

2024-2025 Annual Report

of the Certification Officer for Northern Ireland

(Covering Period 1 April 2024 to 31 March 2025).

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CERTIFICATION OFFICER FOR NORTHERN IRELAND

ANNUAL REPORT FOR THE YEAR ENDED 31 MARCH 2025

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
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Belfast
BT2 8FD

10 December 2025

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 2024 to 31 March 2025.

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
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10 December 2025

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Tom Evans OBE

Certification Officer for Northern Ireland



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TOM EVANS - CERTIFICATION OFFICER OF NORTHERN IRELAND

FOREWARD



As the Certification Officer for Northern Ireland, I am responsible for maintaining the official lists of trade unions and employers' associations, certifying the independence of trade unions, and ensuring that trade unions and employers' associations keep proper accounting records, thereby maintaining public confidence in their financial operations and wider governance systems.

I am also required to hear complaints from individual trade union members about alleged breaches of certain provisions of the Industrial Relations (Northern Ireland) Order 1992 (the 1992 Order) and the Trade Union and Labour Relations (Northern Ireland) Order 1995 (the 1995 Order).

Article 69 (7) of the 1992 Order requires me 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 the report before the Assembly.

This is the third annual report since my appointment in June 2022 and covers a period of relative labour market stability with a much-reduced level of industrial action following the Executive's agreement to implement pay awards across the public sector. I am pleased to be able to report that my office has delivered on all statutory commitments set out in our governing legislation.

I have continued to liaise with officials in the Department for the Economy about policy proposals relating to trade unions in the Minister's Good Jobs consultation.

In my last annual report, I gave a commitment to continue to work closely with all employers' associations and trade unions to ensure that annual returns are completed in line with statutory deadlines. It is pleasing to be able to report that an increased number of Annual Returns were received without the need for detailed follow up action by my staff; and I want to take this opportunity to thank our stakeholder organisations for their commitment to good governance and the very positive way in which they have continued to engage with my office.

I have attended several trade union annual delegate conferences during the current reporting period. These have been very positive experiences that clearly demonstrate trade unions commitment to good governance with a very strong focus on the interests of its members. I want to thank those trade unions for their kind invitations and to say to the wider trade union movement that I look forward to being offered the opportunity to attend future annual conferences.

I also gave a commitment to review how we handle complaints from trade union members and that has resulted in earlier engagement with parties to an individual dispute. This approach has been well received and will now be the established practice for the management of all future complaints.

I met recently with my Republic of Ireland counterpart, the Registrar for Friendly Societies, and we have agreed to hold a tripartite meeting to also include the GB Certification Officer, to share good practice and to benchmark our respective operational procedures.

In my last report, I highlighted that the secretariat support to the Industrial Court would transfer to the Labour Relations Agency from April 2024, mirroring the corporate support functions already provided to my office by the Agency. Those arrangements are now well established and throughout this reporting period I have liaised with Sarah Havlin, the Chair of the Industrial Court, to ensure a smooth transition; and just to put on record my thanks to Sarah for her wise counsel and support over the past year.

All of what is set out in this annual report can only be achieved through teamwork and I want to thank my staff for their dedicated and responsive support during what has been a successful year for the Certification Office. A special thanks to my Head of Office, Suzanne Hamilton, who manages all operational matters, provides direct support to me on all critical business priorities as well as being the conduit for all engagements with individual union members and organisations who use our services.

Finally, sincere thanks to the Department for the Economy sponsor team led by Colin Jack and Mark McAllister, CEO of the Labour Relations Agency, and his corporate services colleagues for their ongoing advice and support.

REVIEW OF THE YEAR

2024 - 2025

This is the thirty third published Annual Report since the post of the Certification Officer for Northern Ireland was established in 1992. It details the key activities that my office has delivered during the period 1 April 2024 to 31 March 2025.

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

Article 69(3) of the Industrial Relations (Northern Ireland) Order 1992 requires the Labour Relations Agency to provide me with the requisite staff, accommodation and facilities necessary to fulfil my statutory responsibilities. The Certification Office staff are therefore employees of the Labour Relations Agency and are based at the Agency's headquarter offices in James House. The hybrid working patterns established in earlier reporting periods 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 using our email address info@nicertoffice.org.uk. Our website is updated regularly to include publication of my decisions and resultant 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 Northern Ireland is a public authority and is registered with the Information Commissioner's Office for Northern Ireland (ICO) in accordance with the Freedom of Information Act 2000 (FOIA) and the Data Protection Act 2018 (DPA).

During the reporting period my office received no FOIA or DPA requests.

Public Service Commitment

The work of my office is aligned to the same public service principles that underpin the delivery of front-line services by our host organisation, the Labour Relations Agency. The Certification Office is also a member of the Ombudsman Association which provides an invaluable opportunity to identify examples of good practice particularly in the discipline of complaints handling. My staff have continued to engage positively with all employers' associations, trade unions and individual members of those organisations on all matters relating to statutory compliance and best practice.

During this reporting period my office received no complaints from any service users. However, my office did respond to a range of general enquiries during the reporting period on the following issues: union recognition, the number of employer associations and trade unions listed under the governing legislation, potential redress measures in respect of overpayment of union subscriptions, and what actions may constitute a breach of union rules.

Complaints Against a Trade Union

During this reporting year my office received two complaints and carried forward four complaints from the previous reporting period. These complaints covered alleged breaches of the governing legislation relating to Article 37 requests for access to union accounting records, disciplinary processes, the constitutional proceedings of executive committees and the requirement to hold annual elections of officeholders to branches and general council.

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.

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.

All decisions issued during this reporting period were based on written submissions and detailed engagement with the parties associated with each complaint.

If I uphold a complaint, I am empowered to 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 five decisions which are available on the NICO website. One complaint was struck out, two were withdrawn following a series of engagements with the applicants, and two complaints relating to the alleged failure to hold branch AGMs and the conduct of a disciplinary process were upheld.

I determined that the issuing of an Enforcement Order was necessary in one of those decisions because I had not been provided with the necessary assurance that the respondent union was abiding by its own rules relating to the convening of Branch AGMs. I am pleased to be able to report that the affected trade union took prompt action to comply with Enforcement Order.

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

- <https://www.nicertoffice.org.uk/decisions/d012024>
- <https://www.nicertoffice.org.uk/decisions/d022024>
- <https://www.nicertoffice.org.uk/decisions/d032024>
- <https://www.nicertoffice.org.uk/decisions/d042024>
- <https://www.nicertoffice.org.uk/decisions/d052024>

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 2025, 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 2025 was £179,293 which included salary and non-salary costs, premises, ICT, training and development, general administration, and audit fees.

Equality

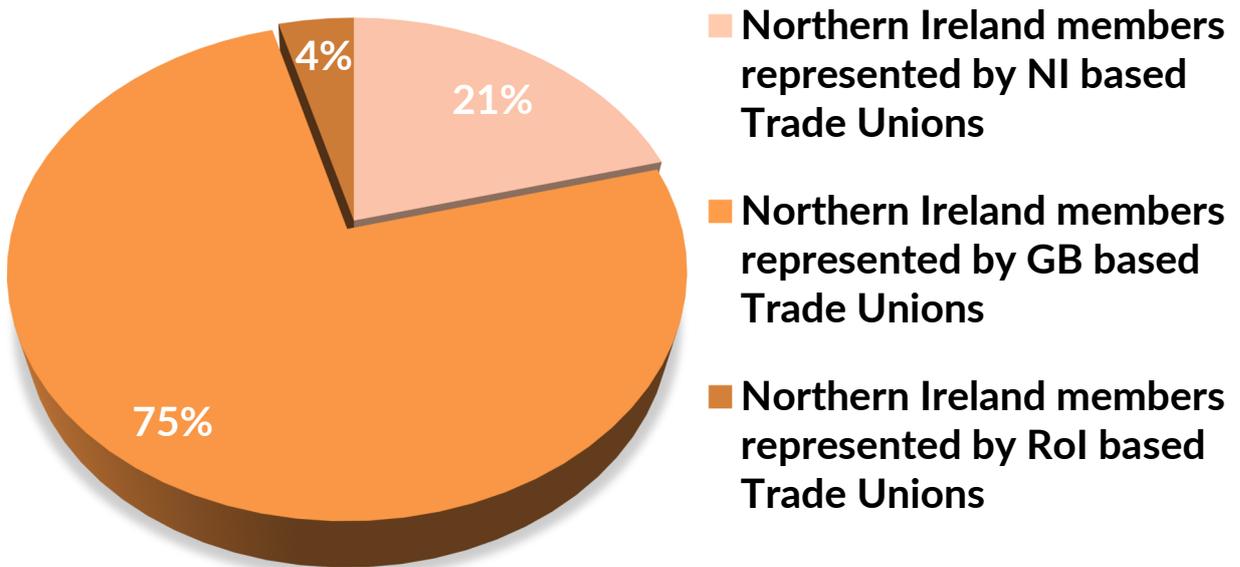
The Certification Office staff are seconded officers of the Labour Relations Agency (LRA). They are subject to all Agency policies, procedures, and terms and conditions of employment. The Office of the Certification Officer for Northern Ireland is determined as a “Public Authority” for the purposes of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

Developments during the year – trade union membership in Northern Ireland

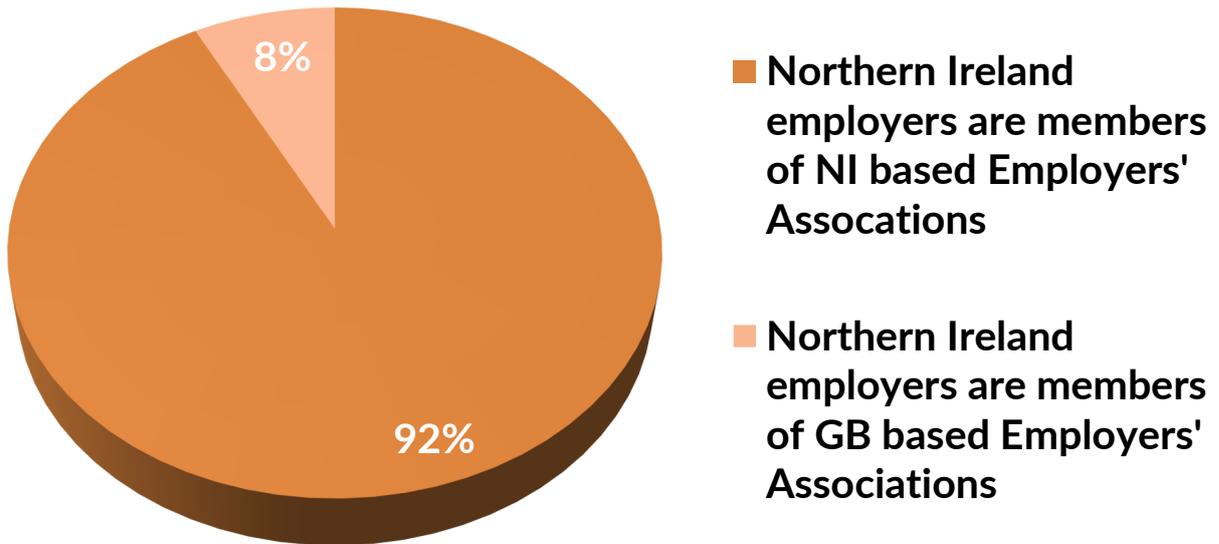
During this reporting period, the total Northern Ireland membership of Northern Ireland based trade unions was 52,570 an increase of 1,434 on the previous reporting year. Additionally, there were 10,749 Northern Ireland members of Republic of Ireland based trade unions, a decrease of 170 from the previous reporting year. The total number of Northern Ireland members of Great Britain based trade unions was 188,702, an increase of 42,085 on the previous year. The combined total number of trade union members in Northern Ireland was 252,021 up 43,349 since the previous reporting year.

The significant increase in trade membership is due primarily to the inclusion of the Unite membership statistics (39,690) that were not made available to my office for the last three reporting periods.

Northern Ireland (NI) Trade Union Membership



Northern Ireland employers membership in Employers' Associations



During this reporting period there were 12,854 Northern Ireland employers who were members of Northern Ireland based employers' associations, a decrease of 367 from the previous reporting year. Great Britain based employers' associations, with Northern Ireland members, reported a total of 1,074 members, a decrease of 3 from the previous reporting period. A total of 13,928 employers in Northern Ireland are members of employers' associations, representing a decrease of 370 from the previous reporting period. The primary driver for this downward trend is the reduction in membership within the agri-food sector.

Annual returns - receipts

On or before the statutory deadline of 1 June 2025 my office received 50 annual returns representing 52.6% of our current list of trade unions and employers' associations. A further 42 (44.2%) were received after the 1 June 2025 deadline, and 3 returns were not received.

Looking forward 2024-25

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 staffing levels required to support the work of both statutory functions remain fit for purpose during the new reporting period.

I also intend to strengthen the processes for accepting complaints made by trade union members against a trade union. Many of the complaints submitted by trade union members lack focus and do not follow the guidance attached to the complaint form.

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 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 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 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' associations were added to the list, but two employers' association were removed from the list.

Removed	Organisation
Engineering Construction Industry Association	Employers Association
Improvement and Development Agency for Local Government	Employers Association

I rejected one application from a trade union to be included in the list of trade unions because the union did not meet the requirements of Article 3(1) of the 1992 Order.

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

Articles 88 & 90 of the 1995 Order stipulate that 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 changed their name, but one employers' association applied to the Certification Officer for Northern Ireland to change their names.

Name Change	Organisation
Anglo Northern Ireland Fish Producers Organisation Ltd	Employers Association

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 organisations.

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 2025 five 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 justify the invoking of these powers. Where such 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 to 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 2024.

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 membership in Northern Ireland at the end of the current reporting period was 252,021.

The total Northern Ireland membership of all trade unions 2019 – 2024 are illustrated in the table below:

Total Northern Ireland trade union membership 2019 - 2024						
Year-end	2019	2020	2021	2022	2023	2024
Membership	235,491	240,447	197,737	198,758	208,672	252,021

It is important to highlight that the total trade union membership for the current reporting period is significantly higher than for the previous three financial years as set out in the above table. This is due primarily to the inclusion of Unite's membership statistics.

I want to thank Unite's NI Regional Secretary for the positive role she played in ensuring that this information was available to my office.

Trade union and employers' associations - membership and financial information

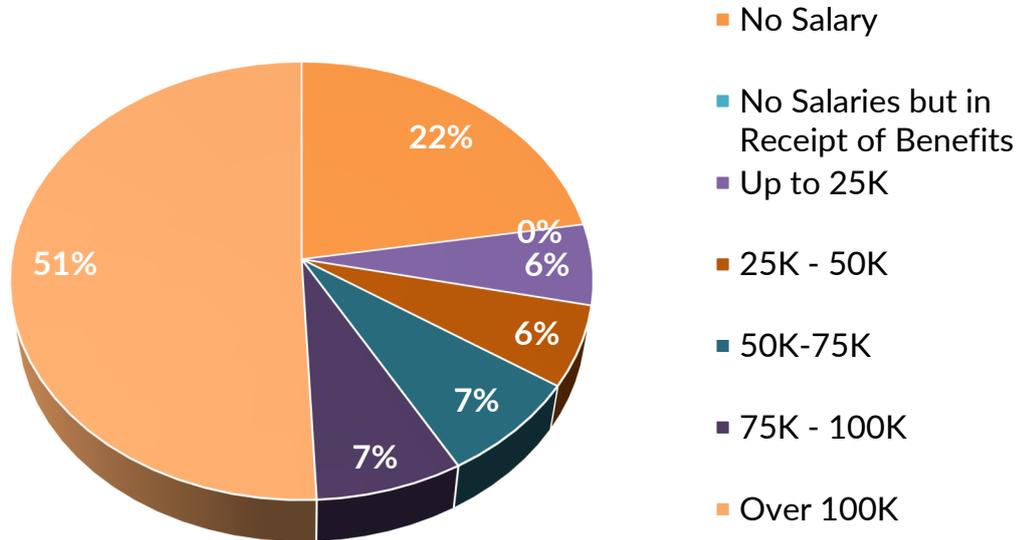
Appendices 1 - 6 provide comprehensive data extracted from the annual returns provided by trade unions and employers' associations. That information and the following figures relate to organisations whose financial year ended on 31 December 2024, unless otherwise indicated.

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' contributions are reported separately but there is no reciprocal apportionment of organisational expenditure to NI members.

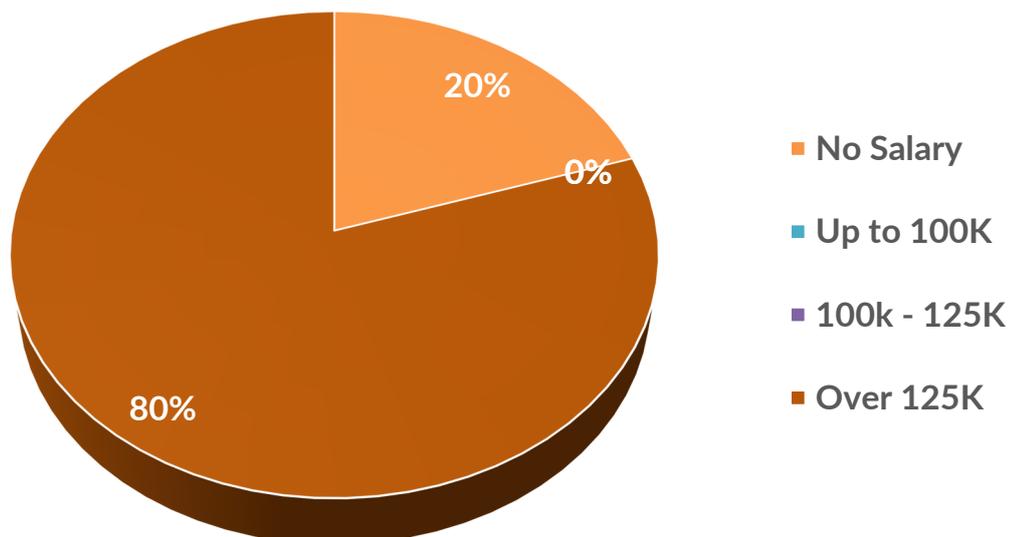
The following trends are highlighted:

- Membership of NI trade unions increased by 2.8% while member contributions increased by 8.6%: expenditure reduced by 25%.
- NI membership of Republic of Ireland trade unions increased by 1.6% while member contributions increased by 8.9%.
- NI membership of GB trade unions increased by 28%.
- This significant increase in NI membership is due in part to a 7% increase in UNISON membership and the inclusion of Unite's membership data which was not available for the previous reporting period.
- Membership contributions from NI members of GB trade unions increased by only 3% as Unite did not provide any financial information including membership subscriptions in their recent AR(NI)21 return.
- Membership contributions from members of NI employers' associations increased by 5.7%.
- Membership contributions from NI members of GB employers' associations increased by 13.5%.

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 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 members' superannuation schemes, as of 31 March 2025, maintained by three Great Britain based trade unions which have Northern Ireland 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 CO. 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.

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 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.

Northern Ireland organisations with political fund rules

No Northern Ireland trade union had political fund rules in force as of 31 March 2025.

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 2025, 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 1.8%.
- The number of NI members opting to contract-in to political funds decreased by 1%.

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 3 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 review ballots held by Great Britain organisations

During the reporting period seven Great Britain unions, held review ballots; five of which have Northern Ireland members, Transport Salaried Staff Association (TSSA), Communication Workers Union (CWU), Fire Brigades Union, National Union of Rail, Maritime and Transport Workers (RMT), and Unison.

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

In the next reporting period 2025-26, a further three 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 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 2025.
- ◆ (P) Denotes a trade union with a political fund resolution in force on 31 March 2025.
- ◆ *Italics denotes a trade union or employers' association who submitted a partial return.*
- ◆ **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 *
- Financial Services Union *
- Fórsa
- **Independent Workers Union ***
- Irish National Teachers' Organisation *
- Irish Congress of Trade Unions
- Lough Neagh Fishermen's Association *
- Northern Ireland Public Service Alliance *
- Services, Industrial, Professional & Technical Union *
- Ulster Teachers' Union *

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)**
- PDA Union
- Royal College of Midwives
- Royal College of Nursing of the UK
- Royal College of Podiatry, The
- Social Workers Union
- Society of Authors
- 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
- Association for Clinical Biochemistry & Laboratory Medicine, The
- 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
- United Road Transport Union
- Writers Guild of Great Britain

NI Employers' Associations

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

GB Employers' Associations

- Association of Circus Proprietors of Great Britain
- British Amusement Catering Trade Association
- Building & Engineering Services Association
- Electrical Contractors' Association
- Engineering Construction Industry Association
- Federation of Master Builders Ltd
- 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 2024 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)	Great Britain trade unions with 100 or more NI members
Appendix 4 (Returns)	Great Britain trade unions with under 100 NI members
Appendix 5 (Returns)	Northern Ireland employers' associations
Appendix 6 (Returns)	Great Britain employers' associations with NI members
Appendix 7	Great Britain based Trade Unions with NI members who operate a political fund. (a) Great Britain Trade Unions with NI members who contribute to political funds. (b) Great Britain 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 2024 (UNLESS OTHERWISE INDICATED)**

Northern Ireland	Office Held	Salary £'s	Benefits (Excluding NI Contributions) £'s
Belfast Airport Police Association (31/03/25)	General Secretary	NIL	NIL
Lough Neagh Fishermen's Association	General Secretary	NIL	NIL
Northern Ireland Public Service Alliance	General Secretary	73,073	34,563
Ulster Teachers' Union	General Secretary	85,862	14,312
Republic of Ireland	Office Held	Salary €'s	Benefits (Excluding PRSI) €'s
Financial Services Union	General Secretary	156,267	52,263
Fórsa	General Secretary	193,768	62,006
Independent Worker Union ²	General Secretary Dublin Representative		
Irish Congress of Trade Unions	General Secretary	NIL	NIL
Irish National Teachers Organisation	General Secretary	210,724	64,903
	General Treasurer	153,662	47,328
Services, Industrial, Professional & Technical Union (SIPTU)	General Secretary	125,513	4,202
Great Britain	Office Held	Salary	Benefits (Excluding NI)
Accord	General Secretary	160,306	6,120
Advance	General Secretary	16,528	774
Aegis The Union (30/06/24)	General Secretary	69,263	17,903
Association of Educational Psychologists	General Secretary	83,163	9,942
Association of Revenue and Customs	General Secretary	NIL	NIL
Association of School and College Leaders	General Secretary (01/01/24 - 07/04/24)	54,601	6,119
	General Secretary (08/04/24 - 31/12/24)	120,902	10,602
Bakers, Food & Allied Workers Union	General Secretary	55,032	20,852
	National President	55,032	23,572
Boots Pharmacists Association (BPA)	Chief Executive Officer	NIL	NIL
British Airline Pilots Association (BALPA) ²	General Secretary		
British Association of Dental Nurses	Chief Executive Officer	47,921	2,754
British Association of Journalists	General Secretary	29,181	876
British Association of Occupational Therapists (30/09/24)	General Secretary	NIL	NIL
British Dental Association (30/09/24)	Chairman	75,000	NIL
British Dietetic Association (28/02/25)	General Secretary	NIL	NIL
British Medical Association	Chairman	103,612	NIL
British Orthoptic Society Trade Union	General Secretary	NIL	NIL
Chartered Society of Physiotherapy	General Secretary	160,915	30,245

² Trade Unions who failed to submit an annual return.

**APPENDIX 1- SALARY AND BENEFITS OF THE CHIEF OFFICERS OF TRADE UNIONS
WITH NI MEMBERS
AT 31 DECEMBER 2024 (UNLESS OTHERWISE INDICATED)**

Great Britain	Office Held	Salary £'s	Benefits (Excluding NI Contributions) £'s
Communication Workers Union	General Secretary	115,055	18,134
Community	General Secretary	134,442	23,753
Currys Trade Union (30/04/24)	General Secretary	32,486	5,822
Equity	General Secretary	115,391	30,964
FDA	General Secretary	129,410	36,303
Fire and Rescue Services Association	Chief Executive Officer	45,542	3,960
Fire Brigades Union	General Secretary	94,889	32,183
	Assistant General Secretary	90,350	11,790
GMB	General Secretary	121,000	31,000
	General Secretary (Fees charged on self employed basis)	18,000	0
Hospital Consultants & Specialists Association (30/09/24)	President (Fees charged on self employed basis)	18,000	0
	General Secretary		
Immigration Service Union	General Secretary	64,449	1,321
Independent Pilot's Association (30/06/24)	General Secretary	26,624	12,806
Industrial Workers Of The World	General Secretary	NIL	NIL
Institute of Journalists	General Secretary	49,418	3,250
Leeds Building Society Colleague Association	General Secretary	NIL	NIL
Musicians Union	General Secretary	118,770	19,125
National Association of Head Teachers	General Secretary	182,422	39,120
National Association of Probation Officers (NAPO)	General Secretary	103,921	16,292
National Association of Schoolmasters Union of Women Teachers (NASUWT)	General Secretary	134,586	30,814
National Crime Officers Association	General Secretary 01/01/24 -04/11/24	45,448	4,544
	General Secretary 04/11/24 -31/12/24	15,772	1,577
	President	60,616	6,062
National Education Union (31/08/24)	General Secretary	122,451	17,094
National House Building Council Staff Association	General Secretary	NIL	NIL
National Society for Education in Art and Design (30/09/24)	General Secretary	47,625	1,242
National Union of Journalists (30/09/24)	General Secretary	100,152	10,068
	General Secretary	96,838	30,501
National Union of Rail, Maritime & Transport Workers	Senior Assistant General Secretary	87,963	27,843
Nationwide Group Staff Union	General Secretary	95,004	20,731
Nautilus International	General Secretary	109,783	28,031
News Union (31/07/24)	General Secretary	96,241	9,166
POA	General Secretary	91,847	33,216
	Deputy General Secretary	62,057	22,865
Prison Governors Association	General Secretary	NIL	NIL
Prospect	General Secretary	141,000	25,000
Public and Commercial Services Union ²	General Secretary		
	Assistant General Secretary		

² Trade Unions who failed to submit an annual return.

**APPENDIX 1- SALARY AND BENEFITS OF THE CHIEF OFFICERS OF TRADE UNIONS
WITH NI MEMBERS
AT 31 DECEMBER 2024 (UNLESS OTHERWISE INDICATED)**

Great Britain	Office Held	Salary £'s	Benefits (Excluding NI Contributions) £'s
Royal Society for the Protection of Birds Staff Association (31/03/25)	Chairperson	1200 Honourarium	NIL
Sales Staff Association	General Secretary	NIL	NIL
Skyshare	General Secretary	NIL	NIL
Society of Union Employees	National Secretary	NIL	NIL
Solidarity	General Secretary	8,286	1,300
The Association for Clinical Biochemistry & Laboratory Medicine	General Secretary	92,963	5,716
The Royal College of Midwives	Chief Executive Officer/General Secretary	149,413	38,997
The Royal College of Nursing of the UK	Chief Executive Officer/General Secretary (01/01/24 - 29/05/24)	75,969	6,938
	Chief Executive Officer/General Secretary (29/05/24 - 31/12/24)	69,140	5,531
The Royal College of Podiatry	Chief Executive Officer/General Secretary	113,815	9,105
The PDA Union (31/03/25)	General Secretary	NIL	5,000 (Honourarium)
The Social Workers Union (30/09/24)	General Secretary	86,163	2,642
The Society of Authors	General Secretary (01/01/24 - 18/04/24)	43,938	4,958
	General Secretary (19/04/24 - 31/12/24)	53,100	5,604
The Society of Radiographers (30/09/24)	Chief Executive Officer *50% of salary and Employer NI costs are recharged to the College of Radiographers	130,077	19,714
Transport Salaried Staff's Association	General Secretary	103,522	20,187
Union of Shop, Distributive & Allied Workers	General Secretary	134,593	42,738
UNISON	General Secretary	126,673	54,574
Unite the Union ¹	General Secretary		
United Road Transport Union	General Secretary	91,645	84,080
University and College Union (31/08/24)	General Secretary	136,656	21,484
Writers Guild of Great Britain	General Secretary	74,312	6,660

¹ Unite the Union only supplied a partial return which did not include any financial information.

**APPENDIX 2 - (a) NORTHERN IRELAND TRADE UNIONS (b) REPUBLIC OF IRELAND TRADE UNIONS WITH NORTHERN IRELAND MEMBERS (c) UNLISTED TRADE UNIONS
AT 31 DECEMBER 2024 (UNLESS OTHERWISE INDICATED)**

(a) Northern Ireland trade unions	NI members	Total members (Rol)	NI subscription contributions £'s	Total income £'s	Total expenditure £'s	Funds at the end of the year £'s	Total assets £'s	Total liabilities £'s
Belfast Airport Police Association (March 25) *	15	15	1,860	2,325	928	34,870	35,530	660
Lough Neagh Fishermen's Association*	50	50	550	550	545	5,290	5,290	0
Northern Ireland Public Service Alliance*	47,006	47,006	4,995,376	5,348,323	4,911,877	7,847,365	9,634,066	1,786,701
Ulster Teachers' Union*	5,499	5,560	829,550	873,609	815,638	1,451,022	1,550,349	99,327
TOTALS	52,570	52,631	5,827,336	6,224,807	5,728,988	9,338,547	11,225,235	1,886,688
(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 €'s	Total liabilities €'s
Financial Services Union*	1,652	8,651	383,634	4,456,384	5,999,091	35,013,719	37,354,421	2,340,702
Fórsa	50	89,345	21,350	34,256,447	27,720,712	136,131,960	137,967,551	1,835,591
Independent Workers Union* ²				0			0	0
Irish National Teachers' Organisation*	7,216	53,164	1,636,192	21,150,391	18,875,574	34,306,276	38,142,894	3,836,618
Services, Industrial, Professional & Technical Union *	1,831	193,508	170,333	34,829,828	34,162,456	53,917,290	58,715,393	4,798,103
TOTALS	10,749	344,668	2,211,509	94,693,050	86,757,833	259,369,245	272,180,259	12,811,014
(c) Unlisted 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 £'s	Total liabilities £'s
Irish Congress of Trade Unions	210,047	731,987	660,495	3,865,615	3,694,912	2,745,320	5,375,195	2,629,875
TOTALS	210,047	731,987	660,495	3,865,615	3,694,912	2,745,320	5,375,195	2,629,875

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

² Trade Unions who failed to submit an annual return.

**APPENDIX 3 - GREAT BRITAIN BASED TRADE UNIONS WITH 100 OR MORE NORTHERN IRELAND MEMBERS
AT 31 DECEMBER 2024 (UNLESS OTHERWISE INDICATED)**

Great Britain trade unions	Ni members	GB members	Rol members	Elsewhere (inc Channel Islands)	Ni subscription contributions £'s	Total income £'s	Total expenditure £'s	Funds at the end of the year £'s	Total assets £'s	Total liabilities £'s
ACCORD	1,213	20,152	0	86	142,929	2,979,317	2,645,256	8,139,498	8,264,370	124,872
Advance	360	5,145	0	7	28,900	702,769	506,860	4,465,142	4,508,110	42,968
Association of Educational Psychologists	116	4,117	7	16	30,102	1,270,178	1,257,974	2,201,007	2,401,160	200,153
Association of Revenue and Customs	127	2,549	0	0	6,514	175,540	120,718	805,668	818,553	12,885
Association of School and College Leaders	236	24,478	1	63	82,716	9,214,973	8,338,487	8,171,626	9,204,430	1,032,804
Bakers, Food & Allied Workers Union	465	14,180	0	0	62,415	2,675,748	2,544,880	-1,697,903	1,422,968	3,120,871
British Airline Pilots' Association (BALPA) ²					0	0			0	0
British Association of Occupational Therapists Ltd (Sept 24)	1,311	34,508	47	149	362,948	9,407,093	9,407,093	121,302	1,928,929	1,807,627
British Dental Association (Sept 24)	697	13,759	6	125	412,809	16,282,502	16,682,303	1,539,235	8,484,446	6,945,211
British Dietetic Association (Feb 25)	313	11,495	146	214	9,310	365,125	365,125	361,913	367,564	5,651
British Medical Association	6,048	186,299	156	1,644	2,001,003	187,676,000	171,134,000	230,684,000	312,161,000	81,477,000
Chartered Society of Physiotherapy	2,156	62,147	85	777	760,000	31,495,000	22,637,000	31,416,000	34,556,000	3,140,000
Communication Workers' Union	4,434	159,563	0	654	701,170	33,484,367	30,703,805	31,783,888	46,214,323	14,430,435
Community	456	43,127	0	12	52,000	13,020,000	12,529,000	86,499,000	87,987,000	1,488,000
Equity	589	47,121	93	803	90,882	10,795,191	10,830,753	22,501,899	37,646,213	15,144,314
FDA	371	24,051	0	0	108,488	6,016,146	5,112,841	13,437,276	17,286,542	3,849,266
Fire Brigades Union	1,542	32,175	0	0	382,343	15,464,300	12,793,069	17,164,948	19,522,156	2,357,208
GMB	10,525	560,595	31	346	1,331,000	80,301,000	74,829,000	115,841,000	121,058,000	5,217,000
Musicians' Union	425	35,273	14	167	95,000	10,248,000	9,968,000	17,757,000	21,671,000	3,914,000
National Association of Probation Officers	103	6,242	0	0	12,914	1,434,138	1,349,186	1,727,609	1,897,969	170,360
National Association of Schoolmasters Union of Women Teachers (NASUWT)	12,604	242,573	0	3,902	2,226,988	38,519,722	38,065,056	78,486,825	72,735,263	-5,751,562
National Association of Head Teachers	1,187	48,527	0	71	366,000	14,180,000	14,581,000	10,720,000	11,192,000	472,000

2 Trade Unions who failed to submit an annual return.

**APPENDIX 3 - GREAT BRITAIN BASED TRADE UNIONS WITH 100 OR MORE NORTHERN IRELAND MEMBERS
AT 31 DECEMBER 2024 (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	Total liabilities
					£'s	£'s	£'s	£'s	£'s	£'s
National Crime Officers Association	129	3,469	0	68	24,500	990,962	567,100	965,882	989,743	23,861
National Education Union (Aug 24)	3,051	482,342	14	2,013	353,764	85,052,189	72,641,509	120,584,019	129,656,977	9,072,958
National Union of Journalists (Sept 24)	766	20,311	1,553	436	1,778,54	6,398,889	5,244,556	7,465,587	10,062,133	2,596,546
National Union of Rail, Maritime & Transport Workers	202	80,041	57	221	45,991	21,474,000	21,489,000	62,925,000	65,745,000	2,820,000
Nationwide Group Staff Union	158	12,203	0	0	16,728	1,900,199	1,709,628	2,185,123	2,326,780	141,657
Nautilus International	246	10,848	238	7,757	68,278	8,069,006	7,777,367	16,890,304	18,401,797	1,511,493
POA	1,026	35,689	0	0	201,395	5,737,057	5,002,753	7,149,569	7,985,664	836,095
Prospect	2,342	151,998	28	5,009	420,000	33,122,000	32,104,000	65,201,000	69,577,000	4,376,000
Public and Commercial Services Union ²						0			0	0
PDA Union (March 25)	987	38,919	0	95	14,806	603,489	580,632	196,130	266,431	70,301
Royal College of Midwives	1,669	46,666	0	0	387,101	11,490,560	11,371,282	10,544,279	11,836,734	1,292,455
Royal College of Nursing of the UK	18,837	565,183	375	5,322	2,020,000	69,036,000	62,003,000	71,682,000	78,746,000	7,064,000
Royal College of Podiatry, The	481	8,122	73	234	216,155	5,267,219	5,207,196	6,106,612	8,475,332	2,368,720
Social Workers Union (Sept 24)	294	15,041	0	0	8,180	386,503	371,668	426,531	458,688	32,157
Society of Authors	115	11,382	119	774	8,589	2,109,930	2,200,162	6,204,270	7,169,646	965,376
Society of Radiographers (Sept 24)	1,283	32,384	21	283	373,549	9,566,317	9,151,189	7,068,431	7,848,826	780,395
Transport Salaried Staff Association	382	16,436	417	0	102,722	9,761,440	5,227,097	49,189,225	53,540,153	4,350,928
Union of Shop, Distributive and Allied Workers	14,238	354,325	0	0	1,379,000	68,848,000	40,633,000	114,683,000	116,238,000	1,555,000
UNISON	53,592	1,384,540	0	0	6,326,000	247,305,000	206,485,000	272,854,000	328,305,000	55,451,000
Unite the Union ¹	39,690	1,102,253	20,827	13,611		0			0	0
University and College Union (Aug 24)	3,238	114,859	7	1,681	732,011	28,178,978	17,169,924	50,987,974	53,563,319	2,575,345
TOTALS	187,901	6,058,845	24,315	46,540	22,130,140	1,099,510,709	951,988,283	1,553,708,260	1,790,623,250	236,914,990

¹ Unite the Union only supplied a partial return which did not include any financial information.

² Trade Unions who failed to submit an annual return.

**APPENDIX 4 - GREAT BRITAIN BASED TRADE UNIONS WITH UNDER 100 NORTHERN IRELAND MEMBERS
AT 31 DECEMBER 2024 (UNLESS OTHERWISE INDICATED)**

Great Britain trade unions	NI	GB	Rol	Elsewhere	NI subscription	Income from	Total	Funds at the	Total	
	members	members	members	(inc Channel Islands)	contributions	members	expenditure	end of the year	assets	liabilities
					£'s	£'s	£'s	£'s	£'s	£'s
Aegis the Union (June 24)	67	4,026	0	0	4,212	298,376	595,149	541,412	579,540	38,128
Association for Clinical Biochemistry & Laboratory Medicine, The	46	1,230	42	89	11,040	304,555	1,039,429	2,952,789	3,334,098	381,309
Boots Pharmacists Association (Final return)	21	368	0	0	2,016	45,860	63,327	36,461	78,364	41,903
British Association of Dental Nurses	24	4,545	4	12	1,080	185,401	250,290	412,055	419,247	7,192
British Association of Journalists	7	726	6	13	978	105,665	92,351	31,307	41,608	10,301
British Orthoptic Society Trade Union	46	1,407	42	16	17,077	139,202	43,661	528,997	528,997	0
Currys Trade Union (CTU) (April 24)	36	2,554	11	0	0	0	655,729	0	30,406	30,406
Fire & Rescue Services Association	22	1,582	0	0	2,321	167,216	160,588	406,223	430,824	24,601
Hospitals Consultants and Specialists Association (Sept 24)	92	2,802	0	0	37,260	971,317	1,166,269	402,764	463,497	60,733
Immigration Service Union (ISU)	77	3,814	1	84	12,612	490,718	579,564	1,029,623	1,060,559	30,936
Independent Pilots Association (June 24)	11	973	6	30	3,522	164,028	149,755	119,681	183,098	63,417
Industrial Workers of the World (IWW)	71	3,206	136	73	3,562	222,471	274,185	306,713	321,911	15,198
Institute of Journalists	14	786	14	141	2,216	75,600	79,840	8,189	11,746	3,557

**APPENDIX 4 - GREAT BRITAIN BASED TRADE UNIONS WITH UNDER 100 NORTHERN IRELAND MEMBERS
AT 31 DECEMBER 2024 (UNLESS OTHERWISE INDICATED)**

Great Britain trade unions	NI members	GB members	RoI members	Elsewhere (inc Channel Islands)	NI subscription contributions		Total income	Funds at the end of the year		Total assets	Total liabilities
					£'s	£'s		£'s	£'s		
Leeds Building Society Colleague Association	3	1,353	0	0	48	28,720	8,243	194,639	196,413	1,774	
National House Building Council Staff Association	18	851	0	0	432	24,864	18,604	124,460	126,560	2,100	
National Society for Education in Art and Design (Sept 24)	22	2,991	3	69	569	534,267	494,789	285,788	386,069	100,281	
News Union (July 24)	2	1,292	0	5	0	340,179	259,767	552,577	903,138	350,561	
Prison Governors' Association	33	1,042	0	4	6,245	209,200	307,056	43,211	58,359	15,148	
Royal Society for Protection of Birds Staff Association, The (Mar 25)	46	1,170	0	0	544	16,156	4,841	131,488	131,488	0	
Sales Staff Association	8	201	0	0	620	17,908	17,945	122,546	128,356	5,810	
Skyshare	1	126	9	531	145	83,198	106,233	240,204	274,286	34,082	
Society of Union Employees	4	430	0	0	622	62,612	12,965	379,944	384,589	4,645	
Solidarity	2	183	0	0	184	18,991	19,042	-1,729	167	1,896	
United Road Transport Union	14	7,563	0	0	3,197	1,914,483	1,792,564	4,299,541	4,745,925	446,384	
Writers Guild of Great Britain	11	2,962	8	73	2,178	734,499	786,181	738,882	797,623	58,741	
TOTALS	698	46,830	282	1,140	112,632	8,900,143	8,970,124	13,693,126	15,420,455	1,727,329	

**APPENDIX 5 - NORTHERN IRELAND EMPLOYERS' ASSOCIATIONS
AT 31 DECEMBER 2024 (UNLESS OTHERWISE INDICATED)**

Northern Ireland employers' associations	Ni	Ni	Total	Total	Total	Funds at the	Total	Total
	members	contributions	members	income	expenditure	end of the year	assets	liabilities
		£'s	(inc. Channel Islands & Rol)	£'s	£'s	£'s	£'s	£'s
Anglo Northern Ireland Fish Producers Organisation Ltd	30	93,639	30	610,476	365,293	2,556,276	4,288,259	1,731,983
Construction Employers' Federation Ltd	659	597,734	659	930,229	793,611	1,487,611	1,699,036	211,425
Engineering Employers' Federation NI (Final Return)	112	916,871	121	1,144,081	1,039,306	82,330	588,940	506,610
NI Fish Producers Organisation Ltd	82	518,559	103	1,981,076	2,033,505	8,385,578	8,583,159	197,581
NI Grain Trade Association Ltd	34	60,488	34	96,483	86,568	64,760	102,302	37,542
NI Local Government Association (March 25)	11	700,119	11	766,714	711,499	677,130	782,739	105,609
Ulster Farmers' Union	11,926	1,550,532	11,926	2,790,106	2,606,454	4,818,042	5,268,123	450,081
TOTALS	12,854	4,437,942	12,884	8,319,165	7,636,236	18,071,727	21,312,558	3,240,831

**APPENDIX 6 - GB EMPLOYERS' ASSOCIATIONS WITH NI MEMBERS
AT 31 DECEMBER 2024 (UNLESS OTHERWISE INDICATED)**

Great Britain employers' associations	NI members		Elsewhere (inc Channel Islands)		Total members (inc. Channel Islands & Rol)		NI contribution		Total income		Total expenditure		Funds at the end of the year		Total assets		Total liabilities	
	members	GB members	Rol members	(inc Channel Islands)	Total members (inc. Channel Islands & Rol)	£'s	£'s	£'s	£'s	£'s	£'s	£'s	£'s	£'s	£'s	£'s	£'s	£'s
Association of Circus Proprietors (Final return)	0	26	0	0	26	0	45,434	36,821	58,413	60,553	2,140							
British Amusement Catering Trade Association (June 24)	6	388	0	0	394	8,525	1,175,526	1,141,610	16,217,371	26,442,316	10,224,945							
Building Engineering Services Association (Feb 25)	31	706	0	4	741	129,080	17,595,560	17,993,611	7,323,324	23,701,875	16,378,551							
Electrical Contractors' Association	24	2,150	39	2	2,215	82,462	16,049,657	12,102,641	79,580,146	86,646,206	7,066,060							
Federation of Master Builders Ltd	284	6,351	0	0	6,635	182,362	5,748,023	5,962,366	6,389,960	8,006,749	1,616,789							
National Federation of Retail Newsagents	421	8,037	176	21	8,655	130,257	4,182,473	4,001,413	11,037,233	14,848,541	3,811,308							
Producers Alliance for Cinema and Television Ltd (Sept 24)	19	773	0	0	792	18,750	3,950,699	3,781,850	4,128,604	5,200,660	1,072,056							
Road Haulage Association Ltd	238	7,993	11	6	8,248	297,720	14,975,868	14,261,137	5,798,397	12,373,761	6,575,364							
Scottish & NI Plumbing Employers' Federation	49	636	0	0	685	49,479	1,387,633	1,482,556	2,047,152	2,472,821	425,669							
UK Theatre Association	2	265	0	0	267	8,215	962,706	1,071,402	258,571	1,209,390	950,819							
TOTALS	1,074	27,325	226	33	28,658	906,850	66,073,579	61,835,407	132,839,171	180,962,872	48,123,701							

**APPENDIX 7 - GB BASED TRADE UNIONS WITH NORTHERN IRELAND MEMBERS WHO OPERATE A POLITICAL FUND
AT 31 DECEMBER 2024 (UNLESS OTHERWISE INDICATED)**

(a) GB trade unions with NI members who 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
Communication Workers Union	1,973	2,461	44.50%	20,519	1,204,320	1,957,390	2,141,058
Community	166	290	36.40%	2,000	242,000	362,000	75,000
Fire Brigades Union	1,008	534	65.37%	10,224	266,841	323,357	837,176
GMB	764	9,761	7.26%	1,000	1,526,000	2,624,000	467,000
Musician's Union	43	382	10.12%	205	68,000	164,000	51,000
National Association of Schoolmasters Union of Women Teachers	392	12,212	3.11%	339	93,382	86,904	758,621
National Education Union	145	2,906	4.75%	306	487,871	493,596	959,934
National Union of Rail, Maritime and Transport Workers	170	32	84.16%	512	219,000	433,000	93,000
POA	764	262	74.46%	1,405	44,336	66,955	-19,924
Prospect	308	2,034	13.15%	185	37,000	64,000	610,000
Public and Commercial Services Union ²			0				
The Society of Radiographers	278	1,005	21.67%	801	50,518	110,957	253,719
Transport Salaried Staffs' Association	145	237	37.96%	2,084	84,090	38,936	316,591
Union of Shop, Distributive and Allied Workers	8,056	6,182	56.58%	38,000	1,511,000	2,688,000	283,000
UNISON	12,107	41,485	22.59%	29,000	7,033,000	8,949,000	18,338,000
Unite the Union ¹			0.00%				
University and College Union	708	2,530	21.87%	1,785	145,550	139,943	26,687
TOTALS	27,027	82,313	18.14%	108,364	13,012,908	18,502,038	25,190,862
<hr/>							
(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	465	0	0	26,653	26,675	20,112
TOTALS	0	465	0	0	26,653	26,675	20,112

¹ Unite the Union only supplied a partial return which did not include any financial information.

² Trade Unions who failed to submit an annual return.

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

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