Crime Officers Association	118	3,318	0	41	22,585	610,867	525,692	542,020	567,285	25,265
National Education Union (Aug 23)	2,942	492,572	17	1,869	343,650	78,880,780	76,116,227	108,173,339	121,592,799	13,419,460
National Union of Journalists (Sept 23)	754	20,308	1,958	496	173,065	6,133,239	6,283,516	7,344,136	10,867,030	3,522,894
National Union of Rail, Maritime & Transport Workers	202	78,372	66	249	46,296	22,128,000	19,412,000	62,940,000	65,930,000	2,990,000
Nationwide Group Staff Union	161	12,391	0	0	17,327	1,597,685	1,451,382	1,994,552	2,096,915	102,363
Nautilus International	244	10,572	224	7,078	65,990	8,241,834	7,726,571	17,113,437	18,414,528	1,301,091
POA	1,026	33,263	0	0	175,094	5,349,251	4,681,480	6,415,265	7,106,431	691,166
Prospect	2,374	149,345	28	5,157	420,000	29,120,000	27,751,000	64,183,000	72,679,000	8,496,000
Public and Commercial Services Union	1,732	187,536	0	131	235,172	33,418,345	42,970,697	48,657,922	53,903,570	5,245,648
The PDA Union (March 24)	932	37,009	0	83	13,425	591,770	558,570	173,273	185,832	12,559
The Royal College of Midwives	1,671	46,780	41	76	374,853	10,817,730	11,169,892	10,425,001	11,491,936	1,066,935
The Royal College of Nursing of the UK	18,377	547,589	398	4,292	2,130,000	71,796,000	68,436,000	64,649,000	78,340,000	13,691,000
The Royal College of Podiatry	476	7,987	76	197	204,631	4,866,462	4,895,135	4,585,062	7,075,434	2,490,372
The Social Workers Union (Sept 23)	332	15,100	0	0	7,470	354,866	331,667	411,696	437,274	25,578
The Society of Authors	108	11,357	112	779	9,015	2,127,434	5,136,660	6,294,502	7,244,166	949,664
The Society of Radiographers (Sept 23)	1,281	32,098	23	289	355,584	9,501,897	8,864,305	6,653,303	7,391,656	738,353
Transport Salaried Staff Association	357	16,249	419	0	89,250	13,775,102	11,028,427	44,654,882	51,375,043	6,720,161
Union of Shop, Distributive and Allied Workers	13,848	346,546	0	0	1,384,000	46,597,000	50,004,000	86,468,000	110,011,000	23,543,000
UNISON	49,990	1,353,802	0	0	5,693,000	194,850,000	232,684,000	232,034,000	320,759,000	88,725,000
Unite the Union										
University and College Union (Aug 23)	3,355	121,527	15	119	684,169	27,304,495	26,921,380	39,978,920	51,298,208	11,319,288
TOTALS	145,800	5,131,576	4,023	32,217	21,475,035	1,024,555,663	1,095,269,522	1,470,821,805	1,817,644,589	346,822,784

**APPENDIX 4 - GB BASED TRADE UNIONS WITH UNDER 100 NORTHERN IRELAND MEMBERS
AT 31 DECEMBER 2023 (UNLESS OTHERWISE INDICATED)**

Great Britain Trade Unions	NI members	GB members	Rol members	Elsewhere (inc 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
Aegis the Union (June 23)	74	3,475	0	0	5,382	531,070	550,013	609,440	643,722	34,282
Boots Pharmacists Association	31	545	0	0	2,976	52,053	52,462	53,928	67,462	13,534
British Association of Dental Nurses	29	4,879	10	16	871	189,103	263,386	462,832	469,285	6,453
British Association of Journalists	6	705	3	17	990	106,931	116,678	17,753	25,328	7,575
British Orthoptic Society Trade Union	41	1,136	30	192	15,985	125,511	41,161	433,456	433,456	0
Currys Trade Union (CTU) (April 23)	38	2,672	21	0	0	577,125	577,125	0	34,907	0
Fire & Rescue Services Association	25	1,628	0	0	2,471	167,229	168,761	388,358	400,041	11,683
Hospitals Consultants and Specialists Association (Sept 23)	89	3,182	0	0	36,045	1,006,458	1,049,224	562,820	631,387	68,567
Immigration Service Union (ISU)	85	2,959	0	36	12,240	499,136	578,395	1,055,926	1,085,845	29,919
Independent Pilots Association (June 23)	8	746	5	23	2,322	139,460	126,356	105,377	174,150	68,773
Industrial Workers of the World (IWW)	61	3,015	138	118	2,905	202,312	230,129	358,427	419,077	60,650
Institute of Journalists	14	788	14	137	2,554	75,600	76,664	12,429	15,514	3,085
Leeds Building Society Colleague Association	3	1,280	0	0	15	26,816	5,243	174,162	175,786	1,624

**APPENDIX 4 - GREAT BRITAIN BASED TRADE UNIONS WITH UNDER 100 NORTHERN IRELAND MEMBERS
AT 31 DECEMBER 2023 (UNLESS OTHERWISE INDICATED)**

Great Britain Trade Unions	NI members	GB members	Rol members	Elsewhere (inc 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
National Association of Probation Officers	91	5,805	0	0	15,780	1,328,223	1,267,746	1,642,657	2,016,008	373,351
National House Building Council Staff Association	21	875	0	0	504	21,141	19,404	118,200	120,300	2,100
National Society for Education in Art and Design (Sept 23)	7	1,320	1	2	1,365	366,195	360,132	246,310	293,391	47,081
News Union (July 23)	2	1,325	0	5	0	371,130	249,486	472,165	819,353	347,188
Prison Governors' Association	40	1,013	0	4	7,520	192,370	207,360	141,067	160,573	19,506
Royal Society for Protection of Birds Staff Association (March 24)	44	1,027	0	0	471	15,905	7,302	120,172	120,172	0
Sales Staff Association	8	205	0	0	480	13,856	17,547	122,583	128,082	5,499
Skyshare	1	138	8	488	142	76,915	57,924	263,239	296,239	33,000
Society of Union Employees	4	444	0	0	618	61,178	38,140	330,297	335,788	5,491
Solidarity	2	204	0	0	192	20,111	19,771	-1,339	281	1,620
The Association for Clinical Biochemistry & Laboratory Medicine	45	1,207	35	78	8,454	975,726	919,179	2,921,819	3,362,049	440,230
United Road Transport Union	15	7,990	0	0	3,348	1,818,702	1,576,024	4,177,622	4,566,689	389,067
Writers Guild of Great Britain	33	3,039	12	112	5,940	645,461	670,032	790,564	912,009	121,445
TOTALS	817	51,602	277	1,228	129,570	9,605,717	9,245,644	15,580,264	17,706,894	2,091,723

**APPENDIX 5 - NORTHERN IRELAND EMPLOYERS' ASSOCIATIONS
AT 31 DECEMBER 2023 (UNLESS OTHERWISE INDICATED)**

Northern Ireland Employers' Associations	NI members		NI contributions		NI Total members		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	
	members	£'s	£'s	£'s	(inc Channel Islands & Rol)	£'s	£'s	£'s	£'s	£'s	£'s	£'s	£'s	£'s	£'s	£'s
Anglo-North Irish Fish Producers Organisation Ltd	30	126,513	30	660,231	30	660,231	382,644	2,956,318	3,369,227	412,909						
Construction Employers' Federation Ltd	654	591,724	654	857,671	654	857,671	820,224	1,350,993	1,535,301	184,308						
Engineering Employers' Federation NI	115	834,999	122	1,571,809	122	1,571,809	996,924	-22,445	569,299	591,744						
NI Fish Producers Organisation Ltd	72	577,548	92	2,062,789	92	2,062,789	1,919,182	6,392,333	6,604,382	212,049						
NI Grain Trade Association Ltd	35	55,942	35	82,493	35	82,493	78,178	54,845	103,195	48,350						
NI Local Government Association (March 24)	11	663,214	11	817,203	11	817,203	1,079,558	621,915	742,791	120,876						
Ulster Farmers' Union	12,304	1,515,387	12,304	2,682,261	12,304	2,682,261	2,406,337	4,634,390	4,988,753	354,363						
TOTALS	13,221	4,365,327	13,248	8,734,457	13,248	8,734,457	7,683,047	15,988,349	17,912,948	1,924,599						

**APPENDIX 6 - GB EMPLOYERS' ASSOCIATIONS WITH NI MEMBERS
AT 31 DECEMBER 2023 (UNLESS OTHERWISE INDICATED)**

Great Britain Employers' Associations	NI members		GB members		Elsewhere (inc Channel Islands)		Total members (inc Channel Islands & Rol)		NI contributions		Total income		Funds at the end of the year		Total assets at the end of the year		Total liabilities at the end of the year	
	members	2023	members	2023	members	2023	members	2023	£'s	£'s	£'s	£'s	£'s	£'s	£'s	£'s	£'s	£'s
Association of Circus Proprietors	1	25	0	0	0	0	26	2,100	46,420	34,962	49,800	51,840	2,040					
British Amusement Catering Trade Association (June 23)	6	455	0	0	0	0	461	7,634	1,572,995	1,839,505	16,183,455	25,573,924	9,390,469					
Building Engineering Services Association (Feb 24)	38	944	0	0	3	985	130,013	15,228,244	15,819,245	7,721,375	26,993,952	19,272,577						
Electrical Contractors' Association	24	2,232	39	1	2,296	89,442	11,486,221	5,721,072	75,633,130	82,373,189	6,740,059							
Engineering Construction Industry Association	0	128	0	3	131	175,941	5,603,286	2,016,660	5,319,930	6,974,189	1,654,259							
Federation of Master Builders Ltd	274	6,535	0	0	6,809	0	56,280,345	45,777,575	-9,046,230	36,530,000	45,576,230							
Improvement and Development Agency for Local Government (March 24)	2	16	0	0	18	0	0	0	0	0	0	0	0					
National Federation of Retail Newsagents	435	8,769	185	21	9,410	134,589	4,245,063	4,944,696	10,856,174	15,288,407	4,432,233							
Producers Alliance for Cinema and Television Ltd (Sept 23)	19	770	0	0	789	18,054	3,854,895	3,308,218	3,959,755	5,428,061	1,468,306							
Road Haulage Association Ltd	226	8,011	11	17	8,265	191,488	15,009,685	14,339,113	5,088,205	11,379,021	6,290,816							
Scottish & NI Plumbing Employers' Federation	50	663	0	0	713	42,636	1,435,305	1,332,308	2,142,075	2,585,092	443,017							
UK Theatre Association	2	259	0	0	261	7,390	741,158	806,987	367,267	1,214,305	847,038							
TOTALS	1,077	28,807	235	45	30,164	799,287	117,411,237	101,997,261	124,879,238	222,649,634	97,770,396							

**APPENDIX 7 - GB BASED TRADE UNIONS WITH NORTHERN IRELAND MEMBERS WHO OPERATE A POLITICAL FUND
AT 31 DECEMBER 2023 (UNLESS OTHERWISE INDICATED)**

(a) GB Trade Unions with NI members who contribute to political funds	NI members Contracted-in	Total NI Members	NI		NI contributions £'s	Income £'s	Expenditure £'s	Fund at end of year £'s
			members not Contracted-in	% of total NI members				
Communication Workers Union	3,075	4,763	1,688	64.56%	31,980	1,331,476	1,024,090	2,894,128
Community	110	353	243	31.16%	38,946	228,000	308,000	195,000
Fire Brigades Union	976	1,547	571	63.09%	9,079	254,774	169,557	893,692
GMB	576	10,384	9,808	5.55%	1,000	1,699,000	1,501,000	1,565,000
Musician's Union	43	403	360	10.67%	198	65,000	40,000	147,000
National Association of Schoolmasters Union of Women Teachers	420	12,860	12,440	3.27%	370	103,283	43,186	752,143
National Education Union	131	2,942	2,811	4.45%	264	502,342	416,557	965,659
National Union of Rail, Maritime and Transport Workers	170	202	32	84.16%	530	222,000	435,000	307,000
POA	797	1,026	229	77.68%	1,435	38,105	53,433	2,695
Prospect	308	2,374	2,066	12.97%	184	39,000	45,000	637,000
Public and Commercial Services Union	452	1,732	1,280	26.10%	542	156,894	66,150	1,197,938
The Society of Radiographers	284	1,281	997	22.17%	773	52,062	5,227	314,158
Transport Salaried Staffs' Association	145	357	212	40.62%	36,250	89,598	40,447	271,437
Union of Shop, Distributive and Allied Workers	7,768	13,848	6,080	56.09%	36,000	1,522,000	1,446,000	1,460,000
UNISON	11,263	49,990	38,727	22.53%	31,000	7,250,000	5,511,000	20,254,000
Unite the Union		0		0				
University and College Union	725	3,355	2,630	21.61%	1,620	141,708	136,603	21,080
TOTALS	27,243	107,417	80,174	25.36%	190,171	13,695,242	11,241,250	31,877,930
(b) GB Trade Unions whose NI members do not contribute to political funds	NI members contributing to political fund		NI members not contributing to political fund	% of total NI members contributing	NI contributions £'s	Income £'s	Expenditure £'s	Fund at end of year £'s
Bakers, Food and Allied Workers Union	0		378	0	0	26,493	24,169	20,134

APPENDIX 8 - 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.

	<i>Current Fee</i>
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 9 - 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

978-1-912313-80-8



9 781912 313808 >