

# 2021-2022 Annual Report

*of the Certification Officer for Northern Ireland*

(Covering Period 1 April 2021 to 31 March 2022)

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**First published February 2023**

**CERTIFICATION OFFICER FOR NORTHERN IRELAND**

**ANNUAL REPORT FOR THE YEAR ENDED 31 MARCH 2022**

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

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

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

I have pleasure in submitting such a report for the period 1 April 2021 to 31 March 2022.

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

Sarah Havlin LLB  
Certification Officer for Northern Ireland

Mr Gordon Milligan

Chair

Labour Relations Agency

James House

Cromac Avenue

The Gasworks

Belfast

BT7 2JB

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Sarah Havlin LLB

Certification Officer for Northern Ireland

## CONTENTS

<b>Foreword of the Certification Officer</b>	<b>1</b>
<b>Review of the year</b>	<b>3</b>
A summary from the Certification Officer for Northern Ireland	
<b>Section 1</b>	<b>8</b>
Lists of Trade Unions and Employers' Associations	
<b>Section 2</b>	<b>12</b>
Trade Union Independence	
<b>Section 3</b>	<b>14</b>
Annual Returns	
<b>Section 4</b>	<b>17</b>
Membership, Income and Expenditure of Trade Unions & Employers' Associations	
<b>Section 5</b>	<b>20</b>
Superannuation Schemes	
<b>Section 6</b>	<b>22</b>
Mergers	
<b>Section 7</b>	<b>24</b>
Political Funds	
<b>Section 8</b>	<b>27</b>
Secret Postal Ballots	
<b>Section 9</b>	<b>29</b>
Breach of Union Rules	
<b>Section 10</b>	<b>31</b>
Public Interest Disclosures	
<b>Section 11</b>	<b>32</b>
A-Z Lists of Trade Unions and Employers' Associations with NI members	
<b>Section 12</b>	<b>36</b>
Appendices 1 to 10	

## Foreword of the outgoing Certification Officer of Northern Ireland



The statutory office of the Certification Officer of Northern Ireland is a lesser known but significant legal, regulatory and oversight role within the landscape of Employment Relations in Northern Ireland. The role is that of an independent scrutineer and regulator of the internal affairs of trade unions and employers' associations in Northern Ireland.

It is partly a Complaint Assessor, partly a Tribunal and partly a Registrar. The decisions of the Certification Officer carry significant weight and appeals of his or her decisions are directly to the Court of Appeal in Northern Ireland.

As a repository of public information, the Certification Office provides a public information service used by trade unionists, HR professionals, employment lawyers, researchers, academics, journalists and others who are active in Employment Law and Employment Relations.

The role requires a partnership approach with key sponsors; the Labour Relations Agency, the Business and Employment Regulation Division at the Department for Economy, as well as with the Certification Officer in Great Britain and all stakeholders across trade unions and employers' associations.

I have found that the development of these positive relationships has been crucial in the delivery of my work over the last ten years and it has been a genuine privilege to learn from and work collaboratively with the leading experts in Employment Relations in Northern Ireland and beyond.

The role will no doubt change and develop in the future, particularly at this time when the economy and workplaces of Northern Ireland are facing new challenges and ways of working, both post-Brexit and post Covid-19.

It has been the great privilege of my career to hold this quasi-judicial role for the last ten years and I extend sincere best wishes to my successor, Mr Tom Evans.

## Appointment of the Certification Officer for Northern Ireland



Tom Evans succeeds Sarah Havlin as Certification Officer for Northern Ireland with effect from 15<sup>th</sup> June 2022.

Tom has held a range of public sector senior leadership positions over the past 30 years and has extensive experience of developing and implementing public policy as it relates to the NI Labour Market.

He was Head of the NI Careers Service (1989-98); then joined the Assembly Staff initially as the Clerk to the Assembly Commission and subsequently as Deputy Chief Executive with responsibility for all corporate matters.

Tom returned to the NI Civil Service in 2008, joining the Department for Employment and Learning as the policy lead for Employment Law policy and legislation. In 2015, he was appointed as Chief Executive of the Labour Relations Agency and was instrumental in building very positive relationships between employers and trade unions.

He received an OBE in the 2021 Birthday Honours for his services to employment relations in Northern Ireland. Tom has an MSc in Innovation Management and the Institute of Directors Diploma in Company Direction. He holds no other public appointments.



## Review of the Year

2021 - 2022

This is the thirtieth Annual Report issued since the enactment of the 1992 legislation establishing the role of Certification Officer for Northern Ireland. It deals with my activities during the period 1 April 2021 to 31 March 2022.

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**

Certification Office staff continued to work remotely, and from our offices, to ensure our stakeholders, most of whom were also working remotely, received support and assistance, when operational difficulties presented and impacted on their statutory obligations to submit timely annual returns. The Certification Office staff will continue, while working remotely, to strive for efficacious service levels to all our customers.

### **Advice, Guidance and Information**

The majority of our stakeholders usually contact us by telephone or email. Our website, updated regularly, includes publication of my determinations and decisions. In addition, staff ensure that the website is up to date by publishing historical Annual Returns of trade unions and employers' associations for the preceding six years ensuring ease of access for members of the public. Annual Returns are also available for inspection in person, at our business premises by appointment.

### **Freedom of Information (FOI) and other enquiries**

During the reporting year, my Office received 65 enquiries for clarification, guidance and Freedom of Information requests. General enquiries raised with us included the rights of trade union members, trade union status, listing and delisting employers' associations and trade unions. Generally these enquires originate from trade union members (former and current), employers' associations, as well as private sector organisations and interested members of the public. In relation to potential complaints, concerning the conduct of trade unions, we can often help, but there are constraints on the guidance provided.

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

It would also be inappropriate for the Office staff to comment on the merits of a possible complaint. Once the Certification Officer receives a complaint, it is investigated and an impartial decision is taken in light of the facts of the case and the representations made by the parties concerned. My staff and I do not give advice, which might seem in any way to prejudice that impartiality.

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

Where a complaint is determined 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](mailto:info@nicertoffice.org.uk). During the period of this report, no travel or subsistence expenses claims were processed.

### **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, staff and remuneration, for the carrying out of his duties and functions. The staffing complement, as of 31 March 2022, consisted of two Executive Officers (EOII), one AO and one part-time Staff Officer.

The Agency also has responsibility, under paragraph 15(2) of Schedule 4 to the 1992 Order, to show separately sums disbursed to, or on behalf of, the Certification Officer. The staff costs for the Certification Office are stated in the Labour Relations Agency Annual Report and Accounts 2021-22.

The funding costs of the office for the year-ending 31 March 2022 was £216,243.00 which included salary and non-salary costs; premises, ICT, training and development, general administration and audit fees.

### **Equality**

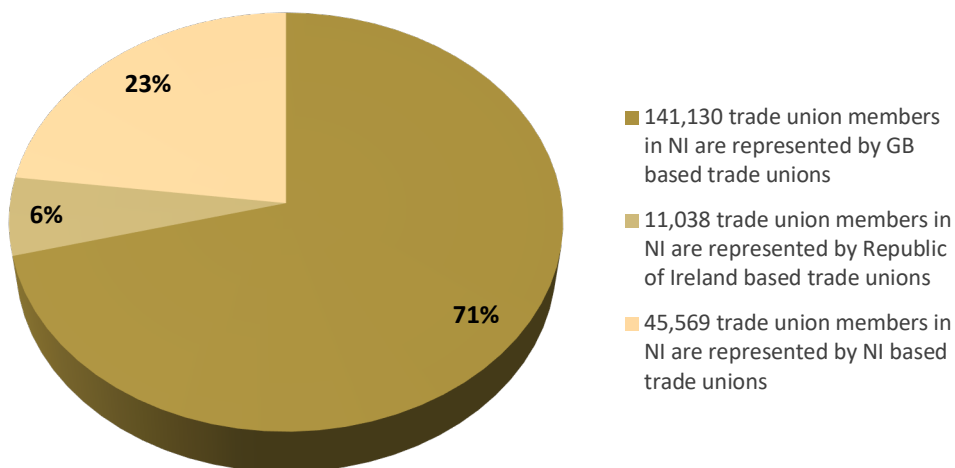
The Certification Office staff are seconded officers of the Labour Relations Agency (LRA). They are subject to all Agency policies, procedures, and terms and conditions of employment. The Office of the Certification Officer for Northern Ireland is determined as a “Public Authority” for the purposes of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

### **Developments during the Year – Trade Union membership in Northern Ireland**

It is important to note that data collected by this office in the reporting period 1<sup>st</sup> April to 2021 – 31<sup>st</sup> March 2022 reflects statistical information distilled from trade union annual returns received, on time and before the statutory submission deadline, i.e. before June 1<sup>st</sup> 2022. During this reporting period, as of 31<sup>st</sup> December 2021, the total membership of Northern

Ireland (NI) based trade unions was 45,569. Additionally, as of 31<sup>st</sup> December 2021, there were 11,038 NI members of Republic of Ireland (RoI) based trade unions. The total number of Northern Ireland members of Great Britain (GB) based trade unions was 141,130.

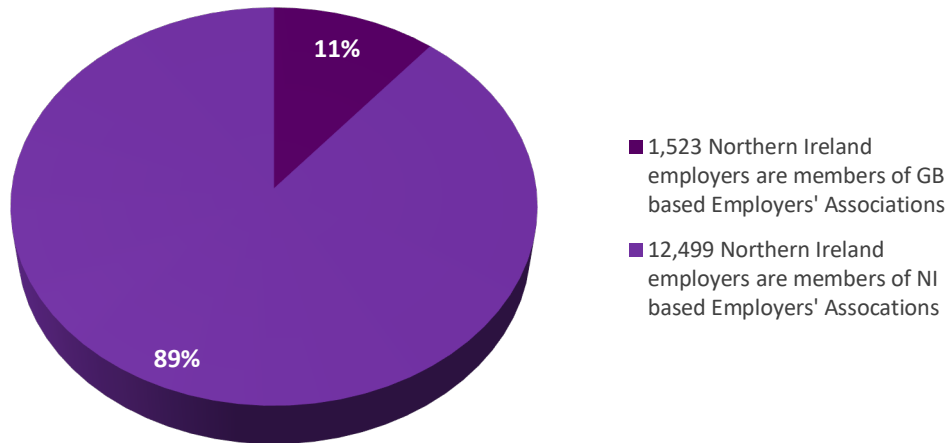
## Northern Ireland (NI) Trade Union Membership



### Developments during the Year – Northern Ireland Employers’ Association Membership

It is important to note that data collected by this office in the reporting period 1<sup>st</sup> April to 2021 – 31<sup>st</sup> March 2022 reflects statistical information distilled from employers’ associations annual returns received, on time and before the statutory submission deadline, i.e. before June 1<sup>st</sup> 2022. During this reporting period, as of 31<sup>st</sup> December 2021, the total membership of NI employers who were members of GB based employers’ associations was 1,523. Additionally, as of 31<sup>st</sup> December 2021, there were 12,499 NI employers of NI based employers’ associations

## Northern Ireland employers membership in Employers' Associations



### Complaints

During the reporting year 1 April 2021 – 31 March 2022 my office received one complaint, which is currently under consideration for determination by my successor.

### On the move

The Certification Officer for Northern Ireland relocated to alternative business premises early December 2022. Our new-shared premises are located on the 4<sup>th</sup> Floor, James House, Cromac Avenue, Belfast, BT7 2JB. Our website, email addresses, and contact numbers will remain unchanged.

## **SECTION 1**

### **LISTS OF TRADE UNIONS AND EMPLOYERS' ASSOCIATIONS**

Any trade union or employers' association may apply to have its name included in the public lists maintained by the Certification Officer. This chapter sets out the background to that process. The lists of Northern Ireland organisations are set out in full within Appendices 6 to 10 from page 44 onwards.

#### **Entry in the lists and its significance**

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

Listing is voluntary and any organisation of workers or employers may apply for inclusion on the Northern Ireland list. If the Certification Officer is satisfied that the organisation 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 of his to remove its name from that list, may appeal to the High Court on a point of law only; Article 5(8) of the 1992 Order, as amended by the Employment Relations (Northern Ireland) Order 2004.

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

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

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

Application for listing must be made on the appropriate form CO (NI) 1 (Trade Unions) and CO (NI) 2 for Employers' Associations and be accompanied by the statutory fee (Appendix 4). The

form is available upon request from the Certification Office or downloaded from [www.nicertoffice.org.uk](http://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 are not met, the organisation can be removed from the list.

### Additions to the lists

Only one trade union, Skyshare, was added to the list during the reporting period.

### Removals of organisations from the lists during the period 2021-22

Organisation	Trade Union/Employers' Association (TU/EA)
Association of Newspapers Magazine Wholesalers	EA
British Furniture Manufacturers	EA
Builders Merchants Federation	EA
Dairy UK	EA
Glass and Glazing Federation	EA
Logistics UK – formerly trading as Freight Transport Association	EA
National Hair & Beauty Federation	EA
Northern Ireland Bakery Council	EA
Guild of Professional Teachers of Dance, Movement to Music and Dramatic Arts	TU
Headmasters & Headmistresses Conference	TU
National Association of NFU Group Secretaries	TU

If at any time it appears to the Certification Officer that an organisation, whose name is included on the relevant list, and is not a trade union or an employers' association, he may, after the organisation concerned had 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.

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

### Changes of name

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

### Special Register bodies

Under GB law, The Industrial Relations Act 1971, a special register was established for organisations, which either were 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 removed from the special register for any reason cannot be 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, The
- British Association of Occupational Therapists Ltd
- British Dental Association
- British Dietetic Association
- British Medical Association



- Chartered Society of Physiotherapy, The
- Royal College of Podiatry, The
- Royal College of Midwives, The
- Royal College of Nursing of the United Kingdom, The
- Society of Authors, The
- Society of Radiographers, The

There are no Northern Ireland headquartered special register bodies.

### Unlisted organisations

As entry to the list is voluntary, it is not possible to say precisely how many trade unions and employers' associations are in existence at any given time. There may be some which meet the statutory definition but have not sought listing, and others of which this Office is unaware. Being unlisted does not relieve an organisation of its statutory responsibilities, including the requirement to make an Annual Return. Returns from unlisted bodies must be made available for public inspection in the same way as those from listed organisation.

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

### Definitions of a trade union and an employers' association

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

### Current Lists

An alphabetised list of all trade unions and employers' associations based in Great Britain, the Republic of Ireland and Northern Ireland with Northern Ireland membership can be found 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 take into account relevant information submitted by any person. He is required to give his reasons if he refuses a certificate. A union whose application is refused has a right of appeal to the High Court on a point of law.

Once the Certification Officer has determined that a trade union is independent, and has 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 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 details, 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 his decision strictly based on the statutory definition, having regard to the criteria as a whole. Other considerations, such as the effect the issue of a certificate might have on employment relations, may not be taken into account.

### **Applications/Decisions**

During the period of this report, no certificates of independence were either requested or refused.

### **Annual Return templates**

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

## **SECTION 3**

### **ANNUAL RETURNS**

#### **The statutory provisions**

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

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

#### **Returns by trade unions and employers' association outside Northern Ireland**

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

The Certification Officer, if in any particular case he considers it appropriate to do so, may direct that the date before which a trade union or employers' association must comply with Article 12(1)-(3), shall be such other date, as may be specified by direction of the Certification Officer.

At of 31 March 2022 four Republic of Ireland based trade unions were listed as having Northern Ireland members. This Office is unaware of any Republic of Ireland based employers' associations with Northern Ireland members.

#### **Inspection**

Copies of annual returns and the rules of trade unions and employers' associations from 2016 onwards are available for public inspection, by appointment, at the Certification Office in Belfast. Historical annual returns of existing and former trade unions and employers' associations are, in the main, archived at the Public Record Office of Northern of Northern Ireland (PRONI).

The Certification Officer's responsibility is to ensure that accounts in the prescribed form, covering all funds administered by the organisation, are available for public inspection. Annual returns are checked for discrepancies but the Certification Officer makes no comment on the financial status of trade unions or employers' associations.

### **Authorised Northern Ireland resident**

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

### **Statement to Members of a trade union**

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

The statement must also tell members how they can complain should they be concerned that some irregularity is occurring or has occurred in the financial affairs of the trade union. Article 11A (6) of the 1992 Order specifies exactly what the statement must say on this matter. It is not a requirement that the statement to members be distributed, individual unions may use any other means 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 it to members.

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

Under the Industrial Relations (Northern Ireland) 1992, Order (as amended) (Articles 12A to 12E) the Certification Officer has power to investigate the financial affairs of trade unions and employers' associations. 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 office is of sufficient merit to warrant an approach on the body concerned. Where an approach is warranted, the matter may often be resolved through correspondence or informal meetings, or both.

No enquiries into the financial affairs of a trade union or employers' association were in progress during this reporting period. The Certification Officer did not have occasion to use his powers to require any trade union or employers' association to produce documents during the reporting period.

### Access to accounting records

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

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

A complaint under Article 37 is currently pending for determination before the Certification Officer,

## 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 2021.

#### Trade Unions - Membership Register

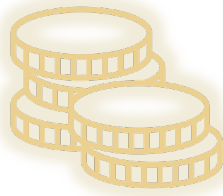
Under Article 3 of the 1995 Order, a trade union has a duty to maintain a register of the names and addresses of its members, and so far as reasonably practicable, to ensure that entries in the register are accurate and up to date. An application that a trade union has failed to comply with the requirements of Article 3 may be made to the Certification Officer or the High Court, but an applicant may not apply to both in respect of the same alleged failure. Trade union members in Northern Ireland, as of 31 December 2021 \* denotes annual returns were received on time and before the statutory submission deadline of 1 June. The total Northern Ireland membership of all trade unions as of year ending 31 December 2016 – 2021 are illustrated in the table below:

<b>Total Northern Ireland Trade Union Membership 2016 - 2021</b>						
<b>Year-end</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021 *</b>
<b>Membership</b>	<b>242,988</b>	<b>240,054</b>	<b>238,094</b>	<b>235,491</b>	<b>240,447</b>	<b>197,737</b>

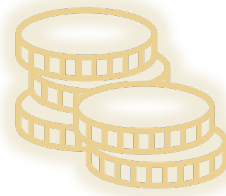
#### Trade Union and Employers' Associations - membership and financial information

Appendices 6 - 10 provide comprehensive data extracted from the annual returns of trade unions and employers' associations who submitted their returns to the Certification Officer for Northern Ireland. That information and the following figures relate to organisations whose financial year ended on 31 December 2021, unless otherwise indicated.

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



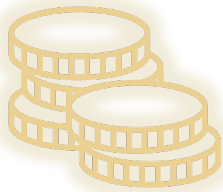
**INCOME: £1,178,576,633 and  
€59,348,944 from Republic of Ireland  
based trade unions with NI members**



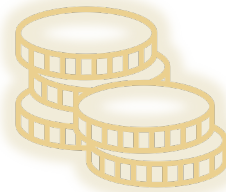
**EXPENDITURE: £841,041,921 and  
€47,126,154 from Republic of Ireland  
based trade unions with NI members**

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

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



**Income: £147,859,856**



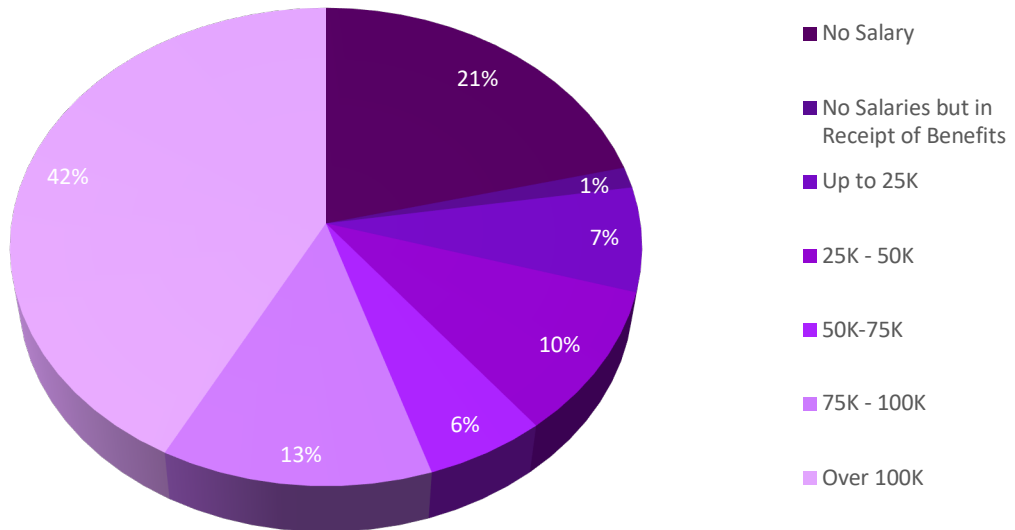
**Expenditure £101,502,904**

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

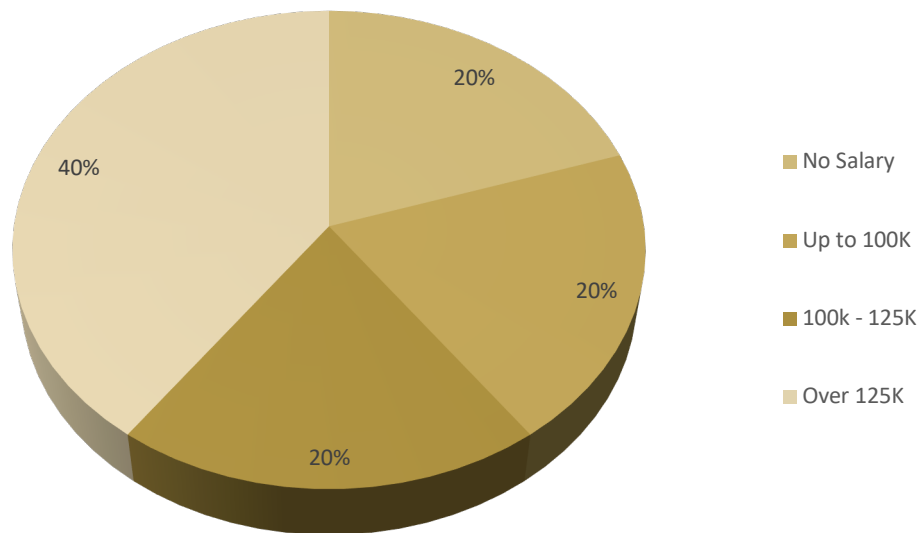
**Trade Union Salaries – Northern Ireland, Great Britain and Republic of Ireland**



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



### Salaries and Benefits Paid to Chief Officers of ROI Trade Unions



Appendix 1 provides detailed information on the salaries and benefits payments made to their chief officers.

## 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, maintained by three Great Britain based trade unions, which have Northern Ireland members:

**GMB** (BMS Section Members' Superannuation Fund)

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

**Unite the Union:** (Six schemes listed below)

-AEEU Section Superannuation Scheme

-British Aerospace Senior Staff Association Superannuation Fund

-Litho Printers' Section Superannuation Fund

-Plate Preparers' Section Superannuation Fund\*

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

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

## SECTION 6 MERGERS

Mergers between trade unions and between unincorporated employers' associations are 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 that have a political fund. These are considerations in the preliminary stages of a merger. Guidance on the issues involved is available 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 provided with the opportunity to vote on it. The Certification Officer is responsible for ensuring that the procedures are carried out properly. His role is to approve certain documents, which have to be prepared by the unions taking part in the merger. He also deals with any complaints concerning the merger ballot made on grounds specified in the relevant statute.

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

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

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

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

### **Mergers proposed or completed – Northern Ireland**

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

## **SECTION 7**

### **POLITICAL FUNDS**

#### **General information**

The 1995 Order enables trade unions and unincorporated employers' associations to establish separate funds for the furtherance of political objectives. They can only do so if a ballot of the members has passed a resolution adopting the political objects. The Certification Officer is the statutory authority for approving the establishment and continuance of such funds. Further and more detailed guidance and information for

Trades Unions and Employers' Associations wishing to establish a political fund can be found at [www.nicertoffice.org.uk](http://www.nicertoffice.org.uk)

#### **Exemption contracting in – contracting out**

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

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

#### **Great Britain and Republic of Ireland organisations**

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

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

#### **Complaints**

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

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

There were nine Great Britain based trade unions with NI members operating political funds at 31 December 2021, further details can be seen on Appendix 2. One GB based trade union whose Northern Ireland members do not contribute to political funds is identified in Appendix 3.



### Northern Ireland organisations with political fund rules

No Northern Ireland organisation had political fund rules in force at 31 March 2022.

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

No new political funds were approved in 2021-2022. As of 31 March 2022, there were 21 trade unions in GB, which had political fund resolutions in force.

### Key figures on Political Funds in Great Britain

The total amount held in political funds at the end of the reporting period, 2021-22, was £51.88 million, an increase of 23.9% over the £41.87 million reported in the previous year. In this reporting year 4,094,287 union members contributed to a political fund compared with 4,213,849 in the previous year, a decrease of 2.84%

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

There were no such complaints in this reporting period.



## **SECTION 8**

### **SECRET POSTAL BALLOTS FOR TRADE UNION ELECTIONS**

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

#### **The statutory provisions**

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

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

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

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

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

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

[www.nicertoffice.org.uk](http://www.nicertoffice.org.uk)

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

## SECTION 9 BREACH OF UNION RULES

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

### The statutory provisions

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

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

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

The Certification Officer may refuse to accept an application if 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 BASED IN**  
**GREAT BRITAIN, REPUBLIC OF IRELAND, AND NORTHERN IRELAND WITH**  
**NORTHERN IRELAND MEMBERS**

Notes:

\* Denotes a trade union holding a certificate of independence at 31 March 2022.

(P) Denotes a trade union with a political fund resolution in force at 31 March 2022.

*Italics denotes a trade union first entered on the list during 2021-2022*

**Bold denotes a trade union that had not submitted an annual return on or before the end of June 2022**

**NI and RoI Trade Unions**

Belfast Airport Police Association \*

Lough Neagh Fishermen's Association \*

Northern Ireland Public Service Alliance \*

Ulster Teachers' Union \*

Financial Services Union \*

Independent Workers Union \*

Irish National Teachers' Organisation \*

Services, Industrial, Professional & Technical Unions \*

Irish Congress of Trade Unions

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

ACCORD

Advance

Aegis the Union

Association of Educational Psychologists

Association of School and College Leaders

Bakers, Food & Allied Workers Union

British Airline Pilots' Association

British Association of Occupational Therapists Ltd

British Dental Association

British Dietetic Association

British Medical Association

Communication Workers' Union (p)

**Community (p)**

Equity

FDA

Fire Brigades Union (p)

GMB (p)

Hospitals Consultants and Specialists Association

Musicians' Union (p)

National Association of Schoolmasters Union of Women Teachers (NASUWT) (p)

National Association of Head Teachers

National Education Union (p)

National Union of Journalists

National Union of Rail, Maritime & Transport Workers (p)

Nationwide Group Staff Union

Nautilus International

POA (p)

Prospect (p)

Public and Commercial Services Union (p)

The Chartered Society of Physiotherapy

The PDA Union

The Royal College of Midwives

The Royal College of Nursing of the UK

The Royal College of Podiatry

The Social Workers Union

The Society of Radiographers (p)

Transport Salaried Staff Association (p)

Union of Shop, Distributive and Allied Workers (p)

UNISON (p)

**Unite the Union (p)**

University and College Union (p)

## GB Trade Unions with under 100 NI members

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



## Employers' Associations

Note:

*Italics Denotes an employers' association first entered in the list during 1 April 2021 to 31 March 2022.*

**Bold denotes an employers' association that had not submitted an annual return on or before the end of June 2022**

### NI Employers' Associations

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

### GB Employers' Associations

Association of Circus Proprietors  
British Amusement Catering Trade Association  
British Printing Industries Federation Limited  
Building & Engineering Services Association  
Construction Plant Hire Association  
Electrical Contractors' Association  
Engineering Construction Industry Association  
Federation of Master Builders Ltd  
Federation of Window Cleaners  
Improvement and Development Agency for Local Government  
National Federation of Retail Newsagents  
**Producers Alliance for Cinema and Television Ltd**  
Retail Motor Industry Fed Ltd  
Road Haulage Association Ltd  
Scottish & NI Plumbing Employers' Federation  
UK Theatre Association

**SECTION 12**  
**INDEX TO APPENDICES**  
(showing the position as at 31 December 2022)

Appendix 1	Salaries and benefits of General Secretaries, Presidents and Office Holders of trade unions with NI members
Appendix 2	Great Britain based trade unions with NI members who have “contracted in” to the Political Funds
Appendix 3	Great Britain trade unions whose members do not contribute to the Political funds
Appendix 4	Statutory Fees payable to the Certification Officer for Northern Ireland
Appendix 5	Certification Office Forms
Appendix 6 (Returns)	(a) List of Northern Ireland Trade Unions (b) List of Republic of Ireland Trade Unions with NI members (c) Schedule of unlisted Trade Unions
Appendix 7 (Returns)	Great Britain Trade Unions with <b>100 or more</b> NI members
Appendix 8 (Returns)	Great Britain Trade Unions with <b>under</b> 100 NI Members
Appendix 9 (Returns)	List of Northern Ireland Employers’ Associations
Appendix 10 (Returns)	List of Great Britain Employers’ Associations with NI members

**APPENDIX 1 - SALARY AND BENEFITS OF THE CHIEF OFFICERS OF TRADE UNIONS WITH NI MEMBERS - AT 31 DECEMBER 2021 (UNLESS OTHERWISE INDICATED)**

NORTHERN IRELAND	OFFICE HELD	SALARY	BENEFITS (Excluding NI Contributions)
		£'s	£'s
Belfast Airport Police Association	Chairman	NIL	NIL
Lough Neagh Fishermen's Association	General Secretary	NIL	NIL
Northern Ireland Public Service Alliance	General Secretary (Jan 2021 - Sept 2021)	51,200	24,357
	General Secretary (July 2021 - Dec 2021)	30,820	14,883
Ulster Teachers' Union	General Secretary	77,001	10,462
REPUBLIC OF IRELAND	OFFICE HELD	SALARY	BENEFITS (Excluding PRSI)
		€'s	€'s
Financial Services Union	General Secretary	132,869	40,854
Independent Worker Union	Dublin Representative	21,840	NIL
Irish Congress of Trade Unions	General Secretary	NIL	NIL
Irish National Teachers Organisation	General Secretary	164,289	57,830
	General Treasurer	116,054	40,851
Services, Industrial, Professional & Technical Union (SIPTU)	General Secretary	111,159	1,578
GREAT BRITAIN	OFFICE HELD	SALARY	BENEFITS (Excluding NI Contributions)
		£'s	£'s
Accord	General Secretary	135,452	21,959
Advance	General Secretary	16,406	6,711
Aegis The Union (30/06/21)	General Secretary	66,252	22,850
Aircrew Officers Association Europe	General Secretary	NIL	NIL
Association of Educational Psychologists	General Secretary	74,121	8,894
Association of Revenue and Customs	General Secretary	NIL	NIL
Association of School and College Leaders	General Secretary	149,796	20,112
Bakers, Food & Allied Workers Union	General Secretary	52,033	18,006
	National President	52,033	20,009
Boots Pharmacists Association (BPA)	Chief Executive (Consultancy Services)	12,399	NIL
	Administrative Services	7,560	NIL
British Airline Pilots Association (BALPA)	General Secretary	110,937	13,526
British Association of Dental Nurses	General Secretary	NIL	NIL
British Association of Journalists	General Secretary	35,000	1,050
British Association of Occupational Therapists (30/09/21)	General Secretary	NIL	NIL
British Dental Association (30/09/21)	Chairman	75,000	NIL
British Dietetic Association (28/02/22)	Head of Employment Relations	55,899	7,167
British Medical Association	Chairman	179,000	NIL
British Orthoptic Society Trade Union	General Secretary	NIL	NIL

**APPENDIX 1 – SALARY AND BENEFITS OF THE CHIEF OFFICERS OF TRADE UNIONS WITH NI MEMBERS – AT 31  
DECEMBER 2021 (UNLESS OTHERWISE INDICATED)**

GREAT BRITAIN	OFFICE HELD	SALARY	BENEFITS (Excluding NI Contributions)
		£'s	£'s
Chartered Society of Physiotherapy	General Secretary	131,787	22,410
Communication Workers Union	General Secretary	106,636	25,740
Curry's Supply Chain Staff Association (30/04/21)	General Secretary	32,913	3,017
Equity	General Secretary	86,490	27,900
FDA	General Secretary	113,865	28,691
Fire and Rescue Services Association	Chief Executive	45,542	3,960
Fire Brigades Union	General Secretary	78,067	68,312
	Asst. General Secretary	74,372	66,000
GMB	General Secretary	58,000	18,000
Hospital Consultants & Specialists Association (30/09/21)	General Secretary	18,000	NIL
Immigration Service Union	General Secretary	NIL	NIL
Independent Pilot's Association (30/06/21)	General Secretary	41,912	2,497
Industrial Workers Of The World	General Secretary	NIL	NIL
Institute of Journalists	General Secretary	42,500	6,758
Leeds Building Society Colleague Association	General Secretary	NIL	NIL
Musicians Union	General Secretary	135,051	40,345
National Association of Head Teachers	General Secretary	169,462	29,655
National Association of Probation Officers (NAPO)	General Secretary	90,062	5,044
National Association of Schoolmasters Union of Women Teachers (NASUWT)	General Secretary	114,741	31,376
National Crime Officers Association	President	45,666	1,370
	General Secretary	45,666	1,370
National Education Union	Joint General Secretary	117,312	20,156
	Joint General Secretary	102,536	26,826
National House Building Council Staff Association	General Secretary	NIL	NIL
National Society for Education in Art and Design (30/09/21)	General Secretary	44,178	1,191
National Union of Journalists (30/09/21)	General Secretary	89,559	12,467
National Union of Rail, Maritime & Transport Workers	General Secretary	103,496	17,986
	General Secretary (From 04/05/21)	90,227	22,417
	Senior Assistant General Secretary	62,529	28,489
Nationwide Group Staff Union	General Secretary	90,012	22,952
Nautilus International	General Secretary	100,533	23,897
News Union (31/07/21)	General Secretary	88,009	6,918
POA	General Secretary	79,110	46,813
	Deputy General Secretary	71,566	42,377
Prison Governors Association	General Secretary	NIL	NIL
Prospect	General Secretary	123,000	24,000
Public and Commercial Services Union	General Secretary	100,415	13,048
	Asst. General Secretary	77,166	NIL
Royal Society for the Protection of Birds Staff Association (31/03/22)	Chairperson	1,200 (Honorary)	NIL
Sales Staff Association	General Secretary	NIL	NIL

**APPENDIX 1 – SALARY AND BENEFITS OF THE CHIEF OFFICERS OF TRADE UNIONS WITH NI MEMBERS – AT 31  
DECEMBER 2021 (UNLESS OTHERWISE INDICATED)**

GREAT BRITAIN	OFFICE HELD	SALARY	BENEFITS (Excluding NI Contributions)
		£'s	£'s
Skyshare	General Secretary	NIL	NIL
Society of Union Employees	National Secretary	NIL	NIL
Solidarity	General Secretary	9,098	2,510
The Association for Clinical Biochemistry & Laboratory Medicine	General Secretary	80,000	8,000
The PDA Union (31/03/22)	General Secretary	NIL	5,000 (Honorary waived)
The Royal College of Midwives	CEO/General Secretary	138,158	36,059
The Royal College of Nursing of the UK	Chief Executive/Gen Secretary (01/01/21 - 30/06/21)	94,864	73,922 (Including post employment payments)
	Chief Executive/Gen Secretary (19/04/21 - 31/12/21)	80,796	9,319
The Royal College of Podiatry	General Secretary/Chief Executive	109,039	8,723
The Social Workers Union (30/09/21)	General Secretary	67,650	1,756
The Society of Authors	Secretary	109,793	11,463
The Society of Radiographers (30/09/21)	Chief Executive Officer *50% of salary and Employer NI costs are recharged to the College of Radiographers	*118,867	27,059
Transport Salaried Staff's Association	General Secretary	93,994	18,329
Union of Shop, Distributive & Allied Workers	General Secretary	113,594	42,887
UNISON	General Secretary	141,820	42,105
United Road Transport Union	General Secretary	69,959	60,072
University and College Union (31/08/21)	General Secretary	104,841	22,121
Writers Guild Of Great Britain	General Secretary	65,615	5,832

**APPENDIX 2 - GB BASED TRADE UNIONS WITH NORTHERN IRELAND MEMBERS WHO HAVE "CONTRACTED-IN" TO POLITICAL FUNDS - AT 31 DECEMBER 2021 (UNLESS OTHERWISE INDICATED)**

<b>TRADE UNION</b>	<b>NI Members Contracted-in</b>	<b>Total NI Members</b>	<b>% of total NI Members</b>	<b>NI Contributions £</b>
Communication Workers Union	2,207	4,977	44.34%	22,953
Fire Brigades Union (FBU)	879	1,528	57.53%	8,072
GMB	320	10,467	3.06%	226
Musicians Union	33	372	8.87%	148
National Association of Schoolmasters Union of Women Teachers (NASUWT)	500	11,742	4.26%	500
National Education Union	115	3,356	3.43%	202
National Union of Rail, Maritime and Transport Workers	157	187	83.96%	500
POA	713	889	80.20%	1,283
Prospect	370	2,236	16.55%	222
PCS	278	1,662	16.73%	334
The Society of Radiographers	280	1,305	21.46%	672
Transport Salaried Staffs' Association	147	317	46.37%	1,285
Union of Shop, Distributive and Allied Workers (USDAW)	7,826	15,336	51.03%	36,000
UNISON	8,373	45,130	18.55%	35,240
University and College Union (UCU)	686	3,356	20.44%	1,432
<b>TOTALS</b>	<b>22,884</b>	<b>102,860</b>	<b>22.25%</b>	<b>109,069</b>

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**Bakers, Food and Allied Workers Union**

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**APPENDIX 4 - STATUTORY FEES**

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

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



**APPENDIX 5 - CERTIFICATION OFFICE FORMS**

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

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**APPENDIX 6 - (a) LIST OF NORTHERN IRELAND TRADE UNIONS (b) REPUBLIC OF IRELAND TRADE UNIONS WITH NI MEMBERS - AT 31 DECEMBER 2021  
(UNLESS OTHERWISE INDICATED)**

<b>(a) List of Northern Ireland Unions</b>	<b>NI Members</b>	<b>Total Members (inc. Rol)</b>	<b>NI Subscription Contributions</b>	<b>Total Income</b>	<b>Total Expenditure</b>	<b>Funds at the End of the Year</b>	<b>Total Assets at the End of the Year</b>	<b>Total Liabilities at the End of the Year</b>
	<b>£'s</b>	<b>£'s</b>	<b>£'s</b>	<b>£'s</b>	<b>£'s</b>	<b>£'s</b>	<b>£'s</b>	<b>£'s</b>
Belfast Airport Police Association (March 22) *	13	13	1,690	1,693	2,007	31,234	31,764	530
Lough Neagh Fishermen's Association *	69	69	600	600	31	3,985	3,985	0
Northern Ireland Public Service Alliance*	39,972	39,972	4,331,663	8,397,497	4,108,739	8,013,309	9,271,214	1,257,905
Ulster Teachers' Union*	5,515	5,555	757,713	772,699	601,990	1,338,883	1,415,430	76,547
<b>TOTALS</b>	<b>45,569</b>	<b>45,609</b>	<b>5,091,666</b>	<b>9,172,489</b>	<b>4,712,767</b>	<b>9,387,411</b>	<b>10,722,393</b>	<b>1,377,490</b>

<b>(b) Republic of Ireland Unions</b>	<b>NI Members</b>	<b>Total Members</b>	<b>NI Subscription Contributions</b>	<b>Total Income</b>	<b>Total Expenditure</b>	<b>Funds at the End of the Year</b>	<b>Total Assets at the End of the Year</b>	<b>Total Liabilities at the End of the Year</b>
	<b>£'s</b>	<b>£'s</b>	<b>£'s</b>	<b>£'s</b>	<b>£'s</b>	<b>£'s</b>	<b>£'s</b>	<b>£'s</b>
Financial Services Union*	2,183	9,809	485,592	7,191,708	4,249,548	41,912,766	43,051,979	1,139,213
Independent Workers Union*	108	1,613	6,980	277,390	215,830	68,633	88,789	20,156
Irish National Teachers' Organisation*	7,032	49,763	1,394,877	18,626,717	12,203,584	22,238,044	32,850,044	10,612,000
Services, Industrial, Professional & Technical Union *	1,715	204,808	182,092	33,253,129	30,457,192	52,067,393	57,634,871	5,567,478
<b>TOTALS</b>	<b>11,038</b>	<b>265,993</b>	<b>2,069,541</b>	<b>59,348,944</b>	<b>47,126,154</b>	<b>116,286,836</b>	<b>133,625,683</b>	<b>17,338,847</b>

<b>(c) Schedule of unlisted Trade Unions</b>	<b>NI Members</b>	<b>Total Members</b>	<b>NI Subscription Contributions</b>	<b>Total Income</b>	<b>Total Expenditure</b>	<b>Funds at the End of the Year</b>	<b>Total Assets at the End of the Year</b>	<b>Total Liabilities at the End of the Year</b>
	<b>£'s</b>	<b>£'s</b>	<b>£'s</b>	<b>£'s</b>	<b>£'s</b>	<b>£'s</b>	<b>£'s</b>	<b>£'s</b>
Irish Congress of Trade Unions								
<b>TOTALS</b>	<b>198,824</b>	<b>719,708</b>	<b>656,832</b>	<b>3,541,321</b>	<b>3,215,781</b>	<b>2,181,639</b>	<b>4,305,128</b>	<b>2,123,489</b>

\* Denotes a trade union holding a Certificate of Independence at 31 December 2021

APPENDIX 7 - GB TRADE UNIONS WITH 100 OR MORE NI MEMBERS - AT 31 DECEMBER 2021 (UNLESS OTHERWISE INDICATED)

ORGANISATION	NI Members	GB Members	Members	Rol	Elsewhere (incl. Channel Islands)	NI Subscription Contributions	Total Income	Total Expenditure	Funds at the End of the Year	Total Assets at the End of the Year	Total Liabilities at the End of the Year
	£'s	£'s	£'s	£'s	£'s	£'s	£'s	£'s	£'s	£'s	£'s
ACCORD	1,330	19,697	0	55	135,083	3,014,906	2,195,042	7,705,728	7,848,738	143,010	
Advance	448	5,358	0	9	36,020	891,602	405,473	4,126,876	4,177,381	50,505	
Aegis the Union (June 21)	319	3,716	0	0	24,882	819,322	731,746	560,345	592,434	32,089	
Association of Educational Psychologists	102	3,535	5	10	27,462	1,136,077	842,163	2,193,722	2,327,543	133,821	
Association of School and College Leaders	182	21,379	0	76	58,788	7,969,884	6,171,516	7,087,898	8,203,612	1,115,714	
Bakers, Food & Allied Workers Union	515	15,186	0	0	66,831	2,609,703	1,761,735	-2,393,820	1,967,909	4,361,729	
British Airline Pilots' Association (BALPA)	212	13,202	98	1,018	83,953	15,241,612	4,635,561	4,702,485	18,579,192	13,876,707	
British Association of Occupational Therapists Ltd (Sept 21)	1,362	33,285	189	242	355,601	8,926,062	8,926,062	0	803,814	803,814	
British Dental Association (Sept 21)	750	15,805	9	96	362,765	15,533,208	12,916,044	-542,998	9,036,797	9,579,795	
British Dietetic Association (Feb 22)	453	9,154	92	152	16,643	227,266	227,266	361,913	361,913	0	
British Medical Association	5,690	153,975	152	2,529	1,700,554	168,704,000	144,529,000	153,912,000	226,180,000	72,268,000	
Chartered Society of Physiotherapy	2,154	59,912	163	878	863,754	29,236,000	19,049,205	-28,860	33,284,000	33,315,000	
Communication Workers' Union	4,977	178,726	0	380	744,601	44,108,762	26,753,414	29,482,266	51,189,928	21,707,662	
Equity	505	45,226	113	839	70,574	15,287,502	10,509,824	13,740,772	39,772,790	26,032,018	
FDA	343	18,845	0	363	89,867	5,900,620	3,517,492	5,553,468	12,264,561	6,711,093	
Fire Brigades Union	1,528	30,973	0	0	330,713	12,644,735	9,560,715	11,314,983	17,536,726	6,221,743	
GMB	10,467	560,243	44	373	1,316,000	111,266,000	70,527,000	161,291,000	166,029,000	4,738,000	
Hospitals Consultants and Specialists Association (Sept 21)	109	3,189	0	0	33,077	927,868	903,806	637,736	737,974	100,238	
Musicians Union	372	31,565	14	0	68,657	11,334,000	8,386,000	20,324,000	23,871,000	3,547,000	
National Association of Head Teachers	1,064	45,485	0	82	262,000	14,173,000	11,681,000	9,078,000	9,795,000	717,000	

APPENDIX 7 - GB TRADE UNIONS WITH 100 OR MORE NI MEMBERS - AT 31 DECEMBER 2021 (UNLESS OTHERWISE INDICATED)

ORGANISATION	NI Members	GB Members	RoI Members	Elsewhere (incl. Channel Islands) Subscriptions	NI 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 Schoolmasters Union of Women Teachers (NASUWT)	11,742	288,694	0	1,971	1,927,025	39,110,818	18,196,935	67,528,523	70,284,068	2,755,545
National Education Union (Aug 21)	3,356	452,232	26	1,754	317,205	69,114,894	69,036,103	51,183,700	123,291,528	72,107,828
National Union of Journalists (Sept 21)	798	22,175	2,298	565	152,228	9,035,339	4,671,946	2,787,906	12,680,377	9,892,471
National Union of Rail, Maritime & Transport Workers	187	80,713	67	230	46,500	38,445,000	19,507,000	63,390,000	67,970,000	4,580,000
Nationwide Group Staff Union	144	11,911	0	0	13,996	1,920,358	1,654,146	1,980,939	2,067,313	86,374
Nautilus International	266	11,448	291	2,540	69,000	8,338,473	7,822,625	19,356,997	20,832,940	1,475,943
POA	889	30,315	0	0	161,640	4,982,152	4,289,597	5,031,902	5,528,029	496,127
Prospect	2,236	141,968	35	5,128	376,000	41,006,000	23,036,000	45,374,000	70,219,000	24,845,000
Public and Commercial Services Union	1,662	181,425	0	335	206,271	47,960,591	19,547,843	69,937,221	73,410,208	3,472,986
The PDA Union (March 22)	1,022	33,411	0	77	14,745	512,052	499,216	124,983	128,343	3,360
The Royal College of Midwives	1,720	48,209	55	196	352,370	10,780,541	9,612,444	12,128,364	13,035,913	907,549
The Royal College of Nursing of the UK	17,004	479,713	395	1,526	1,913,060	59,572,000	52,133,000	60,809,000	75,035,000	14,226,000
The Royal College of Podiatry	491	8,344	101	176	265,150	4,646,536	4,416,182	4,920,657	6,654,150	1,733,493
The Social Workers Union (Sept 21)	401	15,300	0	0	10,025	337,467	239,914	326,650	338,257	11,607
The Society of Radiographers (Sept 21)	1,305	31,584	22	288	328,338	8,771,142	7,232,163	5,300,969	7,620,674	2,319,705
Transport Salaried Staff Association	317	17,565	481	0	79,399	11,993,526	8,058,790	44,411,631	49,728,819	5,317,188
Union of Shop, Distributive and Allied Workers	15,336	354,101	0	0	1,294,901	43,483,000	36,276,000	64,606,000	108,409,000	43,803,000
UNISON	45,130	1,349,762	0	0	5,070,024	261,683,000	178,143,000	105,669,000	321,870,000	216,201,000
University and College Union (Aug 21)	3,356	123,052	18	103	669,597	27,759,281	19,001,464	43,032,669	50,504,061	7,471,392
<b>TOTALS</b>	<b>140,244</b>	<b>4,950,378</b>	<b>4,668</b>	<b>21,991</b>	<b>19,915,299</b>	<b>1,159,404,299</b>	<b>827,604,432</b>	<b>1,097,008,625</b>	<b>1,714,167,992</b>	<b>617,161,506</b>

APPENDIX 8 - GB TRADE UNIONS WITH UNDER 100 NI MEMBERS - AT 31 DECEMBER 2021 (UNLESS OTHERWISE INDICATED)

ORGANISATION	NI Members	GB Members	RoI Members	Elsewhere (incl. Channel Islands)	NI Subscription Contributions	Total Income	Total Expenditure	Funds at the End of the Year	Total Assets at the End of the Year	Total Liabilities at the End of the Year
	£'s	£'s	£'s	£'s	£'s	£'s	£'s	£'s	£'s	£'s
Aircrew Officers' Association Europe (Mar 22)	1	48	28	62	495	116,017	195,933	161,160	167,134	5,974
Association of Revenue and Customs	92	2,504	0	0	27,704	201,941	35,124	566,233	582,063	15,830
Boots Pharmacist Association	36	752	0	0	3,456	74,580	67,627	53,485	64,813	11,328
British Association of Dental Nurses	36	5,812	3	39	1,136	190,592	248,110	609,493	614,184	4,691
British Association of Journalists	6	723	3	19	990	105,370	103,352	29,224	31,546	2,322
British Orthoptic Society Trade Union	34	1,123	33	221	12,070	119,417	48,110	249,298	249,298	0
Currys Supply Chain Staff Assoc. (CSCSA) (May 21)	33	2,529	6	0	0	385,648	385,648	0	54,154	54,154
Fire & Rescue Services Association	23	1,663	0	0	2,024	169,233	158,264	402,401	413,886	11,485
Immigration Service Union (ISU)	87	3,417	1	161	12,528	488,531	362,264	1,283,129	1,297,095	13,966
Independent Pilots Association (Jun 21)	9	645	2	23	2,619	116,492	105,126	75,577	146,990	71,413
Industrial Workers of the World (IWW)	63	3,129	129	194	2,919	200,469	75,635	303,696	310,488	6,792
Institute of Journalists	13	796	13	139	2,587	75,600	74,134	14,503	17,510	3,007
Leeds Building Society Colleague Association	3	1,011	0	0	48	20,476	3,366	137,435	138,551	1,116
National Association of Probation Officers	94	5,148	0	0	16,144	1,209,625	1,351,985	1,584,245	1,980,379	396,134
National Crime Officers Association	96	3,046	0	42	17,798	542,838	457,486	384,690	411,659	26,969
National House Building Council Staff Association	12	736	0	0	288	16,650	16,263	117,350	118,580	1,230
National Society for Education in Art and Design (Sept 21)	6	2,598	8	18	271	405,871	282,288	217,766	274,619	56,853
News Union (July 21)	1	1,527	0	4	0	290,048	220,088	295,441	648,174	352,733
Prison Governors' Association	36	990	0	3	6,768	194,461	183,352	218,715	234,063	15,348

APPENDIX 8 - GB TRADE UNIONS WITH UNDER 100 NI MEMBERS - AT 31 DECEMBER 2021 (UNLESS OTHERWISE INDICATED)

ORGANISATION	NI Members	GB Members	Members	Rol	Elsewhere (incl. Channel Islands)	NI Subscription Contributions	Total Income	Total Expenditure	Funds at the End of the Year	Total Assets at the End of the Year	Total Liabilities at the End of the Year
	£'s	£'s	£'s	£'s	£'s	£'s	£'s	£'s	£'s	£'s	£'s
Royal Society for Protection of Birds Staff Association (Mar. 22)	31	938	0	0	0	317	13,286	7,815	104,246	104,246	0
Sales Staff Association	8	169	0	0	0	480	10,758	10,659	128,338	133,359	5,021
Skyshare	1	119	8	354	0	159	59,736	36,453	212,015	238,350	26,335
Society of Union Employees	4	437	0	0	0	552	54,779	4,468	254,982	258,953	3,971
Solidarity	2	196	0	0	0	192	21,393	21,219	-1,094	1,097	2,191
The Association for Clinical Biochemistry & Laboratory Medicine	42	1,206	42	77	0	8,485	721,209	680,632	2,383,751	2,694,152	310,401
The Society of Authors	77	10,846	88	735	0	6,365	1,858,299	1,776,901	9,704,610	10,805,849	1,101,239
United Road Transport Union	12	8,027	0	0	0	2,338	1,811,164	1,398,770	2,043,362	2,245,515	202,153
Writers Guild of Great Britain	29	2,739	6	86	0	5,742	641,379	609,583	778,187	948,077	169,890
<b>TOTALS</b>	<b>886</b>	<b>62,826</b>	<b>342</b>	<b>2,115</b>	<b>0</b>	<b>133,980</b>	<b>9,999,845</b>	<b>8,724,722</b>	<b>22,151,078</b>	<b>25,017,650</b>	<b>2,866,572</b>

APPENDIX 9 - LIST OF NORTHERN IRELAND EMPLOYERS' ASSOCIATIONS - 31 DECEMBER 2021 (UNLESS OTHERWISE INDICATED)

NORTHERN IRELAND EMPLOYERS ASSOCIATION	NI	NI	NI	Total	Total	Funds at	Total Assets	Total Liabilities
	Members	Contributions	Total Members (incl. Channel Islands & Rol)	Income	Expenditure	the End of the Year	at the End of the Year	at the End of the Year
		£'s		£'s	£'s	£'s	£'s	£'s
Anglo North Irish Fish Producers Organisation	44	82,689	44	731,403	645,042	3,021,679	3,749,593	727,914
Construction Employers' Federation Ltd	655	541,554	655	745,513	665,158	829,209	917,680	88,471
Engineering Employers' Federation NI	113	821,159	117	864,033	935,227	-540,754	606,870	1,147,624
NI Fish Producers Organisation Ltd	93	525,963	117	1,929,149	1,438,182	6,065,855	6,288,574	222,719
NI Grain Trade Association Ltd	34	47,000	34	72,000	70,367	35,756	84,413	48,657
NI Local Government Association (Mar 22)	11	604,625	11	952,843	934,709	-599,012	844,908	1,443,920
Ulster Farmers' Union	11,549	1,368,439	11,549	2,443,826	2,027,567	4,700,423	5,183,204	482,781
<b>TOTALS</b>	<b>12,499</b>	<b>3,991,429</b>	<b>12,527</b>	<b>7,738,767</b>	<b>6,716,252</b>	<b>13,513,156</b>	<b>17,675,242</b>	<b>4,162,086</b>

APPENDIX 10 - GB EMPLOYERS' ASSOCIATIONS WITH NI MEMBERS - 31 DECEMBER 2021 (UNLESS OTHERWISE INDICATED)

GB EMPLOYERS' ASSOCIATIONS WITH NI MEMBERS	NI Members		GB Members		Members Elsewhere		NI Total Members (incl. Channel Islands and Rol)		Total Income		Total Expenditure		Funds at the End of the Year		Total Assets at the End of the Year		Total Liabilities at the End of the Year	
	£'s	£'s	£'s	£'s	£'s	£'s	£'s	£'s	£'s	£'s	£'s	£'s	£'s	£'s	£'s	£'s	£'s	£'s
Association of Circus Proprietors of Great Britain	1	22	0	0	0	2,790	23	47,400	34,541	22,273	30,891	8,618						
British Amusement Catering Trade Association (June 21)	7	485	0	0	0	9,068	492	2,093,565	1,288,859	17,921,933	27,216,296	9,294,363						
British Printing Industries Federation Ltd (Mar 22)	20	877	0	0	0	32,600	897	1,946,932	1,946,932	0	525,839	525,839						
Building Engineering Services Association (Feb 22)	36	1,036	0	1	99,443	1,073	13,224,956	10,374,381	5,953,188	24,219,922	18,266,734							
Construction Plant Hire Association (June 21)	23	1,788	1	5	15,674	1,817	784,269	951,145	3,791,136	4,205,739	414,603							
Electrical Contractors' Association	29	2,486	39	1	77,956	2,555	11,808,269	7,212,381	65,537,758	74,842,362	9,304,604							
Engineering Construction Industry Association	1	165	0	8	2,143	174	2,047,404	1,940,816	5,756,225	7,304,472	1,548,247							
Federation of Master Builders Limited	294	6,897	0	0	172,872	7,191	6,107,972	6,026,876	8,228,182	10,801,445	2,573,263							
Federation of Window Cleaners	13	684	3	5	1,485	705	124,542	120,268	404,323	458,569	54,246							
Glass & Glazing Federation (Final Return)	15	404	8	1	27,127	428	4,321,462	3,027,574	12,100,699	15,343,618	3,242,919							
Improvement and Development Agency for Local Government (Mar 22)	2	16	0	0	0	0	71,344,000	46,215,000	-19,549,000	32,640,000	52,189,000							
National Federation of Retail Newsagents	482	9,545	206	77	141,893	10,310	11,716,618	1,767,783	13,787,875	15,625,242	1,837,367							
Road Haulage Association Ltd	212	7,943	11	22	199,880	8,188	12,589,122	12,105,554	4,508,600	10,422,000	5,913,400							
Scottish & NI Plumbing Employers' Federation	57	687	0	0	48,507	744	1,158,005	1,028,242	1,780,536	2,060,998	280,462							
The Retail Motor Industry Federation Ltd	329	10,667	0	0	102,615	10,996	11,913	9,857	25,185	32,220	7,035							
UK Theatre Association	2	246	0	0	5,945	248	794,660	736,443	475,376	1,359,428	884,052							
<b>TOTALS</b>	<b>1,523</b>	<b>43,948</b>	<b>268</b>	<b>120</b>	<b>939,998</b>	<b>45,859</b>	<b>140,121,089</b>	<b>94,786,652</b>	<b>120,744,289</b>	<b>227,089,041</b>	<b>106,344,752</b>							





