

RETURN OF MEMBERS

(see Notes 8 and 9)

NUMBER OF MEMBERS AT THE END OF THE YEAR

	Northern Ireland	Great Britain	Irish Republic	Elsewhere Abroad (including Channel Islands)	TOTALS
Male	60		785		845
Female	42		353		395
TOTAL	102		1,138		1240

Total number of members (including Northern Ireland members) above for whom no home or authorised address is held.

NIL

Number of Northern Ireland members for whom no home or authorised address is held.

NIL

RETURN OF CHANGE OF OFFICERS

(see Note 10)

Please complete the following to record any changes of officers during the twelve months covered by this return and attach as an annex to this form a complete list of all officers in post at the end of the year to which this form relates.

Title of Office	Name of Officer ceasing to hold office	Name of Officer Appointed	Date
	No		
	CHANGES		

State whether the union is:

a. A branch of another trade union?

Yes

No

If yes, state the name:

b. A federation of trade unions?

Yes

No

If yes, state the number of affiliated unions:

and names:

**ANALYSIS OF INCOME FROM FEDERATION AND OTHER BODIES AND
OTHER INCOME**
(see Notes 17 and 18)

DESCRIPTION	AMOUNT	£
<p>FEDERATION AND OTHER BODIES</p> <p align="center"><i>N/A.</i></p>		
<p>OTHER INCOME</p>		<p align="right">TOTAL</p> <hr/> <p align="right">TOTAL</p>

**ANALYSIS OF BENEFIT EXPENDITURE
SHOWN AT GENERAL FUND**

(see Notes 19 to 21)

£		brought forward	£
Representation - Employment Related Issues		Education and Training Services	
Representation - Non Employment Related Issues		Negotiated Discount Services	
Communications		Salary Costs	
Advisory Services		Other Benefits and Grants (specify)	
Dispute Benefits			
Other Cash Payments			
carried forward		Total (should agree with figure in General Fund)	

*SEE OPERATING EXPENSES FOR 2019
IN ACCOUNTANT'S REPORT.*

No SEPARATE FUNDS

FUND 2	Fund Account	
Name:	£	£
Income		
From members		
Other income (specify)		
Investment income (as at page 19)		
	Total Income	
Expenditure		
Benefits to members		
Administrative expenses and other expenditure (as at page 15)		
	Total Expenditure	
Surplus (Deficit) for the year		
Add amount of fund at beginning of year		
Amount of fund at end of year (as Balance Sheet)		
Number of members contributing at end of year		

FUND 3	Fund Account	
Name:	£	£
Income		
From members		
Other income (specify)		
Investment income (as at page 19)		
	Total Income	
Expenditure		
Benefits to members		
Administrative expenses and other expenditure (as at page 15)		
	Total Expenditure	
Surplus (Deficit) for the year		
Add amount of fund at beginning of year		
Amount of fund at end of year (as Balance Sheet)		
Number of members contributing at end of year		

(see Notes 24 to 28)

N/A

POLITICAL FUND ACCOUNT

To be completed by trade unions which maintain their own fund

	£	£
Income		
Members contributions & levies		
Investment income (as at page 19)		
Other income (specify)		
Deduct expenditure		
Expenditure under Article 57 of the Trade Union and Labour Relations (NI) Order 1995 (specify)		
Administration expenses in connection with political objects (specify)		
Non-political expenditure		
Amount of political fund at beginning of year		
Amount of political fund at end of year (as Balance Sheet)		
Number of Northern Ireland members contributing at end of year		
Political Fund Contribution from Northern Ireland members		£
Number of Northern Ireland members at the end of the year who are exempt from contributing to the political fund		
Number of members outside Northern Ireland who have completed an exemption notice and therefore do not contribute to the political fund		

No POLITICAL FUND

5. POLITICAL FUND ACCOUNT

To be completed by trade unions which act as components of a central trade union

	£	£
Income		
Contributions and levies collected from members on behalf of the political fund of the central trade union		
Amount received back from central trade union political fund		
Other income (specify)		
Deduct expenditure		
Expenditure under Article 57 of the Trade Union and Labour Relations (NI) Order 1995 (specify)		
Administrative expenses in connection with political objects (specify)		
Non-political expenditure		
Amount held on behalf of central trade union political fund at beginning of year		£
Deduct amount remitted to central trade union political fund		£
Amount held on behalf of central trade union political fund (as Balance Sheet)		
Total Number of Northern Ireland members contributing at end of year		
Political Fund Contribution from Northern Ireland members		£
Number of Northern Ireland members at the end of the year who are exempt from contributing to the political fund		
Number of members outside Northern Ireland who have completed an exemption notice and therefore do not contribute to the political fund		

**ANALYSIS OF ADMINISTRATIVE EXPENSES AND OTHER OUTGOINGS EXCLUDING
AMOUNTS CHARGED TO POLITICAL FUND ACCOUNTS 4 OR 5**

(see Notes 29 and 30)

EURO

		£
Administrative Expenses		
Remuneration and expenses of staff		
Salaries and Wages included in above		£ <input type="text"/>
Expenses		19,799
Wages and salaries		2,064
Social welfare costs		20,868
Staff defined contribution pension costs		31,026
Rent & Rates		554
Rates		100
Service charges		1,195
Insurance		2,800
Computer bureau costs		7,508
Light, Heat and Phone		30
Cleaning		1,257
Claim Payouts		611
Repairs and maintenance		9,558
Printing, postage and stationery		350
Advertising		1,854
Meetings & Travel		2,557
Treasurers Allowance		5,200
Home Help Allowance		5,700
Office Assistant's Allowance		1,000
Entertaining		615
Legal and professional		3,000
Consultancy fees		10,872
Accountancy & Legal Fees		2,538
Bank charges		18,230
Translators		3,002
Miscellaneous		600
Company secretarial costs		40
Subscriptions		2,029
Depreciation of tangible fixed assets		2,029
Total Expenses		154,957
Excess of Income over Expenditure		4,304
	Fund (Account)	
	Fund (Account)	
	Fund (Account)	
	Fund (Account)	

ANALYSIS OF OFFICIALS' SALARIES AND BENEFITS
(see Notes 31 to 41 below)

Office Held	Gross Salary	Pension Contributions
	£	£
DUBLIN REPRESENTATIVE	€ 19,799	—

OFFICIALS' SALARIES AND BENEFITS

31. The positions concerned are those of president, general secretary and each member of the executive.
32. Details are to be provided of salary and all other benefits paid from trade union funds.
33. The legislation does not define what constitutes a benefit. For the purpose of this return benefits are:
 - a. those designated as "taxable" benefits by the Inland Revenue.
 - b. pension/superannuation arrangements (see Notes 36-40).
 - c. redundancy and other termination payments (see Note 41).
34. Information is required of individual benefits with a value in excess of £100 in one accounting period. In addition to the information required above, details are also required on any loans paid from union funds.
35. If salaries and benefits (including loans) are not paid in respect of the president, general secretary or member of the executive committee a **nil** return is required.

PENSION CONTRIBUTIONS

36. Where contributions are paid from union funds into a **defined contributions scheme** in relation to the officials identified at Note 31, the amounts must be declared.
37. If the union operates a **defined benefits scheme** in relation to the officials at Note 31 please contact the Certification Office for advice on how such benefits should be recorded.

ANALYSIS OF OFFICIALS SALARIES AND BENEFITS

Benefits		Total	Employers NI-Contributions
Description	Value (£) €	£ €	£
PART-TIME WAGE TO 1 DUBLIN BASED REP	€19,799	£19,799	

38. Where life assurance protection is included in the pension scheme the figure inserted in the pension column should include any additional contribution paid in respect of this cover.
39. Where life assurance protection is provided through an arrangement separate from the pension scheme the figure paid in respect of this cover should be included in the "Benefits" column and the description column should be annotated to this effect.
40. Some pension schemes operate an opt out clause from the State Earnings Related Pension Scheme (SERPS). The level of employer's national insurance contributions reflects whether the scheme provides a benefit in place of part of the state benefit scheme or are paid a benefit in addition to the state benefit. It is important therefore that the correct figure for employer's national insurance contribution is provided.

REDUNDANCY AND TERMINATION PAYMENTS

41. These are payments or other benefits (including payments of salary, or in lieu of salary) made to an officer mentioned in Note 31 in connection with the termination of his/her office. Where the payment or other benefit is provided at or about the same time as the termination, or in the financial year covered by the return, the full value should be shown. If the payment or other benefit is not fully provided in that year, a description of the payment or other benefit to be provided in future years should also be shown. The cost associated with such commitments need not be shown in subsequent years in this table.

ANALYSIS OF INVESTMENT INCOME
(see Notes 42 and 43)

Income	Political Fund £		Other Fund(s) £
Rent from land and buildings			
Dividends (gross) from:			
Equities (e.g. shares)			
Interest (gross) from:	<i>No</i>		
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			
Other investment income (specify)			
		+	
Total investment income		=	
Credited to:		General Fund (Account 1) (page 5)	
		Fund (Account)	
		Fund (Account)	
		Fund (Account)	
		Fund (Account)	
		Political Fund (Account 4/5)	

Investment Income

BALANCE SHEET
as at 31/12/19


(see Notes 44-46)

Balance sheet
as at 31 December 2019


	2019 €	2018 €
Fixed Assets	14,207	15,976
Tangible assets	5,674	5,674
Investments	<u>19,881</u>	<u>21,650</u>
Current Assets		
Cash at bank and in hand	9,040	2,676
Creditors and Accruals	<u>(17,080)</u>	<u>(16,789)</u>
Net Current Liabilities	<u>(8,040)</u>	<u>(14,113)</u>
Total Assets less Current Liabilities	<u><u>11,841</u></u>	<u><u>7,537</u></u>
Capital and Reserves		
Profit and Loss Account	<u>11,841</u>	<u>7,537</u>
Shareholders' Funds	<u><u>11,841</u></u>	<u><u>7,537</u></u>

We acknowledge receipt of these accounts and approve the Income and Expenditure Account and Balance Sheet as at 31 December 2019.

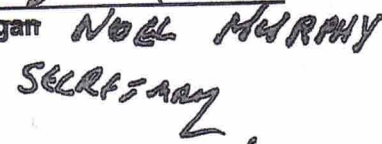
Signed:



Joe Regan
Director



William Cogan
Director


NOEL MURRAY
SECRETARY

Date 28/12/2020

FIXED ASSETS ACCOUNT
(see Notes 47 to 51)

N/A

	Land & Buildings		Furniture and Equipment	Motor Vehicles	Not used for union business	Total
	Freehold	Leasehold				
	£	£	£	£	£	£
Cost or Valuation						
At start of year						
Additions						
Disposals						
Revaluation/Transfers						
At end of year						
Accumulated Depreciation						
At start of year						
Charges for year						
Disposals						
Revaluation/Transfers						
At end of year						
Net book value at end of year						
Net book value at end of previous year						

ANALYSIS OF INVESTMENTS
(see Note 52)

N/A

QUOTED		Political Fund £	Other Funds £
	Equities (e.g. Shares)		
	Government Securities (Gilts)		
	Other quoted securities (to be specified)		
	TOTAL QUOTED (as Balance Sheet)		
	Market Value of Quoted Investments		
UNQUOTED	Equities		
	Government Securities (Gilts)		
	Mortgages		
	Bank and Building Societies		
	Other unquoted investments (to be specified)		
	TOTAL UNQUOTED (as Balance Sheet)		
	Market Value of Unquoted Investments		

NOTES TO THE ACCOUNTS
(see Notes 53 and 54)

All notes to the accounts must be entered on or attached to this part of the return.

No NOTES
To ACCOUNTS

ACCOUNTING POLICIES
(see Notes 55 and 56)

FINANCIAL STATEMENTS HAS BEEN
PREPARED UNDER HISTORICAL COST
CONVENTION.

INCOME AND COSTS UP TO 31st DECEMBER 2019
HAVE BEEN DETERMINED USING CASH BASES
WITH SURPLUS BEING DERIVED FROM CASH BASES.

SIGNATURES TO THE ANNUAL RETURN

(see Notes 57 and 58)

including the accounts and balance sheet contained in the return.

Secretary's Signature: <u> <i>Mal Mly</i> </u>	Chairman's Signature: <u> <i>Joe O'Regan</i> </u> (or other official whose position should be stated) <u> TREASURER </u>
Name: <u> NOEL MURPHY </u>	Name: <u> JOE O' REGAN </u>
Date: <u> 28th MAY 2020 </u>	Date: <u> 28th MAY 2020 </u>

CHECK LIST
(see Notes 59 and 60)
(please tick as appropriate)

HAVE THE ACCOUNTING POLICIES BEEN EXPLAINED (see Note 56)	YES <input checked="" type="checkbox"/>	NO
HAS THE RETURN BEEN SIGNED? (see Note 57)	YES <input checked="" type="checkbox"/>	NO
HAS THE AUDITOR'S REPORT BEEN COMPLETED (see Note 58)	YES <input checked="" type="checkbox"/>	NO
IS A RULE BOOK ENCLOSED? (see Note 59)	YES <input checked="" type="checkbox"/>	NO
A MEMBER'S STATEMENT IS: (see Note 60)	ENCLOSED <input checked="" type="checkbox"/>	TO FOLLOW
IS THE RETURN OF OFFICERS ATTACHED (see page 3)	YES <input checked="" type="checkbox"/>	NO
HAS THE RETURN OF CHANGE OF OFFICERS BEEN COMPLETED (see page 3)	YES <input checked="" type="checkbox"/>	NO
HAS THE CONSOLIDATION SUMMARY BEEN COMPLETED (see page 34).	YES <input checked="" type="checkbox"/>	NO

For trade unions with their head or main office outside Northern Ireland

Has the Northern Ireland Resident name and address been provided - only for trade unions with their head or main office outside Northern Ireland - Page 1 and note 60b.	YES <input checked="" type="checkbox"/>	NO
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If any of the answers given in the Checklist is no, or if the member's statement is not enclosed, please comment?

Signed

Contact Telephone Number

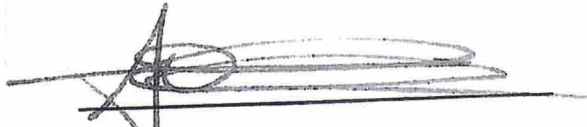
AUDITORS' REPORT
(see Notes 61 to 63)

made in accordance with Articles 18-21 of Schedule 1 to the Industrial Relations (NI) Order 1992.

RE POLI
SCHEDULE

AUDITOR'S REPORT continued

Signature(s):



Name(s):

**Steven Lucey for and on behalf of
Lucey & Associates
Accountants & Registered Auditors**

Profession(s) or Calling(s):

**99 Main Street
Midleton
Co Cork**

Address(es):

Date: 28/5/20

Date:

Contact name and telephone number:

STEPHEN LUCEY

021-4277151

N.B. When notes to the accounts are referred to in the auditor's report a copy of those notes must accompany this return.

SUMMARY SHEET

SEE
ACCOUNTS REPORT
ATTACHED

	All funds except Political Funds £	Political Funds £	Total Funds £
INCOME			
From Members			
From Investments			
Other Income (including increases by revaluation of assets)			
Total Income			
EXPENDITURE (including decreases by revaluation of assets)			
Total Expenditure			
Funds at beginning of year (including reserves)			
Funds at end of year (including reserves)			
ASSETS			
	Fixed Assets		
	Investment Assets		
	Other Assets		
		Total Assets	
LIABILITIES			
		Total Liabilities	
NET ASSETS (Total Assets less Total Liabilities)			

ANNUAL RETURNS TO THE CERTIFICATION OFFICER

Industrial Relations (Northern Ireland) Order 1992 (as amended)

FORM AR(NI)21 - ANNUAL RETURN FOR A TRADE UNION

Name of Trade Union:

INDEPENDENT WORKERS UNION

Year ended:

2019

Ref No:

Head or Main Office:

55 NORTH MAIN STREET - CORK

Has the address changed during the year to which the return relates?

Yes

No

(Tick as appropriate)

General Secretary:

NOEL MURPHY

Telephone Number and e-mail address:

021-4277151 noelmurphy57@eircom.net

Contact name for queries regarding the completion of this return:

NOEL MURPHY

Telephone Number and e-mail address:

021-4277151 noelmurphy57@eircom.net

Every trade union having its head of main office outside Northern Ireland has a statutory obligation to provide the Certification Officer with names and addresses of one or more persons resident in Northern Ireland authorised to accept on its behalf service of process and any notices required to be served on it. The Certification Officer has no authority to waive this provision.

NAME OF AUTHORISED PERSON:

NORTHERN IRELAND ADDRESS:

(a) CLEM BRADLEY

48 KING STREET BELFAST

(b)

The address to which enquiries, returns and other documents should be sent is:

Northern Ireland Certification Office for Trade Unions and Employers' Associations
10 - 16 Gordon Street, Belfast BT1 2LG. Telephone: 028 9023 7773 Fax: 028 9023 2271
E-mail, info@nicertoffice.org.uk

ANNUAL RETURNS TO THE CERTIFICATION OFFICER

Industrial Relations (Northern Ireland) Order 1992 (as amended)

FORM AR(NI)21 - ANNUAL RETURN FOR A TRADE UNION

Name of Trade Union:

INDEPENDENT WORKERS UNION

Year ended:

2019

Ref No:

Head or Main Office:

55 NORTH MAIN STREET - CORK

Has the address changed during the year to which the return relates?

Yes

No

(Tick as appropriate)

General Secretary:

NOEL MURPHY

Telephone Number and e-mail address:

021-4277151 noelmurphy57@eircom.net

Contact name for queries regarding the completion of this return:

NOEL MURPHY

Telephone Number and e-mail address:

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