

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:	Services Industrial Professional & Technical Union
Year ended:	31 st Dec 2015
Ref No:	

Head or Main Office:	Liberty Hall Dublin 1
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Has the address changed during the year to which the return relates?

Yes	No	<input checked="" type="checkbox"/>
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<input type="checkbox"/>	(Tick appropriate)	as
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General Secretary:	Joe O'Flynn
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Telephone Number:	01-8586300
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Contact name for queries regarding the completion of this return:	Eamon Lawless
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Telephone Number:	01-8586333 elawless@siptu.ie
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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:



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

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	1,225	N/a	121,326	N/a	122,551
Female	1,003	N/a	82,413	N/a	83,416
TOTAL	2,228	N/a	203,739	N/a	205,967

Total number of members (including Northern Ireland members) above for whom no home or authorised address is held -
-M0

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

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
VICE PRESIDENT	PATRICIA KING	GENE MEALY	16 April

State whether the union is:

a. A branch of another trade union?

Yes

No

If yes, state the name of that other:

b. A federation of trade unions?

Yes

No

If yes, state the number of affiliated

and names:

GENERAL FUND

(See Notes 11 to 16)

	€	€
INCOME		
Members:		
Contributions and Subscriptions		31,542,690
Other income from members (specify)		-
Federations and other bodies (as at page 7)		-
Total of other income (as at page 7)		1,208,651
Total Investment income (as at page 19)		126,021
Gain On Financial Assets		127,553
	TOTAL INCOME	33,004,915
EXPENDITURE		
Benefits to members (as at page 9)		354,166
Administrative expenses (as at page 15)		31,169,798
Federations and other bodies - Affiliation fees, grants etc. (specify)		758,876
Tax Provision		41,890
	TOTAL EXPENDITURE	32,324,730

SURPLUS (DEFICIT) FOR YEAR €680,185

Amount of fund at beginning of year €20,411,515*

Amount of fund at end of year €21,091,700

Total number of members (including Northern Ireland members) contributing to the general fund at end of year **205,967**

Number of Northern Ireland members contributing to the General Fund at the end of the year **2,228**

General Fund subscription income from Northern Ireland members €195,163

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

DESCRIPTION	AMOUNT	€
OTHER INCOME	TOTAL	
Sundry Receipts		1,208,651
	TOTAL	1,208,651

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

(See Notes 19 to 21)

€

€

Representation - Employment Related Issues		brought forward	354,166
Representation - Non Employment Related Issues		Education and Training Services	
Communications	200,113	Negotiated Discount Services	
Advisory Services		Salary Costs	
Dispute Benefits	154,053	Other Benefits and Grants (specify)	
Other Cash Payments			
carried forward	354,166	Total (should agree with figure in General Fund)	354,166

FUND 2		Fund Account	
Name: Provident & Educational Fund		€	€
Income			
From members		-	
Other income (specify) - Grants		127,000	
Investment income (as at page 19)		102,773	
	Total Income		229,773
Expenditure			
Benefits to members		213,727	
Administrative expenses and other expenditure (as at page 15)		918,512	
	Total Expenditure		1,132,239
Surplus (Deficit) for the year			(902,466)
Add amount of fund at beginning of year			(4,724,484)
Amount of fund at end of year (as Balance Sheet)			(5,626,950)
Number of members contributing at end of year			150,032

FUND 3		Fund Account	
Name: Provident, Pension & General Purpose Fund		€	€
Income			
From members		21,433	
Other income (specify)		-	
Investment income (as at page 19)		-	
	Total Income		21,433
Expenditure			
Benefits to members		-	
Administrative expenses and other expenditure (as at page 15)		29,998	
	Total Expenditure		29,998
Surplus (Deficit) for the year			(8,565)
Add amount of fund at beginning of year			1,556,306
Amount of fund at end of year (as Balance Sheet)			1,547,741
Number of members contributing at end of year			150,032

(See Notes 24 to 28)

4. POLITICAL FUND ACCOUNT		To be completed by trade unions which maintain their own fund	
		€	€
Income			
	Members contributions & levies	82,878	
	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) – Affiliation Fees and Conference Expenses	15,185	
	Administration expenses in connection with political objects (specify)		
	Non-political expenditure		67,693
			179,940
			247,633
			Nil
			Nil
			All
			20,590

5. POLITICAL FUND ACCOUNT		To be completed by trade unions which act as components of a central trade union	
N/A		€	€
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		
			€
			€
			€

**ANALYSIS OF ADMINISTRATIVE EXPENSES AND OTHER OUTGOINGS EXCLUDING
AMOUNTS CHARGED TO POLITICAL FUND ACCOUNTS 4 OR 5
(See Notes 29 and 30)**

See notes 32 and 33)

	€
Administrative Expenses	
Remuneration and expenses of staff	24,305,326
Salaries and Wages included in above	
Auditors' fees	47,500
Legal and Professional fees	448,134
Stationery, printing, postage, telephone, etc.	1,129,536
Expenses of Executive Committee (Head Office)	308,006
Expenses of conferences	408,200
Other administrative expenses (specify)- Other	
Honorary Secretaries Commission	278,150
Divisional Development and Campaign Fund	55,525
Travel	1,788,159
Computer and Equipment Maintenance	146,015
Interest payable:	
Bank loans (including overdrafts)	74,801
Mortgages	-
Other loans	-
Depreciation	710,799
Amortization of capital grant	(58,662)
Outgoings on Land and Buildings (Establishment)	1,893,185
Other Outgoings	
Promotional	94,063
Organisational Unit Expenses	185,418
Strategic Development Authorities	29,739
✱ Surplus of disposal of fixed assets ✱	(20,941)
Education and training	196,864
Claims and allowances	18,164
Payments to superannuants	11,834
Income continuance	68,493
Total	32,118,308
Charged to:	
General Fund (Page 5)	31,169,798
Fund (Account 2)	918,512
Fund (Account 3)	29,998
Total	32,118,308

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

Office Held	Gross Salary	Pension Contributions
	€	€

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	€	€

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			126,021
Dividends (gross) from:			
Equities (e.g. shares)			
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			102,773
Other investment income (specify)			
		+	228,794
Total investment income		=	228,794
Credited to:			
	General Fund (Account 1) (page 5)		126,021
	Fund (Account 2)		102,773
	Fund (Account)		-
	Fund (Account)		-
	Fund (Account)		-
	Political Fund (Account 4/5)		-
			228,794

BALANCE SHEET
As at 31/12/2015

(See Notes 44-46)

Previous Year*		€	€
15,616,843	Fixed Assets (at page 23)		15,101,316
	Investments (as per analysis on page 25)		
2,849,001	Quoted (Market value £)		2,951,172
18,812	Unquoted		18,812
	Other Assets		
-	Loans to other trade unions		-
14,830,323	Sundry debtors		13,100,665
18,714,096	Cash at bank and in hand		18,064,213
-	Income tax to be recovered		-
2,630	Stocks of goods		2,630
-	Others (specify) Debtors		-
52,031,705		TOTAL ASSETS	49,238,808
20,411,515	General Fund Account		21,091,700
(4,724,484)	Fund (Account 2)		(5,626,950)
1,556,306	Fund (Account 3)		1,547,741
7,670,066	Liberty Hall Account		7,670,066
179,940	Political Fund (Account 4)		247,633
19,568,746	Industrial Contingency Fund		19,568,746
-	Revaluation Reserve		-
	LIABILITIES		
	Amount held on behalf of central trade union political fund		
-	Loans: From other trade unions		-
-	Loans: Other		-
885,527	Tax payable		881,131
1,104,249	Sundry creditors		1,716,489
3,275,313	Accrued expenses		275,381
320,885	Provisions		100,000
1,783,642	Other liabilities (deferred grants)		1,766,871
52,031,705		TOTAL LIABILITIES	49,238,808

* Prior year figures are reflective of FRS 102 adjustments made in the current year

FIXED ASSETS ACCOUNT
(See Notes 47 to 51)

	Land and Buildings Freehold Leasehold		Furniture and Equipment	Motor Vehicles	Not used for union business (Heritage asset)	Total
Cost or Valuation						
At start of year	20,430,132		9,603,561	1,191,904	266,771	31,492,368
Additions	-		26,385	342,066	-	368,451
Disposals	-		(630)	(459,086)	-	(459,716)
Revaluation/Transfers	-		-	-	-	-
At end of year	20,430,132		9,629,316	1,074,884	266,771	31,401,103
Accumulated Depreciation						
At start of year	6,242,831		8,812,358	820,336	-	15,875,525
Charges for year	283,746		158,332	268,721	-	710,799
Disposals	-		-	(286,537)	-	(286,537)
Revaluation/Transfers	-		-	-	-	-
At end of year	6,526,577		8,970,690	802,520	-	16,299,787
Net book value at end of year	13,903,555		658,626	272,364	266,771	15,101,316
Net book value at end of previous year	14,187,301		791,203	371,568	266,771	15,616,843

ANALYSIS OF INVESTMENTS
(See Note 52)

QUOTED		Political Fund €	Other Funds €
	Equities (e.g. Shares)		2,830,052
	Government Securities (Gilts)		
	Other quoted securities (to be specified) Ireland Fixed Interest		121,120
	TOTAL QUOTED (as Balance Sheet)		2,951,172
	Market Value of Quoted Investments		2,951,172
UNQUOTED	Equities		
	Government Securities (Gilts)		
	Mortgages		
	Bank and Building Societies		
	National development loan		3,127
	Prize bonds		1,079
	Other investments		1,175
	Other unquoted investments		
	Cash retained by the Accountant Courts of Justice		13,431
	TOTAL UNQUOTED (as Balance Sheet)		18,812
	Market Value of Unquoted Investments		18,812

SIGNATURES TO THE ANNUAL RETURN

(see Notes 57 and 58)

including the accounts and balance sheet contained in the return.

Secretary's Signature: <u>Joe O Flynn</u> Name: <u>Joe O Flynn</u> Date: <u>29/6/2016</u>	Chairman's Signature: <u>Jack O'Connor</u> (or other official whose position should be stated) Name: <u>Jack O'Connor</u> Date: <u>29/6/2016</u>
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CHECK LIST

(see Notes 59 and 60)

(please tick as appropriate)

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

Audited accounts for the year ended 31st Dec 2015
to be presented at the Unions Biennial Conference
in October 2017

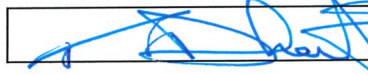
[Signature]
 Signed

01-2586333
 Contact Telephone Number

AUDITOR'S REPORT continued

See pages 2 – 3 of the financial statements attached.

Signature(s):



Name(s):

Tommy Doherty

Profession(s) or Calling(s):

Chartered Accountant

Address(es):

Mazars
Harcourt Centre
Block 3
Harcourt Road

Date:

Contact name and telephone number:

01 449 4460

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

	All funds except Political Funds €	Political Funds €	Total Funds €
INCOME			
From Members	<i>31,564,123</i>	<i>82,878</i>	<i>31,647,001</i>
From Investments	<i>228,794</i>	-	<i>228,794</i>
Other Income (including increases by revaluation of assets)	<i>1,484,145</i>	-	<i>1,484,145</i>
Total Income	<i>33,277,062</i>	<i>82,878</i>	<i>33,359,940</i>
EXPENDITURE (including decreases by revaluation of assets)	<i>33,507,908</i>	<i>15,185</i>	<i>33,523,093</i>
Total Expenditure			
Funds at beginning of year (including reserves)	<i>44,482,149</i>	<i>179,940</i>	<i>44,662,089</i>
Funds at end of year (including reserves)	<i>44,251,303</i>	<i>247,633</i>	<i>44,498,936</i>
ASSETS			
	Fixed Assets		<i>15,101,316</i>
	Investment Assets		<i>2,969,984</i>
	Other Assets		<i>31,167,508</i>
		Total Assets	<i>49,238,808</i>
LIABILITIES		Total Liabilities	<i>4,739,872</i>
NET ASSETS (Total Assets less Total Liabilities)			<i>44,498,936</i>