

prospect  
**2014**  
annual report





# annual report 2014

union for  
professionals

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# INTRODUCTION

We may look back on 2014 as a political period when the consequences of the coalition government's choices framed a mood for change in the 2015 Westminster general election.

These choices certainly had an impact on how the Scottish referendum debate evolved. The future of public investment and progressive political choices became major themes of the "yes" and "no" campaigns, with both rejecting the coalition's deregulatory mantra.

The Scottish referendum was an opportunity to present Prospect as a politically non-affiliated union. Looking back on our work in 2014, we are proud of the way we participated in this once-in-a-generation debate, of significance across the entire UK.

Quite rightly we avoided recommending how members in Scotland should vote. We were, however, able to illuminate key issues and the potential consequences of various policies in the sectors where Prospect is active, as well as within wider Scottish society.

We held a successful constitutional debate at national conference in Glasgow, which attracted big hitters from both sides and generated positive headlines about a "thinking" union.

Our cross-party interventions in Westminster and in the devolved regions continue to show Prospect as a highly influential union on members' professional and sectoral interests. A rich mix of written submissions, conferences and similar events drive our messages forward. Prospect speakers are sought after because of our reputation for an evidence-based voice that not only criticises but also offers solutions.

Our ongoing "Good Work" and "Professional Women" campaigns bring these virtues together and have been widely praised. Towards the end of the year, we co-hosted a high-profile event with the Work Foundation on the future of the human resources profession.

All this work stands in contrast to the media image of trade unions and their contribution to UK life. Certain media – aided and abetted by elements of the coalition – continued to fan the flames of workplace envy, particularly in relation to public servants and their employment conditions. As 2014 closed, it was evident that "public servant bashing" will feature in certain political parties' general election manifestos.

For some politicians, reasonable employment conditions, pensions and a voice at work – denied to whole swathes of the UK economy – are a convenient means of forcing ill-judged change in the public sector. Their strategy is to perpetuate the myth that hard-pressed taxpayers are footing the bill for over-privileged public servants.

Yet when these public servants respond to emergencies they are praised for their professionalism and importance.

Prospect is at the heart of challenging this negative view – from the debilitating and discriminatory impact of the civil service performance management process to holding government to account for the impact of its destructive policies on individuals and services that the public rely on.

Sadly, the official Westminster opposition has shown it is also capable of jumping on this bandwagon, which reflects just how skewed and ill-informed the whole debate on the size

and competence of government has become. It is a daunting challenge to turn this around but one that Prospect will pursue relentlessly.

While some issues reveal a public-private divide, others are common to both sectors. The future shape of our workplaces has never been more of an issue. Can we create an economy of high-skill, durable employment, where employees can thrive and access an independent voice, so their interests are heard?

Or do we face a future of low-cost, transient employment, with minimum employment regulation for the majority, and a cosseted executive elite running the show?

The latter perspective may seem extreme, but it resonates with people's daily workplace experience. Eighty per cent of workers in the private sector have no access to independent representation, no voice in their employment conditions and no say about strategic decisions affecting them.

Some political commentators and policy makers have woken up to the fact that our economic problem is sustainable aggregate demand and consumer confidence. We cannot shore things up again with an economy built on short-term rises in asset prices. Precarious incomes in work and retirement are not conducive to strong economic demand.

Prospect has highlighted the success of companies and economies where high levels of workplace voice – through unions or works councils – contribute to long-term, macro-economic success.

We are at a watershed moment in the UK economy, where the electorate's choices in 2015 could point us towards a future that looks more like the US than northern Europe.

Towards the end of 2014 we welcomed members of the British Association of Colliery Managers into Prospect. We also

started discussions with the Broadcasting Entertainment Cinematography and Theatre Union (BECTU) about becoming part of Prospect.

I believe this indicates that we are seen as an attractive, financially strong and politically stable union. It did not happen by accident but comes from managing our legacy, building on our strengths and looking forward to new challenges confidently.

Unions are too often characterised as resistant to change. In my view, they are right to resist ill-judged change, foisted on employees with inadequate engagement. We should be confident about leading change, as we are backed by our members' authentic workplace experiences. No union is better placed than Prospect in this respect.

I repeat a message from 2013, referred to many times throughout 2014: we must remind ourselves of the difference we make in these tough times – representatives and staff working together to promote what's good and resist what's bad, as the circumstances demand.

Our message seems to have hit home in 2014. We stabilised our membership in the second half of the year, achieving some of the highest monthly recruitment figures in Prospect's history. I have seen excellent examples of what our representatives and staff can achieve by working together.

When I delivered the 2013 annual report at national conference I said it was a privilege to represent "fascinating people, who do fascinating things". That is what makes Prospect the union it is and I thank everyone who continues to make that a positive daily experience for members.

**Mike Clancy**  
**General Secretary**

# 1

# MEMBERSHIP, RECRUITMENT AND ORGANISATION

1. Prospect's total membership at the end of 2014 was 115,258. The changes on the 2013 figures are shown below:

2. Membership:

<b>Prospect members</b> as at 31 December 2013	115,636
<b>Plus</b> new members	9,277
<b>Less</b> members died, left or written off	9,655
<b>Prospect total</b> at 31 December 2014	115,258

3. These figures mask excellent recruitment and retention work in the second half of 2014. Membership grew in four out of six months; and there were three months where recruitment was the best recorded for those months since Prospect was formed in 2001.

4. Recruitment and retention improved because of a number of initiatives including:
- improved online joining
  - a streamlined/shortened application form
  - the Member recruit Member incentive
  - staff training
  - dedicated recruitment and organisation courses, and a focus on R&O at other courses
  - focusing on retention at workplace level and
  - Prospect's membership team "cold calling" people who left or were suspended.

## RECOGNITION

5. Prospect, alongside Unite, is now jointly recognised for supervisors at Hinkley Point C nuclear new build construction site. Plans to recruit and represent these workers, and the union's longer-term strategy with construction contractors, are well advanced.

6. New recognition agreements are in the latter stages of development; these cannot be announced until they are signed.

## ORGANISATION

7. National secretary Mike Graham leads the union's organising strategy. He works closely with a national sub-committee known as CORE – the Committee for Organising Recruitment and Education.

8. The online joiners survey to find out why people joined, how they heard about Prospect and the key issues of concern at work has proved very effective.

9. The Young Professionals Network held their first ever residential meeting in November when they developed a young professionals' strategy.

10. Prospect's Learning Services were rebranded as 'POLA' – Prospect Organising and Leadership Academy. New courses introduced in 2014 included a local lay representatives' leadership course and a recruitment and organising weekend course

## BRITISH ASSOCIATION OF COLLIERY MANAGEMENT – technical, energy and administrative management (BACM-TEAM)

11. Discussions on a possible transfer of engagements with BACM-TEAM first started in March 2009. These talks were brought to a successful conclusion and BACM-TEAM transferred to Prospect on 1 November 2014.

12. An agreed condition of the transfer was that all existing and identified liabilities, including those associated with the BACM-TEAM staff, were appropriately discharged before the transfer to Prospect.

**13.** The transfer process and the associated ballot were conducted under the regulations set out by the Certification Office. The BACM-TEAM members were asked in a ballot to approve the following statement:

**14.** “The BACM-TEAM National Executive Committee (NEC) and Special Delegate Conference (SDC) have agreed that BACM-TEAM should transfer its engagements to Prospect with effect from 1st November 2014.”

**15.** Members endorsed the decision to transfer by 96.1%, on a turnout of 51.5%

**16.** One thousand seven hundred and seventeen (1,717) retired and working members transferred to Prospect. A new BACM branch was created which will form part of Prospect’s energy supply industry sector. The BACM branch and BACM members will be serviced from the union’s Wakefield office.

**17.** The NEC warmly welcomes all former BACM-TEAM members to Prospect.

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## RETIRED MEMBERS’ GROUP

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**18.** The RMG National Committee met four times during 2014. The important work carried out by the committee and representatives

continued to be dominated by the impact of government austerity and public spending cuts on some of the most vulnerable in society.

**19.** The RMG continues to contribute to policy work and works with other stakeholders to promote the interests of retired members.

**20.** The RMG took an active part in Prospect’s national conference in Glasgow. Delegates endorsed an NEC motion which gives the RMG card voting rights on any rule changes relevant to Part 5 of the Prospect rules or on any proposed changes to RMG subscriptions.

**21.** A motion put forward by the RMG resulted in a substantial donation to St Bart’s mesothelioma research group.

**22.** Four dedicated publications for retired members were produced in 2014: two editions of *WiseEye* and two *RMG Updates*.

**23.** Printed copies of these publications will continue to be sent to RMG members via *Profile*. All publications, including sector newsletters, are available to members via the ‘industry’ pages of Prospect’s website.

**24.** Towards the end of the year, Prospect started a review of its website to enhance its accessibility and usability.

# 2

## MANAGING THE UNION

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### SUBSCRIPTIONS

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- 1.** On 1 January 2014, subscription rates and thresholds for members covered by the Prospect banded structure and for retired members were increased by 2.5%.
- 2.** In years when there is no biennial conference to set new rates, the increase in the subscriptions for the following year, in this case 2014, is normally decided through an established formula, by reference to the movement in the Retail Prices Index (RPI) for the preceding July.
- 3.** The actual RPI increase in July 2013 was 3.1%. However, the national executive committee decided that in the light of the very low pay increases experienced by many members covered by the banded subscription structure, it would not apply the established formula, but would cap the increase at 2.5% instead. According to established practice, subscriptions for members covered by the 0.55% of earnings formula increased in line with that formula, although from 1 January 2014 the cap on subscriptions was lowered from £21 per month (£252 per annum) to £19 per month (£228 per annum).

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### STRATEGIC REVIEW

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- 4.** The NEC continued to oversee implementation of the recommendations arising from the strategic review carried out in 2012. This included improvements to national conference, reviewing branch funding arrangements, refreshing the way that rep training is delivered and trialling new membership incentives.
- 5.** Internally, the new National Organisation, Recruitment and Development team (NORD) continued to promote a strong focus on

recruitment and retention. This included the introduction of retention phone calls to members who had resigned, the launch of a young professionals committee, and the introduction of Prospect's Organising and Leadership Academy (POLA).

- 6.** Prospect's national strategic objectives were refreshed and will be subject to a more detailed review by the NEC in May 2015.

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### HEALTH AND SAFETY (STAFF)

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- 7.** Prospect's staff health and safety committee continued to meet regularly to review existing policy and new legislation and/or activities.
- 8.** Due to staffing changes, a number of new GMB representatives have been welcomed to the team.
- 9.** Continuing action from the 2013 stress audit includes delivering an employee engagement survey and plan; a working group looking at performance management within Prospect; and introducing a mentoring scheme that will be piloted in 2015. Two other working groups are focusing on the union's short and long-term objectives. All line managers undertook 360-degree feedback and a session dealing with common themes was scheduled to run in February 2015.
- 10.** A follow-up stress audit will take place in the first quarter of 2015.

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### ENVIRONMENT

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- 11.** As recommended in the environmental assessments carried out in 2013, Prospect is now using 100% recycled copy paper in all its offices.

**12.** Work continues on investigating the replacement of existing lighting with more energy-efficient LED lighting where appropriate.

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## PROPERTY

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**13.** In June 2014, the lease on the existing Bristol office in Newminster House came to an end and a new five-year lease was negotiated with the landlord.

**14.** In August 2014 the Prospect office in Douglas, Isle of Man, was relocated from within a government building to a new office in a better location in the centre of Douglas.

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## STAFF DEVELOPMENT

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**15.** Staffing developments in 2014 included:

- integrating the remaining Aspect staff on to Prospect terms and conditions
- “merging” the two South East regional office teams into one team.

**16.** Delivery of the staff training programme was based on the performance development review interviews. This provided a mix of job-specific, externally-run courses and some generic in-house courses.

**17.** A successful Prospect all-staff meeting was held in December 2014. It focused on the future challenges for the union and its membership, the importance of working as one team and delivering best practice across teams.

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## OFFICER CHANGES

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**18.** During 2014 the following internal appointments were made:

- Steph Marston, Assistant Secretary, Defence/Security/Channel Islands
- Jane Copley, Legal Officer, Department of Communications and Research (DCR)
- Graham Stewart, Parliamentary, Media and Campaigns Officer, DCR
- Andrew Child, Communications Officer, DCR
- Parmjit Dhanda, Negotiations Officer, Communications, Media and Digital Sector
- Richard Hardy, Negotiations Officer, Scotland

- Eugene Duroha, Deputy Head of IT, New Prospect House

- Lee Aldrich, Data Officer and IT Trainer, Wimbledon

- Simon Brown, Negotiations Executive, Lutterworth

- Gabbie Johnson, Organiser, Chertsey

- Carol Quinn, Organiser, Lutterworth

- Robert Lauder, Organiser, Wimbledon

- Tom Sidwell, Organiser, NORD

- Chris Manning, Organiser, Chertsey

**19.** 2014 saw the retirement of:

- Jim Cooper, Negotiations Officer, Scotland

- John Higgins, Negotiations Officer, Agriculture/Health/Transport

- Nick Wright, Communications Officer, Aspect

**20.** Other leavers from Prospect during 2014 were:

- Fern Lindsay, IT Administrator, Wimbledon

- Shirley Smeaton, Organiser, Lutterworth

- Bob Pemberton, Negotiations Executive, Aspect

- Don Martin, Negotiations Executive, Aspect

- Gabbie Johnson, Organiser, Chertsey

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## APPEALS COMMITTEE

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**21.** The committee was not called on to consider any cases in 2014. The committee's five members are: Russell Brown, Richard Grant, Jenni Hircock, Suresh Tewari and Terry-Anne Boxshall.

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## EMPLOYEE SALARIES

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**22.** Motion 39 from the biennial national conference instructed the NEC to present in the annual report the number of employees, in salary bands of £10,000 steps, from £10,000 up to the salary of the general secretary.

**23.** This is reflected in the table below; however please note:

- these steps do not reflect the Prospect grading structure or the salary ranges attached to each grade

- the figures include the full-time equivalent salaries for those currently working part-time hours
- the general secretary's salary is a spot rate and can be found on page 36.

SALARY BAND (£)	NUMBER OF STAFF
10,000-19,999	0
20,000-29,999	60
30,000-39,999	33
40,000-49,999	30
50,000-59,999	41
60,000-69,999	11
70,000-79,999	5

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## BIENNIAL NATIONAL CONFERENCE

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**24.** Prospect's biennial national conference 2016 will be held at the Bournemouth International Centre in Bournemouth from 10-12 May.

**25.** Prospect's biennial national conference 2018 will be held at Birmingham's International Conference Centre from 4-6 June 2018.

# 3

## RIGHTS AT WORK

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### EMPLOYMENT LAW

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1. 2014 saw the impact of the government attacks on workers' rights introduced during 2013. These changes have made it easier and cheaper for employers to sack workers. There was also an overall massive drop in the number of employment tribunal claims after fees were introduced to bring a claim. However, where Prospect supports a claim we pay the fees for members, meaning the union has pursued just as many tribunal cases as before.
2. Further changes to employment law were introduced during the year. January saw a watering down of protection under the transfer of undertakings (protection of employment) regulations.
3. In April the long-standing statutory questionnaires procedure under the Equality Act was abolished. A further very significant change to tribunal procedures was introduced from May, whereby claimants must raise their case with ACAS for early conciliation before submitting a tribunal claim. Prospect has been busy challenging the introduction of these cuts and in briefing and training officers and reps on the new rules.
4. Prospect submitted detailed responses to a number of government consultations on potential changes to the law during 2014. These included:
  - zero hours contracts
  - the ACAS code of practice
  - the Equality and Human Rights Commission (EHRC) litigation strategy
  - the assured register of union members.

5. Members can see Prospect submissions at <http://library.prospect.org.uk/browse/type/submission>

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### LEGAL CASES

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6. Prospect advised and assisted members on a wide range of employment law issues, including unfair dismissal, discrimination at work, redundancy and contractual disputes. A number of cases have been pursued through the employment tribunals.
7. During 2014 the union recovered more than £640,000 for members as compensation, payable either through settlement after presenting a tribunal claim, or through winning at the tribunal.
8. Notable successes during 2014 were:
  - **Tribunal success for working mother** – A Prospect member in the Prison Service won her year-long legal battle for the right to reduce her hours after returning from maternity leave.
  - **Tribunal finds that enforcing mobility was unfair and discriminatory** – A Prospect member dismissed by the Civil Aviation Authority for refusing to relocate 120 miles from his home won his tribunal claim for unfair dismissal and disability discrimination.
  - **Race and religious discrimination** – A challenge to the Prison Service's pay structure on the grounds of race and religious discrimination is going to the Court of Appeal.
  - **Member held to have full employee rights** – Prospect represented a member who had been employed on a "sessional" basis and the employer said they were not an employee and had no employment protection rights.

The judge ruled that the member was in fact an employee under the law and he now has full employment rights.

- **Success at judicial mediation** – A case of disability discrimination went to judicial mediation and was successfully resolved.
- **Many good settlements of claims** – Many cases settle before reaching a hearing. Several cases of dismissal for performance management or ill health resulted in tribunal claims and were settled for significant sums shortly before the final tribunal hearing. Good settlements were reached in cases of discrimination against women returning to work after maternity leave.
- **High Court breach of contract** – A claim for six members challenging entitlement to enhanced redundancy pay was settled by Prospect’s solicitors before proceedings were due to be issued in the High Court.

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## HEALTH AND SAFETY

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**9.** The year 2014 opened with the resounding conclusions of Martin Temple’s triennial review of the Health and Safety Executive (HSE) which found that:

- its functions remain necessary
- an interdependent non-departmental public body is the appropriate delivery model
- the professionalism and technical competence of its staff set HSE “necessarily in a very positive context”.

**10.** The triennial review, published on 9 January 2014, also condemned “fees for intervention” as a “dangerous model” for linking the funding of the regulator to an income from “fines”; and suggested exploring opportunities for the commercialisation of HSE where appropriate.

**11.** This comprehensive review indicated “near universal” support for the HSE among the business community and singled out the professionalism and expertise of HSE staff for particular praise. The review’s conclusions hopefully pave the way for more constructive dialogue about health and safety reform, rebalancing the agenda away from the spin and ideological attacks that have dominated the preceding four years.

**12.** The review also recognised the shifting landscape of traditional health and safety with emerging interests in wellbeing and mental health, detecting some confusion around lines of responsibility – which Prospect has also observed.

**13.** These shifts have likewise influenced Prospect health and safety strategy, with the focus increasingly aligned to campaigns associated with Good Work, including challenging the types of performance management system that evidence warns are harmful.

**14.** Health and safety highlights included:

- **Safety reps conference March 2014** – addressed by Professors Cary Cooper, David Walters and Phil Taylor
- **Launch of Stress, Stigma and Solutions** – merging health and safety with equalities advice into a new resource pack for reps
- **40@40 booklet** – launched to celebrate 40 years of the Health and Safety at Work Act and sent to every member of parliament and the House of Lords
- **Training** – providing Prospect health and safety learning and development to more than 100 health and safety reps and members
- **Partnership** – maintaining partner membership of the national HESAC and the Powering Improvement steering group, thus influencing electricity industry health and safety standards and improvements.

**15.** Prospect’s health and safety profile continues to flourish in the workplace and in strategic and academic policy circles.

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## EQUALITIES

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**16.** Prospect’s equal opportunities advisory committee (EOAC) has worked closely with the Professional Women working group, focusing on four main themes.

**17. First,** there has been a continuing focus on recruitment and retention, including through mainstreaming equalities on the bargaining agenda. To this end a seminar on performance management was held in March.

**18.** Prospect's analysis of 2014 performance outcomes in the civil service, published in November, provided evidence of apparent discrimination on grounds of disability, ethnicity and age. These results were widely publicised and are being used to support negotiations for improvements. Separately, work is in hand to ensure that equalities resources are easily accessible on the website and to promote their use for recruitment. New resources include guidance on work-life balance and the extended right to request flexible working.

**19. Second,** and related, the EOAC is undertaking a major review of the role of equality reps and of Prospect's equality networks. The review aims are to ensure that equality reps are fully integrated into branch structures and that the networks promote active engagement of members and reps with each other.

**20.** To support this work, Prospect's education courses have been reviewed for their equalities content and two further courses on harassment and bullying have been delivered. In November work began on a new mentoring programme for women in science, technology, engineering and maths (STEM), involving members from several employment areas, and this will be rolled out in 2015.

**21. Third,** there has been a strong emphasis on progressing the Prospect Pledge to establish a minister-led commission to increase the proportion of women in the STEM workforce to 30% by 2020. A survey on "Raising our Sights for Women in STEM", found that members' top three priorities for change were:

- positive flexibility at work
- equal access to career paths and promotion opportunities
- better and fairer pay.

**22.** Following the parliamentary Pledge launch events early in the year, other events were held, including:

- an International Women's Day event in Westminster chaired by Meg Munn MP and including contributions from Professor Dame Athene Donald, Professor Dame Julia Slingo and Liam Byrne MP

- a fringe meeting jointly with Women into Science and Engineering (WISE) at the TUC women's conference
- a practical workshop on "Raising our Sights" in June at the National Physical Laboratory, attended by representatives from several branches along with their HR managers
- in October interim results from a survey of women STEM returners were launched in parliament. This survey was undertaken jointly with the Women's Engineering Society, Women in Manufacturing and TRS, and elicited 5,000 responses. Final results and recommendations were scheduled for publication in early 2015.

**23. Fourth,** the national executive committee has adopted the principles of the ITUC's "Count Us in!" campaign, which seeks to ensure that women represent 30% of decision-makers in unions by 2018. The NEC has undertaken a review of women's representation on national, sectoral and local committees and will be monitoring this with a view to improving the position as committee membership is refreshed.

**24.** Prospect continued to play an active part in the TUC equality structures through representation on the TUC equality committees and at conferences.

# 4

## BENEFITS AND SERVICES

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### PERSONAL INJURY SCHEME

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1. More than £2.9 million was recovered in compensation for 127 members with personal injury claims in 2014. The amounts in each individual case vary enormously depending on the nature of the injury and claim.
2. There were 260 new applications for legal advice in respect of personal injury in 2014. The types of cases included: asbestos-related illnesses, stress, repetitive strain injury, occupational diseases and accidents at work.

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### LEGAL SERVICES

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3. Prospect continues to work with its solicitors to ensure that members receive a high-quality, efficient, and responsive service. General legal services available to members include advice on defamation, clinical negligence and wills. The Prospect guide to legal services, 'On Your Side' describes the full range of advice and assistance available and the conditions of the service.

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### LEGAL EYE

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4. *Legal Eye*, a new regular newsletter for Prospect members, was introduced in 2014. The three editions highlighted developments in employment law and news from the legal team.

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### ASBESTOS REGISTER

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5. Prospect continues to publicise the importance of the asbestos register. An entry on the register provides enhanced information in the event of a claim. Whether members have registered their details or not, they can still access the Prospect Personal Injury Scheme should they be the subject

of a latent occupational health issue. At the year-end there were 1,554 members on the register. Members can log in and download a form from: <http://library.prospect.org.uk/id/2009/00095>. A leaflet which explains the scheme is at <https://library.prospect.org.uk/download/2015/00101>

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### COMPENSATION SCHEME FOR RADIATION-LINKED DISEASES

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6. Prospect continues to be involved in the compensation scheme for radiation-linked diseases, a joint initiative between the UK's nuclear-sector employers and their trade unions. The scheme is designed to provide an alternative to legal action for past and present employees of participating employers who have been exposed to radiation during their work and who are subsequently diagnosed with cancer or cataracts.
7. The scheme was set up in 1982. Participating employers have expanded since its inception to include: Sellafield Ltd; Springfields Fuels Ltd; United Kingdom Atomic Energy Authority; Dounreay Site Restoration Ltd; Research Sites Restoration Ltd; URENCO UK Ltd; EDF Energy Nuclear Generation Ltd; Magnox Ltd; the Ministry of Defence; AWE plc; Babcock Marine (Devonport Royal Dockyard) Ltd; Babcock Marine (Rosyth Royal Dockyard) Ltd; Babcock Marine (Clyde) Ltd; GE Healthcare Ltd; Low Level Waste Repository (Drigg) and other related companies.
8. The scheme received 42 new claims during 2014 and six compensation settlements were completed.

**9.** Almost 1,500 cases have been considered since the scheme began – 156 of these resulted in successful claims – including 16 retrospective cases ie cases considered in the light of new science. Compensation payments totalling £8.09m have been paid to claimants to date.

**10.** Cases which can be considered under the scheme are assessed by applying technical criteria jointly agreed between management and trade unions. The applied criteria are more generous to the claimant than those likely to be used for a legal action.

**11.** The scheme awards payments for cases with a causation probability of 20% or above. In a court case, a claimant would have to prove a causation probability of 50%.

**12.** In 2011, the International Commission for Radiological Protection (ICRP) issued a statement on tissue reactions that recommended reducing the absorbed dose threshold for the induction of cataracts. A revised cataract schedule was implemented in 2012 to reflect these recommendations. The scheme is currently seeking approval from the relevant duty holder organisations for a cataract retrospection exercise.

**13.** The scheme's website – [www.csrlid.org.uk](http://www.csrlid.org.uk) – provides relevant guidance to potential claimants (and others acting on their behalf) and contact information for those seeking further information.

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## SERVICES TO MEMBERS

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**14.** A new agreement with CSMA and Liverpool Victoria was signed during the year.

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## BENEVOLENT FUND

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**15.** During the year, 16 grants were made to the beneficiaries of members in financial need, to a total value of £19,882.53.

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## DEATH BENEFIT

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**16.** Death in service benefit was paid to the beneficiaries of 85 members during the year, to a total value of £87,293.40.

# 5 TRAINING AND SKILLS

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## PROSPECT LEARNING

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**1.** Prospect's Learning Services were rebranded as POLA Education on 1 October 2014. POLA is the Prospect Organising and Leadership Academy. POLA Education is part of the National Organising, Recruitment and Development (NORD) team headed by Mike Graham. All rep and membership skills training is now delivered under the POLA Education branding.

**2.** Learning Services scheduled 34 courses across the UK in 2014. Two courses were cancelled due to low participant numbers; no courses were cancelled because of adverse weather/travel disruption.

**3.** The number of 'no-shows' and last-minute cancellations is once again on the rise and a strategy is now in place to ensure that members and reps realise the cost and consequences of not turning up to their confirmed training course or event.

**4.** Birmingham city centre and Blackpool featured as new venues for a number of courses in 2014. A strong working relationship with Guaranteed Events venue management service was developed and the union is benefiting from discounted rates at a range of hotel chain properties nationwide. Participant and tutor feedback has, thus far, been very positive.

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## GENERAL FEDERATION OF TRADE UNIONS

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**5.** POLA Education is developing a new, self-guided, e-learning mini-module entitled 'Your Union' in partnership with the General Federation of Trade Unions. This module will provide all new Prospect representatives and activists with foundation knowledge

of Prospect's structure and workings before they attend their first classroom-based training course.

**6.** A link to the module will be sent to all new representatives and activists as soon as they enrol on their first training course. Reps can then work their way through the e-learning package at their own pace.

**7.** POLA Education worked with the GFTU on a number of projects in 2014, including:

- a review of Prospect's 'Essential skills for union volunteers' and 'Handling cases in your workplace' courses. The newly-refreshed courses will roll out from early 2015
- piloting two, new training events: a two-day, residential 'Local lay leadership' school for experienced Prospect reps looking to take on leadership roles in their branch and a residential weekend school on recruitment and organising for newer reps.

**8.** Both events were held at the GFTU's Quorn Grange Hotel in Leicestershire and were well-received. Both events will re-run during 2015.

**9.** A development event to formalise the Young Professionals Network was held in November.

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## MEMBERSHIP PARTICIPATION

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**10.** More than 400 people participated in national education programme courses in 2014. These figures do not include learner participation in Prospect's externally-funded projects. The average number of participants per course was 14.

**11.** Participation in the union's national education programme fell relative to previous years because of the squeeze on employers allowing paid release for reps to attend training courses, particularly in the civil service sector. However, demand from reps in other sectors continued to be robust, with strong demand from reps in the communications, media and digital and energy sectors.

**12.** Demand for training at branch and regional level remained strong. More than 450 participants attended a course run as part of the union's branch and regional training programme.

**13.** POLA Education ran two 'Introduction to pensions' courses in Wimbledon and Manchester in 2014. Both were heavily subscribed with excellent feedback from participants.

**14.** Prospect continued to deliver courses across the UK and on the Isle of Man to ensure that reps from all branches can benefit from union training.

**15.** Demand for complementary training and development opportunities offered through TUC Education and the GFTU remained strong. Prospect uptake of higher-level courses was particularly robust.

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## FORMAL ACCREDITATION

**16.** Work continues to ensure that the few remaining training courses in the national education programme gain full CPD Certification Service accreditation. The aim is for all courses to be accredited by CPD.

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## UNION LEARNING FUND PROGRAMME

**17.** A two-year, externally funded project called 'Digital cohesion: A union's approach to investment in skills' ended in March 2014. Key achievements included:

- updating the Apprenticeship App for Android and iOS platforms to reflect the changing funding framework. At the end of December 2014, the App had been downloaded more than 14,000 times

- a new, responsive website, [www.careersmart.org.uk](http://www.careersmart.org.uk) focusing on skills and careers development which includes a careers skills audit, a salary calculator and salary checker
- the mentoring programme was refined and involved 13 mentors supporting 37 members
- a range of support and events for women in science, technology, engineering and maths; unemployed members; shift workers and homeworkers. Activities included: a joint event called "Women in STEM – Are you in or out" organised by Prospect, TRS, Women in Manufacturing and Women in Engineering at the Royal Aeronautical Society on 30 June. The event was chaired by Denise McGuire, Prospect vice-president and Meg Munn, MP. More than 60 delegates from industry, professional and trade bodies and academia attended. The aim was to understand more about the employment situation of women engineers and related STEM professionals who have left the sector, but who could and might wish to return and those who seeking to progress in the sector. Earlier in the year, the four partners launched a joint survey exploring this issue which generated 5,000 responses.

**18.** Prospect was also instrumental in securing a partnership with the College of North East London and Amey Services to improve staff literacy at the National Physical Laboratory in Teddington. The 15 students passed their respective Level 1-3 literacy examinations and have all signed up to progress their learning to next level of qualifications.

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## CAREER PODCASTS

**19.** Prospect produced a further three career-themed podcasts to add to its 36 short podcasts. The three podcasts focus on the value of mentoring, the key characteristics of a successful mentoring programme and the case for such programmes.

**20.** The project also produced an E-booklet called "Practical guide to planning and developing your career". It is free and available via the [careersmart](http://careersmart) website.

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## PROJECT STAFF

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**21.** The three remaining project workers – Kate Antoniou, Lin Martin Haugh and Pauline Tee – left Prospect when the Union Learning Fund contract ended. The project came in under budget at £451,458.74 – within the 1% threshold.

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## UNION LEARNING REPS

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**22.** Prospect, like many unions, experienced a drop in the number of members volunteering to be union learning reps. A Prospect survey of ULRs undertaken earlier in the year indicated this was due to three factors – reduction in facility time, retirement of ULRs with no succession plan in place and members' increased workload. However it was encouraging that by the end of the year, 11 members had embarked on the first two stages of the Prospect ULR programme.

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## PROSPECT'S REGTECH SKILLS PROJECT

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**23.** In September 2014, Prospect secured funding from the Gatsby Foundation for a two-year project to promote technician registration and vocational pathways within its recognised workplaces.

**24.** The project, called RegTech, seeks to work collaboratively with employers and local Prospect branches to support (potential) recipients of the (Eng and Sci) technician registration pathway and those involved in supervising, coaching and mentoring them.

**25.** Lloyd Collier, a senior science technician with Diamond Light Source, was appointed to the role of Prospect RegTech development leader in November 2014. He will work three days a week on the project from January 2015.

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## SKILLS AGENDA

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**26.** Prospect continued to highlight the detrimental consequences for specialist skills and capacity as a result of the government's public sector cuts programme. In November Prospect published an independent report by Incomes Data Services on 'Recruitment and retention of professionals, specialists and senior managers in the civil service'.

**27.** The report demonstrated departmental employers' concerns over current and looming skill shortages, and that these concerns are particularly acute in organisations employing large numbers of specialists. The report is being used in further discussions with civil service employers and politicians.

**28.** Dialogue continued with the Government's Chief Scientific Adviser and Government Office for Science, in particular about the impact of funding cuts on government's STEM capability.

**29.** Prospect worked with the Campaign for Science and Engineering to highlight the importance of adequate resource funding, and with Women in Science and Engineering, the Women's Engineering Society and Science Grrl to campaign for a more diverse workforce to ensure that skill needs can be met.

**30.** Prospect also worked with Women in Nuclear UK on positive approaches to women's careers in the industry and its supply chain.

**31.** Prospect seminars on the nuclear and defence sectors, held in October, both focused on looming skills challenges and actions to address them.

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## GREEN JOBS AND SKILLS

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**32.** There was a continuing focus on green jobs and skills throughout the year. Prospect contributed to a TUC fringe meeting in September, featuring Caroline Flint MP, and at a TUC conference in October on 'The union effect: greening the workplace'.

**33.** Sue Ferns continues to co-chair the Trade Union Sustainable Development Advisory Committee, leading the TUC's work in this area. Prospect trained a number of new environmental reps over the year and is working with members involved in the 'Greening Government Network'.

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## WORLD SKILLS

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**34.** Prospect's work on the World Skills UK environmental science competition progressed successfully. The competition final was again held at the NEC in Birmingham in November as part of The Skills Show.

**35.** Six teams competed over three days and were challenged to:

- develop a sustainable energy solution for a two-island state
- build a renewable energy generator and
- present a report to the judges justifying their solution and how they would win over members of the local community.

**36.** North Nottinghamshire College fielded the winning team. Staging the competition at the NEC provided very good opportunities to raise awareness of environmental skills and career paths to tens of thousands of visitors as well as raising Prospect's profile and promoting the union's app for apprenticeship jobs and skills.

**37.** Prospect's lifelong learning strategy was further developed. A successful joint union bid for two learning centres at Hinkley Point C was approved in November, for implementation in the new financial year.

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## SECTOR SKILLS COUNCILS

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**38.** Prospect continued to work with Sector Skills Councils operating in the union's core membership areas to maximise opportunities for involvement and influence over the strategic direction of skills development in the UK.

**39.** Prospect is represented at board level on Cogent, E Skills and Lantra. The union is also represented on E-Skills, the National Skills Academy for Power and National Skills Academy for Nuclear. All SSCs now have to compete for funding and several have formed industrial partnerships to deliver the government's employer-led skills agenda.

# 6 AWARDS

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## GOLD BADGE

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**Paul Noon**

former General Secretary of Prospect

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## DISTINGUISHED SERVICE AWARD

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The following members were granted a Distinguished Service Award by the National Executive Committee during 2014:

**Harry Sharrock**

CMMDI Retired Members Group

**Graeme Henderson**

Department of Health

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## LONG SERVICE AWARD

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The following members were granted a Long Service Award by the National Executive Committee during 2014:

**Don Campbell**

Ordnance Survey

**Lee Parris**

UK Power Networks

**Gerry Wright**

QinetiQ Branch

**Keith Evans**

Highways Agency

**Steve Cole**

English Heritage

**John Dockery**

Babcock

**John Barneveld**

Ordnance Survey

**Andy Annetts**

GE Healthcare

**Brian Larcombe**

UKHO

**Keith Earl**

Sellafield

# 7

## OTHER ORGANISATIONS

### TUC

1. Prospect was well represented in September by a delegation of 15 at the Trades Union Congress in Bournemouth. Delegates made contributions and intervened on a wide range of issues including opposing further calls for a general strike and moving motions on women in male-dominated industries and employment rights. The union also intervened in debates of interest to Prospect members including public services and educational specialists.
2. Mike Clancy, Leslie Manasseh and Sue Ferns continued their positions on the TUC General Council, and Leslie Manasseh continued his position on the TUC Executive Committee.
3. In Scotland, Anne Douglas and Satnam Ner maintained their positions on the STUC General Council. In Wales, Gareth Howells continued to sit on the General Council of the Wales TUC. Prospect also continued to support events organised by the Irish Congress of Trade Unions and to take advantage of ICTU training opportunities.

### AFFILIATED ORGANISATIONS

4. Prospect maintains contact, and is involved with, a significant number of external organisations. Some of these are the result of conference decisions for direct affiliation, others are subscriptions for information or to exchange information and views.
5. A list of these bodies is set out (right) together with the current headquarters contact for each organisation. **NB** this list is not exhaustive.

AEI (ALAE)	John Ferrett
Amnesty International	Bev Hall
British Association for the Advancement of Science	Sue Ferns
Campaign for Press and Broadcasting Freedom (Connect)	Leslie Manasseh
Confederation of Shipbuilding and Engineering Unions	Garry Graham
Employee Relations Institute	Sue Ferns
European Federation of Public Service Unions	Dai Hudd
European Transport Federation	Dai Hudd
General Federation of Trade Unions	Ben Marshall
International Federation of Air Traffic Safety Electronics Associations	Dai Hudd
International Transport Workers' Federation	Dai Hudd
Irish Congress of Trade Unions	Mike Clancy
Justice for Columbia	Mike Clancy
National Association of Pension Funds	Neil Walsh
National Pensions Convention	Neil Walsh
Public Service Pensioners Council	Neil Walsh
Royal Aeronautical Society	Dai Hudd
Scottish Pensions Forum	Neil Walsh
Scottish TUC	Anne Douglas
Trades Union Congress and related bodies	Mike Clancy, Leslie Manasseh, Sue Ferns
UK Flight Safety	John Ferrett
UNI Global Union (Worldwide)	Mike Clancy
Uni Europa	Dai Hudd

Unions 21	Sue Ferns
Unite Against Fascism	Sue Ferns
War on Want	Bev Hall
Wales TUC	Tony Bell
Work Foundation	Sue Ferns

**6.** Other bodies to which Prospect is linked include:

Professionals Australia	Mike Clancy
BMA/Joint Committee	Geraldine O'Connell
British Veterinary Association	Geraldine O'Connell
Institute of Employment Rights	Mike Clancy
Museums Association	Alan Leighton
Parity	Neil Walsh
Trade Unions for Safe Nuclear Energy	Gill Wood
Workers' Educational Association	Sue Ferns

# 8

## FINANCE

**1.** Total income for the year was £17,138,000 of which subscription income was £16,243,000. Income from investments and other non-operating income (net of losses and provisions) was £895,000.

**2.** Total expenditure in 2014 was £17,049,000. The difference between total income and total expenditure resulted in a net surplus for the year of £89,000, before taking into account changes in pension scheme liabilities.

**3.** Prospect operates two defined benefit pension schemes for its staff, the Prospect Pension Scheme (PPS) and the Connect Pension and Life Assurance Scheme (CP&LAS). To comply with the FRS17 standard, the union is required to show the position of the schemes within Prospect's accounts each year. The pension schemes at the end of 2014 showed an aggregate deficit calculated on the FRS17 basis of £16,151,000. This was as a result of a negative movement in the liabilities of both pension schemes compared to 2013 of £7,596,000, reflecting a significant fall in the discount rate that is used to measure the liabilities of the schemes. This change reflected market conditions and was recommended by the schemes' actuaries. After taking into account the changes in the pension scheme liabilities, £7,507,000 was transferred to the General Fund. It should also be noted that the valuation on an FRS17 basis is not the same as a full actuarial valuation. The last full valuation for the PPS at 31 December 2011 showed a deficit of £14,500,000; and for the CP&LAS on 1 July 2011 the deficit was £3,324,000 (see also paragraph 14 of the accounts).

**4.** The national executive committee is grateful for the assistance of all members, representatives and staff for their hard work,

support and co-operation in securing the most economical and effective use of the union's financial resources.

**5.** The detailed report on income and expenditure for the year and balances as at 31 December 2014 is set out below.

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### INCOME

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**6. Income from subscriptions** was £16,243,000 after the transfer of £61,000 to the Prospect Political Fund.

**7. Income from investment operations and other sources** – Total income from investment operations and other sources was £902,000 (excluding sale of investments and movement in provisions). This included: dividends and interest received amounting to £496,000, rental income of £300,000 and other income of £106,000, which mainly consisted of £30,000 from Membership Services, £40,000 net from VAT refunds for 2013/14 and £25,000 net income from journals. Total investment income included an increase in the provision against investments of £122,000 reflecting the change in the market value of investments in the past year and a net profit from sales of investments of £115,000 leaving a net income figure for investment operations and other sources of £895,000.

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### EXPENDITURE

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**8. Total expenditure** (excluding other non-operating income/[expenditure]) was £17,049,000. Additional pension contributions of £1,253,000 (included under employment costs) were made in the year to address pension schemes deficits.

**9. Committees and conferences – £492,000.**

For 2014 this comprised the cost of Prospect's national committees £112,000 and £380,000 for Prospect's national conference. There were no sector conferences in 2014.

**10. Local democratic organisation and education – £1,097,000.** The figure includes expenditure for professional, departmental and other groups of £148,000; branch and section expenditure of £738,000 and £211,000 for the members' education and training programme.

**11. Employment costs – £11,875,000.** The figure mainly comprises £9,648,000 for the cost of staff salaries, employer's national insurance and normal contributions to the staff pension scheme. It also includes £1,253,000 for additional employer contributions to the staff pension schemes for the deficit recovery programme; £640,000 for the cost of staff travel, subsistence and mobile phones and £334,000 for other staffing costs.

**12. Property costs – £1,151,000.** These include the running costs of all Prospect properties, including maintenance, rents, rates and the provision of property depreciation.

**13. Administration and other supplies – £1,099,000.** This includes equipment, printing, stationery and telephones; computer services, research publications and subscriptions; editorial publishing and publicity; general legal and professional fees.

**14. Benefits to members – £1,335,000.** Costs include affiliation fees of £423,000 and donations of £15,000; £406,000 for the cost of the Prospect's journals; £88,000 for death benefit; £100,000 for net costs associated with running the members' legal, medical and professional aid scheme; £90,000 for costs associated with Prospect's website and £128,000 for recruitment/organisational expenditure.

**15. Surplus for the period – £89,000.** This is the surplus for the year. After taking into account the negative pension movement of £7,596,000 the net deficit for the year of £7,507,000 has been set against the General Fund.

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## BALANCE SHEET

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**16. Tangible fixed assets – £15,328,000.** This includes £14,506,000 for land and buildings (including New Prospect House and offices in Chertsey, Wimbledon and Lutterworth); £413,000 for office equipment and £409,000 for motor vehicles.

**17. Investments (net book value) £17,538,000.** The historical cost of investments is £17,781,000, but after provision for the diminution in value of investments (since purchase), the net book value is £17,538,000. A schedule of investments is set out on pages 38–39 of the financial statement.

**18. Current assets – £3,907,000.** The main items contained in this figure are debtors and prepayments (£1,568,000). These are monies due for members' subscriptions deducted from December salaries and the amount collected by direct debit for December subscriptions. Both are received by Prospect in January. The bulk of the cash at bank and in hand (£2,339,000) is held in a deposit account and earns interest. This includes monies for the Disaster Fund (£29,000) and the Prospect Political Fund bank balance (£604,000).

**19. Current liabilities – £1,028,000.** The main items contained in this figure are creditors and accruals (£1,008,000). This mainly comprises the amount due to various suppliers at the end of December 2014.

**20. General fund – £18,976,000.** The general fund is the general reserve fund of the union which receives a transfer of the surplus/ (deficit) for the year. The combination of the net surplus of £89,000 transferred from the income and expenditure account and the negative pension scheme movements of £7,596,000 has resulted in an overall decrease in the general fund from £26,151,000 to £18,976,000.

**21. Political fund.** The political fund is a separate fund which receives income from members who opt to contribute to it. Thirteen thousand and fifty three members did not contribute in 2014. A total of £61,000 was transferred to the fund being income for 2014

from 101,400 members who contributed to it. Expenditure of £47,000 was incurred in the year.

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## PROSPECT BENEVOLENT FUND

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**22.** The finances of the Prospect benevolent fund are accounted for separately from those of Prospect and the results for 2014 are shown separately on pages 40-41 of this report.

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## IPMS (PROSPECT) EDUCATIONAL TRUST

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**23.** This was established by the 1990 IPMS annual delegate conference. One grant was made from the fund during the year.

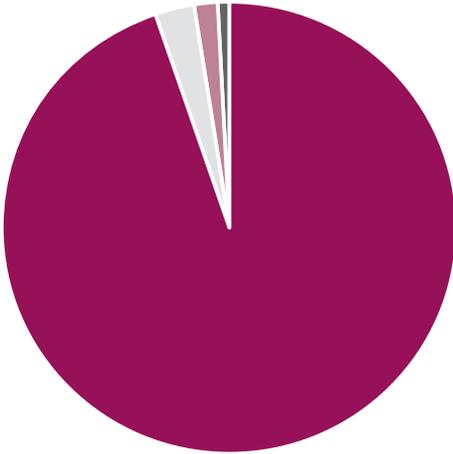
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## PROSPECT DISASTER FUND

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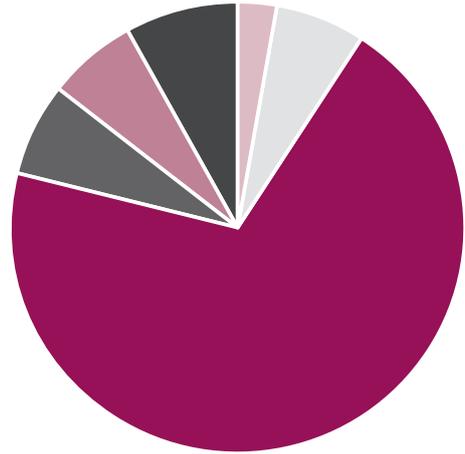
**24.** This was established by the NEC in 1992. One grant was made from the fund during the year.

## income



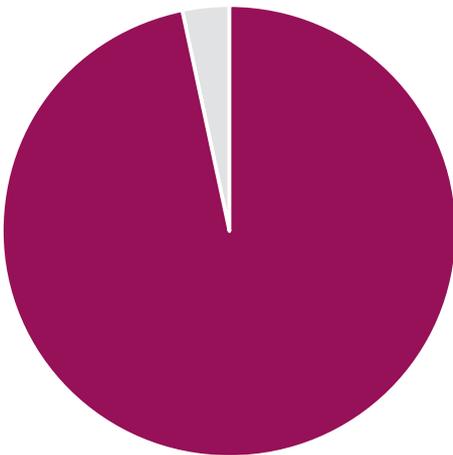
Subscriptions	£16,243,000
Investments	£489,000
Rental income	£300,000
Other income	£106,000
<b>TOTAL INCOME</b>	<b>£17,138,000</b>

## expenditure



Employment costs	£11,875,000
Benefits to members	£1,335,000
Local democratic organisation and education	£1,097,000
Property costs	£1,151,000
Admin and other supplies	£1,099,000
Committees and conference	£492,000
<b>TOTAL EXPENDITURE</b>	<b>£17,049,000</b>

## reserves



General fund	£18,976,000
Political fund	£618,000
<b>TOTAL</b>	<b>£19,594,000</b>

## assets



Investments	£17,538,000
Land and buildings	£14,506,000
Net current assets	£2,879,000
Office equipment, fixtures and fittings, motor vehicles	£822,000
Pension scheme liability	(£16,151,000)
<b>TOTAL</b>	<b>£19,594,000</b>

The surplus for the year was £89,000 before the movement in pension scheme liability of (£7,596,000)

# Accounts

## Statement of responsibilities of the National Executive Committee

The legislation relating to trade unions requires the Union to submit a return for each calendar year to the Certification Officer. This return contains accounts that must give a true and fair view of the state of affairs of the Union at the year end and of its transactions for the year then ended. The accounts set out on the following pages have been prepared on the same basis and are used to complete the return to the Certification Officer.

In relation to Prospect, the requirement to prepare accounts that give a true and fair view is the responsibility of the National

Executive Committee. The National Executive Committee is responsible for preparing accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). In so doing, the National Executive Committee is required to:

- Select suitable accounting policies and then apply them consistently.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable accounting standards have been followed.

● Prepare the accounts on the going concern basis unless it is inappropriate to do so.

The National Executive Committee is responsible for keeping proper accounting records and establishing and maintaining a satisfactory system of control over its records and transactions in order to comply with the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended). It is also responsible for safeguarding the assets of the Union and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

## Report of the independent auditors to the members of Prospect

We have audited the financial statements of Prospect for the year ended 31 December 2014, set out on pages 25 to 42. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the Union's members, as a body. Our audit work has been undertaken so that we might state to the Union's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Union and the Union's members as a body, for our audit work, for this report, or for the opinions we have formed.

### Respective responsibilities of the Union's National Executive Committee and auditors

As explained more fully in the Statement of Responsibilities of the National Executive Committee on page 1, the Union's National Executive Committee is responsible for the preparation of financial statements

which give a true and fair view. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

### Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the Union's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Union's National Executive Committee; and the overall presentation of the financial statements.

### Opinion on financial statements

In our opinion the financial

statements give a true and fair view of the state of the Union's affairs as at 31 December 2014 and of its income and expenditure for the year then ended.

### Matters on which we are required to report by exception

We are required by the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended) to report to you by exception in respect of the following matters if, in our opinion:

- A satisfactory system of control over transactions has not been maintained.
- The Union has not kept proper accounting records.
- The financial statements are not in agreement with the books of account.
- We have not received all the information and explanations we need for our audit.

We have nothing to report to you in respect of the above matters.

**H W FISHER & COMPANY**  
Chartered Accountants  
Statutory Auditor  
Acre House  
11/15 William Road  
London NW1 3ER  
Dated: 17 March 2015

# PROSPECT INCOME AND EXPENDITURE ACCOUNT

## GENERAL FUND – Year ended 31 December 2014

		2014		2013	
	Note	£'000	£'000	£'000	£'000
<b>INCOME</b>					
Subscriptions			16,243		16,532
<b>EXPENDITURE</b>					
Committees and conferences	1	492		216	
Local democratic organisation and education	2	1,097		1,219	
Employment costs	3	1,875		11,936	
Property costs	4	1,151		1,199	
Administration and other supplies	5	1,099		1,013	
Benefits to members	6	<u>1,335</u>		<u>1,279</u>	
			<u>(17,049)</u>		<u>(16,862)</u>
<b>OPERATING DEFICIT BEFORE INVESTMENT OPERATIONS</b>			<b>(806)</b>		<b>(330)</b>
<b>INCOME FROM INVESTMENT OPERATIONS</b>					
Investment income		496		489	
Rental income		300		289	
Other income	7	106		194	
Surplus on sale of investments		115		318	
(Increase)/decrease in provision against investments	9	<u>(122)</u>		<u>(9)</u>	
			895		<u>1,281</u>
<b>SURPLUS FOR THE YEAR</b>			<b>89</b>		<b>951</b>
<b>PENSION SCHEME LIABILITY/ASSET</b>					
FRS17 movement	15		871		789
Actuarial (loss)/gain			(8,467)		1,079
<b>GENERAL FUND AT 1 JANUARY 2014</b>				26,151	23,332
Transfer of Engagements (BACM)	14		<u>332</u>		<u>—</u>
<b>GENERAL FUND AT 31 DECEMBER 2014</b>			<b><u>18,976</u></b>		<b><u>26,151</u></b>

The income and expenditure account has been prepared on the basis that all operations are continuing operations. There are no recognised gains and losses other than those passing through the income and expenditure account.

# PROSPECT INCOME AND EXPENDITURE ACCOUNT – (PROSPECT) POLITICAL FUND

Year ended 31 December 2014

	2014 £'000	2013 £'000
<b>INCOME</b>		
Subscriptions	<u>61</u>	<u>75</u>
	61	75
<b>EXPENDITURE</b>	<u>(47)</u>	<u>(140)</u>
<b>SURPLUS/(DEFICIT) FOR THE YEAR</b>	14	(65)
<b>POLITICAL FUND AT 1 JANUARY 2014</b>	<u>604</u>	<u>669</u>
<b>POLITICAL FUND AT 31 DECEMBER 2014</b>	<u><b>618</b></u>	<u><b>604</b></u>

# PROSPECT BALANCE SHEET AT 31 DECEMBER 2014

	Note	2014		2013	
		£'000	£'000	£'000	£'000
<b>FIXED ASSETS</b>					
Tangible Fixed Assets	8		15,328		15,455
Investments	9		<u>17,538</u>		<u>17,554</u>
			32,866		33,009
<b>CURRENT ASSETS</b>					
Debtors and prepayments		1,568		1,608	
Cash in bank and in hand		<u>2,339</u>		<u>1,574</u>	
		<u>3,907</u>		<u>3,182</u>	
<b>CURRENT LIABILITIES</b>					
Creditors and accruals		<u>1,028</u>		<u>881</u>	
<b>NET CURRENT ASSETS</b>					
			<u>2,879</u>		<u>2,301</u>
<b>NET ASSETS EXCLUDING PENSION LIABILITY</b>					
			35,745		35,310
Net pension scheme liability	15		<u>(16,151)</u>		<u>(8,555)</u>
			<u><u>19,594</u></u>		<u><u>26,755</u></u>
Represented by:					
<b>GENERAL FUND</b>	10		18,976		26,151
<b>POLITICAL FUNDS</b>			<u>618</u>		<u>604</u>
			<u><u>19,594</u></u>		<u><u>26,755</u></u>

Approved for issue to the members on 17 March 2015

**Mike Clancy**  
General Secretary

**Alan Grey**  
President

# PROSPECT CASH FLOW STATEMENT

## YEAR ENDED 31 DECEMBER 2014

		2014		2013	
	Note	£'000	£'000	£'000	£'000
<b>NET CASH INFLOW FROM OPERATING ACTIVITIES</b>	11		55		138
<b>RETURNS ON INVESTMENTS AND SERVICING OF FINANCE</b>					
Investment income		496		489	
Rent receivable		<u>300</u>		<u>289</u>	
Net cash inflow from returns on investments and servicing of finance			796		778
<b>CAPITAL EXPENDITURE AND FINANCIAL INVESTMENT</b>					
Payments to acquire tangible fixed assets		(482)		(247)	
Payments to acquire fixed asset investments		(1,946)		(3,887)	
Receipts from sale of tangible fixed assets		54		33	
Receipts from sale of fixed asset investments		<u>1,752</u>		<u>3,368</u>	
Net cash outflow from capital expenditure and financial investments			(622)		(733)
<b>ACQUISITIONS AND DISPOSALS</b>					
Cash acquired on transfer of engagements		<u>536</u>	536	<u>—</u>	—
Net cash inflow from acquisitions and disposals					
<b>INCREASE IN CASH</b>	12		<u>765</u>		<u>183</u>

# PROSPECT ACCOUNTING POLICIES

## YEAR ENDED 31 DECEMBER 2014

The accounts have been prepared in accordance with applicable accounting standards. The specific accounting policies adopted are set out below.

### **Accounting convention**

The accounts are prepared under the historical cost convention.

### **Subscriptions**

Subscriptions are accounted for on an accruals basis.

### **Expenditure**

All expenditure in the accounts is inclusive of VAT where applicable.

### **Tangible fixed assets**

Tangible fixed assets are stated at cost and depreciated as set out below.

### **Depreciation**

Depreciation is provided on all tangible fixed assets, except freehold land, to write off the cost less estimated residual value in equal annual instalments over the estimated useful economic lives of the assets. The estimated useful economic lives are as follows:

Freehold buildings – 50 years

Furniture and fittings – 10 years

Office equipment – 4 years

Motor vehicles are depreciated to reduce the book value of the vehicles to their realisable value at the balance sheet date.

### **Pension costs**

Pension scheme assets are measured using market values. Pension scheme liabilities are measured using the Projected Unit Method and discounted at the current rate of return on a high quality corporate bond of equivalent term and currency to the liability. The net movements in the pension funds are transferred to the general fund and are made up of the following: the increase in the present values of the union's defined benefit pension schemes expected to arise from employee service in the period; finance charges which include the expected return on the schemes' assets and the increase during the period in the present value of the schemes' liabilities arising from the passage of time and the actuarial gains and losses are recognised.

### **Corporation tax**

Corporation tax is payable on interest income, rental income and chargeable gains arising on the disposal of properties and investments but only to the extent that these exceed expenditure on provident benefits.

### **Branches**

The transactions of the branches during the period are included in these accounts as are the net assets held directly by them at the balance sheet date.

### **Investments**

Investments are stated at cost less any provision for impairment.

### **Leases**

Assets held under finance leases and hire purchase contracts are capitalised and depreciated over the shorter period of the lease and the estimated useful economic lives of the assets. The finance charges are allocated over the period of the lease in proportion to the capital outstanding and are charged to the income and expenditure account. Operating lease rentals are charged to the income and expenditure account in equal instalments over the period of the lease.

# PROSPECT NOTES TO THE ACCOUNTS

## YEAR ENDED 31 DECEMBER 2014

	2014 £'000	2013 £'000
<b>1 COMMITTEES AND CONFERENCES</b>		
National committees	112	126
National and sector conferences	<u>380</u>	<u>90</u>
	<u>492</u>	<u>216</u>
<b>2 LOCAL DEMOCRATIC ORGANISATION AND EDUCATION</b>		
Professional, departmental and other groups	148	143
Branches and sections	738	841
Education and training	<u>211</u>	<u>235</u>
	<u>1,097</u>	<u>1,219</u>
<b>3 EMPLOYMENT COSTS</b>		
Staff salary costs	9,648	9,477
Additional pension contributions	1,253	1,494
Travel, subsistence and mobile phones	640	650
Other staffing costs	<u>334</u>	<u>315</u>
	<u>11,875</u>	<u>11,936</u>
<b>4 PROPERTY COSTS</b>		
Rent, rates and service charges	450	526
Light and heat	98	97
Decoration, repairs and maintenance	133	112
Cleaning and security	161	152
Property depreciation	247	247
Insurance and health and safety	<u>62</u>	<u>65</u>
	<u>1,151</u>	<u>1,199</u>
<b>5 ADMINISTRATION &amp; OTHER SUPPLIES</b>		
Equipment maintenance and repairs	56	61
Printing, stationery and postage	241	239
Telephone	78	83
Computer services	329	286
Intranet	47	0
Other office services	95	90
Bank charges and collection of subscriptions	19	13
Research, publications and subscriptions	42	44
Editorial publishing and publicity	82	74
Legal, professional and audit fees	<u>110</u>	<u>123</u>
	<u>1,099</u>	<u>1,013</u>
<b>6 BENEFITS TO MEMBERS</b>		
Affiliations and donations	438	491
Members' benefits	769	737
Recruitment and organisation	<u>128</u>	<u>51</u>
	<u>1,335</u>	<u>1,279</u>
<b>7 OTHER INCOME</b>		
Membership services/net VAT recovered	70	135
Net journal income	25	48
Other Income	<u>11</u>	<u>11</u>
	<u>106</u>	<u>194</u>

# PROSPECT NOTES TO THE ACCOUNTS

## YEAR ENDED 31 DECEMBER 2014

<b>8 TANGIBLE FIXED ASSETS</b>	<b>Land and Buildings £'000</b>	<b>Office Equipment £'000</b>	<b>Motor Vehicles £'000</b>	<b>Total £'000</b>
<b>COST</b>				
At 1 January 2014	16,485	1,097	793	18,375
Additions	—	328	154	482
Disposals	—	(350)	(182)	(532)
<b>At 31 December 2014</b>	<u>16,485</u>	<u>1,075</u>	<u>765</u>	<u>18,325</u>
<b>Depreciation</b>				
At 1 January 2013	1,732	837	351	2,920
Charge for the year	247	175	114	536
Disposals	—	(350)	(109)	(459)
<b>At 31 December 2014</b>	<u>1,979</u>	<u>662</u>	<u>356</u>	<u>2,997</u>
<b>Net book value</b>				
<b>At 31 December 2014</b>	<u><u>14,506</u></u>	<u><u>413</u></u>	<u><u>409</u></u>	<u><u>15,328</u></u>
At 31 December 2013	<u><u>14,753</u></u>	<u><u>260</u></u>	<u><u>442</u></u>	<u><u>15,455</u></u>

### 9 INVESTMENTS

	<b>2014 £'000</b>
<b>Cost</b>	
At 1 January 2014	17,675
Additions	1,946
Disposals	(1,569)
Net movement in cash deposits	(271)
<b>At 31 December 2014</b>	<u><b>17,781</b></u>
<b>Provision for diminution in value</b>	
At 1 January 2014	121
Increase in provision	122
<b>At 31 December 2014</b>	<u><b>243</b></u>
<b>Net book value</b>	
<b>At 31 December 2014</b>	<u><u><b>17,538</b></u></u>
At 31 December 2013	<u><u>17,554</u></u>

	<b>2014 Net book value £'000</b>	<b>2014 Cost value £'000</b>	<b>2014 Market value £'000</b>
Quoted equities and gilts	3,267	3,452	3,959
Unit trusts	14,118	14,176	18,685
Bank deposits	32	32	32
Unquoted shares	121	121	121
	<u><u><b>17,538</b></u></u>	<u><u><b>17,781</b></u></u>	<u><u><b>22,797</b></u></u>

# PROSPECT NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2014

## 10 GENERAL FUND

	2014 £'000	2013 £'000
Balance at 1 January	26,151	23,332
Surplus for the year	89	951
FRS17 movement	871	789
Actuarial gain/ (loss)	(8,467)	1,079
Transfer of engagements (BACM)	<u>332</u>	<u>—</u>
Balance at 31 December	<u><u>18,976</u></u>	<u><u>26,151</u></u>
<b>Represented by:</b> Prospect general fund	35,127	34,706
Pension scheme deficit	<u>(16,151)</u>	<u>(8,555)</u>
	<u><b>18,976</b></u>	<u><b>26,151</b></u>

## 11 NET CASH INFLOW FROM OPERATING ACTIVITIES

	2014 £'000	2013 £'000
Surplus for the year:		
General fund	89	951
Political fund	14	(65)
Investment income	(496)	(489)
Rent receivable	(300)	(289)
Depreciation	536	481
Increase in provision on investments	122	9
Loss on disposal of fixed assets	18	3
Profit on disposal of investments	(115)	(318)
Movements in:		
Sundry debtors and prepayments	40	57
Sundry creditors and accrued expenses	<u>147</u>	<u>(202)</u>
Net cash inflow from operating activities	<u><u>55</u></u>	<u><u>138</u></u>

## 12 INCREASE IN CASH

	At 1 January 2014 £'000	Cashflow £'000	At 31 December 2014 £'000
Cash at bank	<u><u>1,574</u></u>	<u><u>765</u></u>	<u><u>2,339</u></u>

## 13 CONTINGENT LIABILITIES

The union is involved in numerous ongoing legal cases on behalf of its members, the outcome of which is inevitably uncertain. Provision has been made for the estimated unbilled costs where the union considers that they may not be totally recovered.

## 14 TRANSFER OF ENGAGEMENTS (BACM)

This arose from the merger by transfer of engagements of British Association of Colliery Management (BACM) to Prospect on 1 November 2014.

# PROSPECT NOTES TO THE ACCOUNTS

## YEAR ENDED 31 DECEMBER 2014

### 15 STAFF PENSION SCHEMES

The Union currently operates two defined benefit pension schemes (Prospect and Connect) for its employees and officials. The assets for both are held in trustee administered funds separate from the Union's finances. This note sets out the pension cost information required for Prospect to meet its pension obligations as specified under Financial Reporting Standard 17 (Retirement Benefits). The accounting date to which these disclosures relate is 31 December 2014.

The Prospect Pension Scheme (PPS) employs a building block approach in determining the long-term rate of return on pension plan assets. Historical markets are studied and assets with higher volatility are assumed to generate higher returns consistent with widely accepted capital market principles. The assumed long-term rate of return on each asset class is set out within this note. The overall expected rate of return on assets is then derived by aggregating the expected return for each asset class over the actual asset allocation for the Scheme at 31 December 2014.

The Connect Pension Scheme (CPS) assets are all invested in unit-linked policies. The expected return on assets is obtained by considering the expected return on risk free investments (primarily government bonds), the historic level of the risk premium associated with other asset classes and the expectations for future returns of each asset class. The expected return for each asset class was then weighted based on the underlying distribution of assets at 31 December 2014.

The last full actuarial valuation of the pension schemes was carried out using the projected unit method on 1 July 2011 for the Connect Scheme (showed an actuarial deficit of £3.3M) and 31 December 2011 for the Prospect Scheme (showed an actuarial deficit of £14.5m). The next full valuation is scheduled for 1 July 2014 for the Connect Scheme and 31 December 2014 for the Prospect Scheme.

Regular employer contributions to the Prospect Scheme in 2015 are estimated to be £2.3m including deficit contributions and £0.5m to the Connect Scheme.

The pension charge for the year was as follows:

	PPS		CPS	
	2014	2013	2014	2013
	£'000	£'000	£'000	£'000
	2,000	2,400	507	494

There were no contributions outstanding at the year end.

The main financial assumptions used were:

	PPS		CPS	
	2014	2013	2014	2013
	%	%	%	%
Rate of increase in pensionable salaries	3.8	4.1	2.3	4.2
Rate of increase in pensions in payments	3.3	3.6	5.0	5.0
Discount rate for scheme liabilities	3.5	4.6	3.5	4.6
Rate of inflation	3.3	3.6	3.3	3.7

#### Mortality assumption

The mortality assumptions are based on standard mortality tables which allow for future mortality improvements. The assumptions are that a member currently age 65 will live on average for a further 22.2 years (PPS) and 22.3 years (CPS) if they are male; and for a further 24.5 years (PPS) and 24.4 years (CPS) if they are female.

# PROSPECT NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2014

## 15 STAFF PENSION SCHEMES (continued)

### Net liabilities of the scheme

The net pension assets recognised in the union's balance sheet as at 31 December 2014 are as follows:

	PPS		CPS	
	2014 £'000	2013 £'000	2014 £'000	2013 £'000
Equities	31,200	28,557	8,595	5,893
Government bonds	39,000	1,394	612	982
Property	4,680	4,182	826	982
Gilts	—	33,456	215	1,965
Cash/Other	<u>3,120</u>	<u>2,091</u>	<u>330</u>	<u>—</u>
Total market value of assets	78,000	69,700	10,578	9,822
Present value of liabilities	(84,300)	<u>(72,100)</u>	(20,429)	<u>(15,977)</u>
Scheme (Deficit)	<u>(6,300)</u>	<u>(2,400)</u>	<u>(9,851)</u>	<u>(6,155)</u>

The expected long term rate of return was:

	PPS		CPS	
	2014	2013 %	2014	2013 %
	n/a*	5.6	5.2	5.5

\*This assumption is not applicable under FRS 102

### Analysis of FRS17 movement:

	PPS		CPS	
	2014 £'000	2013 £'000	2014 £'000	2013 £'000
Current service cost	(1,700)	(1,600)	(343)	(265)
Past service cost	—	(100)	—	—
Contributions	2,000	2,400	507	494
Return on scheme assets	3,900	2,900	545	431
Interest on scheme liabilities	<u>(3,300)</u>	<u>(2,800)</u>	<u>(738)</u>	<u>(671)</u>
Net finance cost	<u>600</u>	<u>100</u>	<u>(193)</u>	<u>(240)</u>
FRS17 movement	900	800	(29)	(11)
Actuarial (loss)/gain	<u>(4,800)</u>	<u>100</u>	<u>(3,667)</u>	<u>979</u>
	(3,900)	900	(3,696)	968
FRS17 (liability) brought forward	<u>(2,400)</u>	<u>(3,300)</u>	<u>(6,155)</u>	<u>(7,123)</u>
FRS17 (liability) carried forward	<u>(6,300)</u>	<u>(2,400)</u>	<u>(9,851)</u>	<u>(6,155)</u>

# PROSPECT NOTES TO THE ACCOUNTS

## YEAR ENDED 31 DECEMBER 2014

### 15 STAFF PENSION SCHEMES (continued)

Analysis of the amount recognised on the statement of total recognised gains and losses:

	PPS		CPS	
	2014 £'000	2013 £'000	2014 £'000	2013 £'000
Actual return less expected return on pension scheme assets	5,000	2,700	(57)	280
– As percentage of year end scheme assets	6.41%	3.87%	(0.54%)	2.85%
Experience gains and (losses) arising on the scheme liabilities	0	0	(380)	(7)
– As percentage of present value of year end scheme liabilities	0%	0%	(1.86%)	(0.04%)
Changes in assumptions underlying the present value of scheme liabilities	<u>(9,800)</u>	<u>(2,600)</u>	<u>(3,230)</u>	<u>692</u>
ACTUARIAL GAIN/(LOSS) RECOGNISED	<u>(4,800)</u>	<u>100</u>	<u>(3,667)</u>	<u>979</u>
As percentage of present value of year end scheme liabilities	(5.70%)	0.14%	(17.95%)	6.12%

### Changes to the present value of the defined benefit obligation during the year

	PPS		CPS	
	Year ended 31/12/14 £'000	Year ended 31/12/13 £'000	Year ended 31/12/14 £'000	Year ended 31/12/13 £,000
Opening defined benefit obligation	72,100	67,200	15,977	15,942
Current service cost	1,700	1,600	343	265
Interest cost	3,300	2,800	738	671
Contributions by scheme participants	400	400	85	83
Actuarial (gains)/losses on scheme liabilities	9,800	(2,600)	3,610	(699)
Net benefits paid out	(3,000)	2,600	(324)	(285)
Past service cost	<u>0</u>	<u>100</u>	<u>0</u>	<u>0</u>
Closing defined benefit obligation	<u>84,300</u>	<u>72,100</u>	<u>20,429</u>	<u>15,977</u>

### Changes to the fair value of Scheme assets during the year

	PPS		CPS	
	Year ended 31/12/14 £'000	Year ended 31/12/13 £'000	Year ended 31/12/14 £'000	Year ended 31/12/13 £'000
Opening fair value of scheme assets	69,700	63,900	9,822	8,819
Expected return on scheme assets	3,900	2,900	545	431
Actuarial gains/(losses) on scheme assets	5,000	2,700	(57)	280
Contributions by the employer	2,000	2,400	507	494
Contributions by scheme participants	400	400	85	83
Net benefits paid out	<u>(3,000)</u>	<u>(2,600)</u>	<u>(324)</u>	<u>(285)</u>
Closing fair value of scheme assets	<u>78,000</u>	<u>69,700</u>	<u>10,578</u>	<u>9,822</u>

# PROSPECT NOTES TO THE ACCOUNTS

## YEAR ENDED 31 DECEMBER 2014

### 15 STAFF PENSION SCHEMES (continued)

#### History of experience gains and losses

	Year ended 31/12/14 £'000	Year ended 31/12/13 £'000	Year ended 31/12/12 £'000	Year ended 31/12/11 £'000	Year ended 31/12/10 £'000
Experience					
Gains/(losses) on					
Scheme assets – PPS	5,000	2,700	—	1,600	2,900
– CPS	(57)	280	150	(665)	(32)
Experience					
Gains/(losses)					
Scheme liabilities – PPS	—	—	—	—	1,600
– CPS	(380)	7	213	423	175

### 16 COMMITMENTS UNDER OPERATING LEASES

At 31 December 2014, Prospect had annual commitments under non-cancellable operating leases/hire agreements as follows:

	Land and buildings		Other	
	2014 £	2013 £	2014 £	2013 £
Expiry date:				
Within one year	52,344	27,248	6,432	67,859
Between one and two years	29,100	51,144	—	6,432
Between two and five years	36,528	29,100	—	—
More than five years	—	7,290	1,675	752

### INFORMATION TO BE PROVIDED TO MEMBERS UNDER THE TRADE UNION AND LABOUR RELATIONS (CONSOLIDATION) ACT 1992 (AMENDED)

Under the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended), the union is required to circulate all members with details of the salary and benefits provided to the General Secretary, the President and members of the National Executive Committee. The President and members of the National Executive Committee do not receive any salary from the union or any benefits. All members of the National Executive Committee and the President are reimbursed for any out of pocket expenditure incurred by them in the performance of their duties on behalf of the union, as is the General Secretary.

Name	Position	Details	Amount
M Clancy	General secretary	Salary	£108,759
		Pension contributions	£21,752
		Taxable benefit (car)	£2,854

### DECLARATION TO MEMBERS

We are also required by the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended) to include the following declaration in this statement to all members. The wording is as prescribed by the Act.

A member who is concerned that some irregularity may be occurring, or have occurred, in the conduct of the financial affairs of the union may take steps with a view to investigating further, obtaining clarification and, if necessary, securing regularisation of that conduct.

The member may raise any such concerns with such one or more of the following as it seems appropriate to raise it with: the officials of the union, the trustees of the property of the union, the auditor or auditors of the union, the Certification Officer (who is an independent officer appointed by the Secretary of State) and the police.

Where a member believes that the financial affairs of the union have been or are being conducted in breach of the law or in breach of rules of the union and contemplates bringing civil proceedings against the union or responsible officials or trustees, he should consider obtaining independent legal advice.

# PROSPECT SCHEDULE OF SUBSCRIPTIONS, DONATIONS AND AFFILIATION FEES Year ended 31 December 2014

AFFILIATION AND MEMBERSHIP FEES	£	DONATIONS AND APPEALS	£
		Charity for Civil Servants	1,000
Aircraft Engineers International (AEI)	4,541	Show Racism the Red Card	2,500
Confederation of Shipbuilding & Engineering Unions (CSEU)	1,950	St Barts Mesothelioma	2,000
European Federation of Public Service Unions (EPSU)	9,773	TUC Pride	1,200
European Transport Federation (ETF)	2,981	Unions 21	4,000
General Federation of Trade Unions	9,200	Other Donations under £1,000 (23)	4,484
IFATSEA	1,500		<u>15,184</u>
International Transport Workers Federation	6,777		=====
Irish Congress of Trade Unions	6,473		
National Pensioners Convention	1,500		
Royal Aeronautical Society affiliation	1,200		
Scottish TUC	13,401		
Share Action	2,000		
Trade Union Congress	307,996		
UNI Europa	9,696		
UK Flight Safety Commission	1,200		
UNI Global Union	38,765		
Work Foundation	1,800		
Other affiliation and membership fees under £1,000 (10)	2,319		
	<u>423,072</u>		
	=====		



# PROSPECT SCHEDULE OF INVESTMENTS AT 31 DECEMBER 2014

## (b) Unit trusts

### Managed by Rathbones

57,400	Bluecrest Allblue Fund Limited	100
10,750	Brown Advisory Funds	108
108,309.868	Capita Financial Managers Ltd	104
7,330	Daily Mail & General Trust	56
11,000	Franklin Templeton Investment Management	130
17,700	First State Investments (UK)	54
635	GLG Partners Investment Funds	49
158,000	GLG Partners Strategic Bond	198
148,350	IGNIS Intl Fund Managers	155
73,500	JP Morgan Asset Mgrs (UK)	126
190,000	Henderson Global Strategic Bond	191
5,700	Henderson Global Investors Technology	32
6,011.546	M&G Investment Management Global	64
100,000	NB Distressed Debt Inv Fund	100
163,725	NB Global Rate Income Fd Floating	171
1,313.07	Salar Management	119
11,200	Templeton Emerg Mkts Investment Trust Plc	76
		1,833

### Other unit trusts

146,696	TU Fund Managers Trade Union Unit Trusts	1,955
988,836	TU Additions Limited SWIP MM Diversity Fund	1,060
		3,015
<b>Total</b>		<b>17,628</b> =====

## (c) Bank deposits

Sarasin & Partners	13
Sarasin & Partners ST Reserve	1
Rathbones	18
Total	32 =====

## (d) Unquoted shares

Unity Trust Bank plc	100
Other	21
Total	121 =====

<b>TOTAL COST</b>	<b>17,781</b> =====
-------------------	------------------------

# PROSPECT BENEVOLENT FUND – Statement of financial activities for the year ended 31 December 2014

	Unrestricted funds 31.12.2014 £	Unrestricted funds 31.12.2013 £
<b><u>Incoming resources from generated funds</u></b>		
Voluntary Income	1,695	51,437
Investment income	<u>18,202</u>	<u>13,904</u>
<b>Total incoming resources</b>	<u>19,897</u>	<u>65,341</u>
<b><u>Resources expended</u></b>		
<b>Costs of generating funds</b>		
Investment management costs	<u>—</u>	<u>1,748</u>
<b>Net incoming resources available</b>	<u>19,897</u>	<u>63,593</u>
<b>Charitable activities</b>		
Welfare	<u>19,883</u>	<u>12,412</u>
<b>Total resources expended</b>	<u>19,883</u>	<u>14,160</u>
<b>Net incoming resources</b>	14	51,181
<b>Other recognised gains and losses</b>		
Gains on investment assets	<u>15,155</u>	<u>66,797</u>
<b>Net movement in funds</b>	15,169	117,978
Fund balances at 1 January 2014	<u>567,035</u>	<u>449,057</u>
<b>Fund balances at 31 December 2014</b>	<b><u>582,204</u></b> =====	<b><u>567,035</u></b> =====

## BALANCE SHEET AS AT 31 DECEMBER 2014

	£	2014	£	£	2013	£
Investments			571,297			523,141
Current assets	10,907			43,894		
Creditors: amounts falling due within one year	<u>—</u>			<u>—</u>		
<b>NET CURRENT ASSETS</b>		<u>10,907</u>			<u>43,894</u>	
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<b><u>582,204</u></b>			<b><u>567,035</u></b>	
Represented by:						
<b>FUNDS</b>		<u>582,204</u>			<u>567,035</u>	
Unrestricted funds		<b><u>582,204</u></b>			<b><u>567,035</u></b>	

# PROSPECT BENEVOLENT FUND Statement of financial activities for the year ended 31 December 2014

## TRUSTEES' STATEMENT ON THE SUMMARISED ACCOUNTS

These summarised accounts are extracted from the full unqualified audited accounts which will be approved by the Trustees at their next meeting. The accounts will then be submitted to the Charity Commission. The summarised accounts may not contain a full understanding of the financial affairs of the charity. For further information, the full accounts, the auditors' report on those accounts and the Trustees' Annual Report should be consulted; copies of these can be obtained from New Prospect House, 8 Leake Street, London SE1 7NN.

Signed on behalf of Trustees

17 March 2015

A Grey

C Marshall

D McGuire

R Arrowsmith

P Kemball

## Auditors' report on the summarised accounts

### Auditors' statement to the trustees of the Prospect Benevolent Fund

We have examined the summarised financial statements set out on page 40.

### Respective responsibilities of trustees and auditors

You are responsible as trustees for the preparation of the summarised financial statements. We have agreed to report to you our opinion on the summarised statements' consistency with the full financial statements, on which we reported to you on 17 March 2015.

### Basis of opinion

We have carried out the procedures we consider necessary to ascertain whether the summarised financial statements are consistent with the full financial statements from which they have been prepared.

### Opinion

In our opinion the summarised financial statements are consistent with the full financial statements for the year ended 31 December 2014.

H W Fisher & Company  
Chartered Accountants  
Registered Auditor  
11-15 William Road  
London NW1 3ER  
17 March 2015

## PROSPECT BENEVOLENT FUND Schedule of investments at 31 December 2014

	HISTORIC COST £	MARKET VALUE £
<b>Managed by Sarasin &amp; Partners Associates</b>		
82 AEA Technology Group Plc	374	0
587,139 Alpha CIF for Endowments (Income Units)	511,182	571,298

## IPMS (PROSPECT) EDUCATIONAL TRUST

### Balance sheet for year ended 31 December 2014

	2014 £	2013 £
Balance brought forward 1 January 2014	10,506	11,376
<b>INCOME</b>		
Interest	—	—
<b>EXPENDITURE</b>		
Grants	<u>(870)</u>	<u>(870)</u>
Balance carried forward 31 December 2014	<b>9,636</b> =====	<b>10,506</b> =====
<b>Represented by:</b>	_____	_____
Balance at bank	<b>9,636</b> =====	<b>10,506</b> =====

## PROSPECT DISASTER FUND

### Balance sheet for year ended 31 December 2014

	2014 £	2013 £
Balance brought forward 1 January 2014	33,646	35,170
<b>INCOME</b>		
Donations	—	—
<b>EXPENDITURE</b>		
Grants	<u>(5,000)</u>	<u>(1,524)</u>
Balance carried forward 31 December 2014	<b>28,646</b> =====	<b>33,646</b> =====
<b>Represented by:</b> Due from Prospect	<b>28,646</b> =====	<b>33,646</b> =====

# 9

## EXECUTIVE, OFFICERS AND SUB-COMMITTEES

### NATIONAL EXECUTIVE COMMITTEE

**1 January – 22 May 2014**

NEC meetings held: 2

Name	Meetings attended
Freddie Brown	2
Vince Butler	2
David Carty	2
Peter Clements	2
Jane Colclough	2
Robert Digweed	2
Catherine Donaldson	2
Alan Grey	2
Neil Hope-Collins	2
Graeme Henderson	2
Gordon Hutchinson	2
Jim Halliday	2
Craig Marshall	2
Denise McGuire	2
Andy Mooney	2
Satnam Ner	1
Gerald Perks (RMG Observer)	2
Heather Phillips	2
Robbie Riddout (RMG Observer)	2
Ken Trapp	2
Mick Upfield	2
Audrey Uppington	2
Tasos Zodiates	2
Mike Hardacre (Aspect Observer)	2
Nigel Titchen	1
Vinod Hallan (Aspect Observer)	0

**22 May – 31 December 2014**

NEC meetings held: 3

Name	Meetings attended
Freddie Brown	2
Vince Butler	2
David Carty	2
Peter Clements	3
Jane Colclough	2
Robert Digweed	2
Catherine Donaldson	2
Alan Grey	3
Jim Henderson	3
Neil Hope-Collins	3
Gordon Hutchinson	3
Tom James	3
Craig Marshall	3
Denise McGuire	3
Andy Mooney	3
Satnam Ner	3
Philip O'Rawe	2
Gerald Perks (RMG Observer)	3
Heather Phillips	3
Robbie Riddout (RMG Observer)	2
Ken Trapp	2
Mick Upfield	2
Audrey Uppington	3
Eleanor Wade	3
Tasos Zodiates	2

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## PRESIDENTIAL TEAM

---

**1 January – 22 May 2014**

**President**

Alan Grey

**Vice-President**

Denise McGuire

**Deputy Vice-President**

Craig Marshall

**22 May – 31 December 2014**

**President**

Alan Grey

**Vice-President**

Denise McGuire

**Deputy Vice-President**

Craig Marshall

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## OFFICERS

---

**General Secretary**

Mike Clancy

**Deputy General Secretary**

Dai Hudd

**Deputy General Secretary**

Leslie Manasseh

**Deputy General Secretary**

Garry Graham

**Director of Communications and Research**

Sue Ferns

**Resource Director**

David Pelly

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## TRUSTEES

---

**1 January–31 December 2014**

Jackie Longworth (chair)

Ray Humphreys

Phil Kemball

---

## AUDITORS

---

**H W Fisher**

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## NEC ADVISORY SUB-COMMITTEES

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**The presidential team are ex-officio members of all sub-committees, groups and panels.**

**The following sub-committees report to the National Executive Committee. NEC members and lay representatives were elected to the various committees as follows:**

### **Finance and Audit Committee**

Denise McGuire (*chair*)

Neil Hope-Collins

Craig Marshall

Andy Mooney

Heather Philips

Eleanor Wade

Tasos Zodiates

### **Committee for Organisation, Recruitment and Education (CORE)**

**NEC members**

Alan Grey (*chair*)

Jane Colclough

Gordon Hutchinson

Denise McGuire

Philip O'Rawe

**Lay representatives**

Mandy Garrick – National Trust

James Leppard – AWE

Claire Lightfoot – National Trust

Barbara Shepherd – Sellafield

Alan Smith – BT Adastral Park

Debbie Wilson – Sellafield

### **Communications and Campaigns**

**NEC members**

Craig Marshall (*chair*)

Peter Clements

Bob Digweed

Neil Hope-Collins

Andy Mooney

Mick Upfield

Eleanor Wade

**Lay representatives**

David Avery – Scottish Government

Richard Hogben – Met Office  
Claire Lightfoot – National Trust  
Steve Nicholson – Sellafield  
Paul Stewart – National Trust  
Barrie Worth – Connect Greater London West

## Equal Opportunities

### NEC members

Freddie Brown (*chair*)  
Satnam Ner  
Audrey Uppington  
Eleanor Wade

### Lay representatives

Lindsey Chapman – National Physical  
Laboratory  
Amin Hossain – Valuation Office  
Elisabeth Ostrom – Met Office  
Roderick Owen – Natural Environment  
Research Council  
John Timms – CMD Greater London East and  
Essex

## Health and Safety

### NEC members

Gordon Hutchinson (*chair*)  
Garry Graham (*secretary*)  
Tom James  
Ken Trapp  
Catherine Donaldson  
Neil Hope Collins  
James Henderson

### Lay representatives

Steve Eggar – BT Devon & Somerset  
Izzy Lane – BT Adastral Park A  
Helen Edwards – Sellafield  
Richard Bishop – HSE  
Ben Pye – Environment, Food and Rural Affairs  
Brian Jones – EDF Energy  
Sean Maguire – Aspect

## Pensions

### NEC members

Audrey Uppington (*chair*)  
Jane Colclough  
Tom James

Satnam Ner

### Lay representatives

Keith Flett – BT Central London HQ  
Mike Hardacre – Aspect  
Jeff Rowlinson – Scottish and Southern Energy  
David Simpson – Scotland Regional

## Nuclear Development Group 2014

Audrey Uppington (*chair*)  
Garry Graham (*secretary*)  
Steven Nicholson  
Ian Clark  
Catherine Collins  
Richard Knight  
Glen McAlpine  
David Lamb  
Roger Hill  
Susan Holdroyd  
Simon Norris  
Derek McMillan  
David Gregory  
Stephen Laycock  
Colin Turnbull  
Charles Holt  
Barbara Shepherd  
Iain Mathieson  
James Honeywill  
David Marsh  
Gary Swift  
Laurence Hobden

## Defence Maritime and Logistics Group 2014

Alan Grey (*chair*)  
Garry Graham (*secretary*)  
Nick Forgham  
Garry Ritchie  
Peter Hale  
Brian Lewthwaite  
John Dockery  
Tom James  
Michael Reading  
Stephen Barber  
Timothy Day  
William Bennett

Neil Sadler  
Grahame Robinson  
Simon Finney  
Michael Jordan  
David Farrell  
James Riglar  
Robert Edwards  
Patrick Davies  
Frank Pote  
Satnam Ner  
Del Northcott  
Alan Clarke  
Gary Mallalieu  
Steve Jenkins  
S McLoone  
David Smith  
Peter Lawrence  
Alun Jackson

### **Branch Rules Working Party**

Craig Marshall (*chair*)  
Andy Mooney  
Neil Hope-Collins  
Heather Phillips

### **Science, Engineering and Sustainability Advisory**

#### **NEC members**

Neil Hope-Collins (*chair*)  
Catherine Donaldson  
Heather Phillips

#### **Lay representatives**

Martin Aylett – BT Adastral Park  
Peter Brough – Sellafield Limited  
Philip Brown – Met Office  
Marcus Swift – Sellafield Limited

Janet Jones – AMEC Energy  
Ged Kerins – Food and Environment Research Agency  
Frederick Mint – AMEC Energy  
Helen Snaith – Natural Environment Research Council  
Nigel Titchen – Biotechnology and Biological Sciences RC  
Anthony Webster – Fusion Energy  
Philip Williams – BT Central London

### **Retired Members Group National Committee 2014**

Gerald Perks (*president*)  
Robbie Ridoutt (*vice president*)  
Garry Graham (*secretary*)  
Laurence Holly  
John Attree  
Nigel Marlow  
James Gilthorpe  
Derick Jackson  
Ann Hedgecock  
Harold Sharrock  
Margaret Wastall  
Stan Kordys  
Arthur Bavister  
Peter Gilroy  
Alan Boulter  
George Betke  
Michael Moriarty  
Donald Forrester  
Andrew Ruffhead  
John Streeter  
Edna Hayes  
Norman Haikney  
Roger Reed

# PROSPECT BRANCHES

As at December 2014

CODE	BRANCH
027	Public Health England
031	University of Greenwich Branch
043	British Maritime Technology Ltd.
072	Office for National Statistics
073	Ordnance Survey
085	WRc
153	LGC
165	Interserve
166	Carillion Services Ltd
169	WS Atkins
182	BAA
190	UKAS
196	Unicorn/Babcock
199	Babcock REME Training
204	Aviation
240	Landmarc Support Systems
242	Debut Services
243	Flagship Training
276	BAE Surface Ships
286	Association of Licensed Aircraft Engineers
294	GIP
304	Northern Ireland Regional Branch
437	AES Ballylumford
449	NIE
450	Vosper Thornycroft
456	Rolls Royce
460	SONI
130	GCHQ
009	Air Traffic Control Officers
011	Air Traffic Systems Specialists
012	CAA
088	SSVC
092	MoD: ISS
104	MoD: Air
105	MoD: Fire Service Officers
112	Defence Training and Education
128	Foreign & Commonwealth Office (HQ)
143	Defence Infrastructure Organisation
202	DSTL
236	Defence Support Group
239	MoD: Land
258	Association of Guernsey Civil Servants
263	Joint Forces Command (JFC) Branch
264	Defence Equipment & Support Branch
270	MoD: Navy
287	Head Office and Corporate Services (HOCS) Branch
290	JCSA

CODE	BRANCH
419	Guernsey Electricity
425	Jersey Electricity
606	C&W Channel Islands
001	EFRA
003	GE Healthcare Biosciences (Amersham plc)
017	Department for Education
018	Department for Business Innovation and Skills (BIS)
032	Royal Botanic Gardens
039	Trinity House
041	RAGT
042	British Board Of Agreement
063	Department Of Health
064	Dental Reference Service
065	Home Office
067	Valuation Office Agency
069	Cabinet Office/Treasury
074	Parliamentary
078	Insolvency Service
145	Department for Work and Pensions
156	National Measurement Office
188	DfT
200	Building Research Establishment
201	Transport for London
214	British Veterinary Association
217	Atos Healthcare
238	JNCC
274	DCLG
279	Department for Energy and Climate Change
297	The Work Foundation
428	London Waste
707	College of Policing
711	Care Quality Commission
006	British Library
007	Natural History Museum
021	Stationery Office
025	Museum Of London
040	Trustee Museums & Galleries
070	Metropolitan Police
181	Archaeologists
186	Prison Service
189	Science Museum Group
192	British Museum
194	English Heritage
208	Serious Fraud Office
212	Royal Museums Greenwich
213	Victoria & Albert Museum
221	Imperial War Museum

CODE	BRANCH
241	The National Archives
247	Tate Gallery
260	National Gallery
269	Universities UK
416	UK Power Networks
457	EDF Energy
702	Sports Professionals
708	National Portrait Gallery
710	Ministry of Justice
002	BBSRC
028	NERC
033	Royal Mint
035	Science & Technology Facilities Council
079	UK Intellectual Property Office
086	Cangen Treftadaeth Cymru/Wales Heritage
087	Welsh Government
111	Hydrographic Office
115	Met Office
132	Devonport Royal Dockyard
150	Ortho-Clinical Diagnostics
164	Environment Agency
174	EPSRC
220	National Trust
246	Wales Audit Office
254	Diamond Light Source
292	Quotient Bioresearch
299	Planning Inspectorate
307	South West/South Wales Regional Branch
422	RWE
705	Natural Resources (Wales)
712	Nuclear Construction
004	Fusion Energy
015	CAB International
022	HR Wallingford
024	Agriculture & Horticulture Development Board
045	Commonwealth War Graves Commission
099	Sercos Marine
124	AWE
155	National Physical Laboratory
172	QinetiQ
173	Johnson Controls Ltd
180	AEA Technology
191	Canberra UK Ltd
211	Nuvia Limited
234	Transport Research Laboratory Branch
249	Civil Nuclear Police Authority
259	Inutec Ltd
261	Sercos General
277	Vector Aerospace
285	Atlas Elektronik UK Ltd
289	RSRL
293	SERCO FSE/PME
296	Trescal
008	National Nuclear Laboratory
026	AMEC Foster Wheeler Plc
046	Office for Nuclear Regulation Branch
050	Health & Safety Executive
133	BAE Systems – Global Combat Systems
137	Government Officers' Association
158	National Museums Liverpool
178	Urenco

CODE	BRANCH
250	CSC
251	Menter Mon
256	Peel Holdings Airport
257	Nuclear Decommissioning Authority
272	Isle of Man General Branch
275	Cobham Defence
280	Sellafield Limited
281	Low Level Waste Repository Ltd – Drigg
283	Cavendish Nuclear
284	Westinghouse
291	Crown Commercial Services
298	Isle of Man – Whitley
303	N West/N Wales Regional Branch
408	Magnox Nuclear Branch
414	EA Technology Ltd
423	International Power
424	Manx Electricity Authority
447	United Utilities
459	Electricity North West
464	Horizon Nuclear Branch
617	Manx Telecom
703	National Football Museum
709	Isle of Man Social Care NJC
061	Audit Commission Staff
151	N U M A
176	Babcock HCS
185	Forensic Science Service
187	ADAS
198	Big Lottery Fund (NOF)
245	East Midlands Airport
267	Office of Rail Regulation
301	Midlands Regional Branch
429	National Grid
430	Ascertiva
434	Veolia
436	E.ON UK
451	Western Power Distribution
462	HP Enterprise Services
501	BT MoD Contract
601	Accenture
608	Ericsson
609	Ericsson Managed Services
610	Ericsson MBNL
704	Fire Service College
248	Royal Armouries
268	Land Instruments
273	Nord Anglia
302	North East Regional Branch
404	Drax Power
405	Alstom
410	Centrica
417	Freedom Group of Companies
431	Northern Powergrid
463	Eggborough Power Limited
465	BACM
701	Aspect Group
271	London Fire & Emergency Planning Authority
306	London & South East Regional
308	Virtual Regional Branch
350	CMD Greater London East & Essex
351	CMD Greater London West

CODE	BRANCH
352	CMD London Central
353	CMD Midlands Wales & West
354	CMD North of England
355	CMD Scotland & Northern Ireland
356	CMD South
019	Forestry Commission
036	Scottish Research Establishments
037	Scottish Government
094	ABL
131	Rosyth Royal Dockyard
154	TUV NEL
161	Scottish Natural Heritage
162	Glasgow Prestwick International Airport
177	Scottish Agricultural College
205	National Trust For Scotland
206	Scottish Parliament
219	Babcock Marine & Technology (Clyde)
224	RCAHMS
225	Northern Lighthouse Board
226	Historic Scotland
227	Highlands & Islands Airports Ltd
228	Scottish Prison Service
229	Royal Botanic Garden Edinburgh
230	National Galleries of Scotland
231	National Museums Scotland
232	National Library of Scotland
282	Dounreay
305	Scotland Regional Branch
409	SAIC
438	Scottish & Southern Energy
440	Scottish Power
454	Cable & Wireless
706	Scottish Football Referees
502	BT Adastral Park A
503	BT Adastral Park B
504	BT Adastral Park C
505	BT Birmingham
506	BT Brentwood
507	BT Brighton
508	BT Central London HQ
509	BT Cornwall & Plymouth
510	BT Coventry
511	BT Development Belfast
512	BT Devon & Somerset
513	BT Doncaster
514	BT DP Cardiff
515	BT DP Harmondsworth
516	BT East Essex
517	BT East of Scotland
518	BT Leavesden
519	BT Leicester
520	BT Liverpool
521	BT London Central East and South
522	BT London East
523	BT London North East
524	BT London North West
525	BT London Southern
526	BT London West
527	BT London West Central
528	BT Manchester & District
529	BT Shrewsbury

CODE	BRANCH
530	BT Mid Yorkshire
531	BT Milton Keynes
532	BT Newcastle & Middlesbrough
533	BT North Anglia
534	BT North Downs
535	BT North of Scotland
536	BT Northern Ireland
537	BT Nottingham
538	BT Oswestry
539	BT Overseas
540	BT Peterborough
541	BT Radianz
542	BT Senior Managers
544	BT Sheffield
545	BT South Wales
546	BT Stoke on Trent
547	BT Suffolk
548	BT Surrey
549	BT Swindon
550	BT Thames & Wey Valley
551	BT Wessex
552	BT West Midlands
553	BT West Of Scotland
554	BT West Pennines
555	BT Brunel
556	BT Sport
062	Government Actuary's Department
077	OFCOM
278	Food Standards Agency
458	Intergen (UK) Ltd
602	Airwave
603	APSOLVE
604	Asidua
605	AT&T
607	Computacenter
611	Everything Everywhere
612	Fujitsu Telecommunications
613	HCL Technologies (Northern Ireland) Ltd
614	HP
615	Inmarsat
616	Kingston Communications
618	Steria
619	Tata Consultancy Services
620	Tech Mahindra
621	Telefonica UK North East
622	Telefonica UK North West
623	Telefonica UK Scotland & Northern Ireland
624	Telefonica UK South
625	Telereal
626	Vodafone
628	Huawei
629	Yell
630	Capita CMD

# 2014 PAY SETTLEMENTS NEGOTIATED BY PROSPECT

EMPLOYER	AMOUNT	DATE
ABL Alliance	2.5	01/08/14
Accenture HR Services	1	01/12/14
AES Ballylumford	2.8	01/01/14
Airwave	2.5	01/04/14
AMEC Energy – Ex AMEC NNC	2.5	01/01/14
Ascertiva (NIC/EIC)†	2	01/04/14
ATOS Origin*	2	01/07/14
Babcock BES (Rosyth Royal Dockyard)†	2.5	01/04/14
Babcock Engineering Academy	2	01/08/14
Babcock Naval Services	2.4	01/04/14
Babcock REME Training (Bordon and Arborfield)	2	01/04/14
BAE Land Systems Munitions	2.25	01/01/14
BAE Surface Ships	2	01/04/14
BAE Systems Land Systems Shared Services	2.25	01/01/14
BAE Systems Land Systems Vehicles	2.25	01/01/14
BRE	3	01/10/14
British Board of Agreement*	1.5	01/07/14
British Veterinary Association (BVA)	3	01/01/14
BT Reward Framework†	2.5	01/06/14
Cabinet Office*	1	01/08/14
Cassidian	2	01/08/14
Cavendish Nuclear	3	01/04/14
Centrica Energy Operations†	2	01/04/14
College of Policing*	1	01/07/14
Cottam Power†	2.5	01/06/14
Defence Support Group*	1	01/08/14
DEFRA*	1	01/08/14
Dental Reference Service*	1	01/04/14
Dept for Communities and Local Government*	3.3	01/12/14
Department of Health*	1	01/08/14
DFE (Dept. for Education)*	1	01/04/14

EMPLOYER	AMOUNT	DATE
DWP (Department for Work & Pension)*	1	01/07/14
E.ON – CHP	2.75	01/04/14
E.on – Global Commodities	2.6	01/01/14
E.on Business Services and UK Centre	2.5	01/04/14
E.on E, C and R	2.75	01/04/14
E.on Generation	2.75	01/04/14
E.on IT†	2.73	01/04/14
East Midlands Airport	2	01/01/14
EATL	3	01/04/14
Eggborough Power Station†	3	01/04/14
Electric Mountain	2.4	01/04/14
Electricity North West†	2.65	01/08/14
Foreign & Commonwealth Office*	1	01/04/14
FCO Services*	1	01/04/14
First Hydro Company†	2.7	01/04/14
Flagship Training	2	01/04/14
Food Environment Research Agency (FERA)*	1	01/08/14
Forestry Commission*	1	01/10/14
GE Healthcare Biosciences (Amersham PLC)	2.5	01/04/14
Gen II	2	01/04/14
Government Officers' Association†	2	01/04/14
House of Lords	3	01/04/14
IBM†	¥	01/08/14
International Power (Rugeley)	2.8	01/04/14
Joint Nature Conservation Committee (JNCC)*	1	01/08/14
Kilroot Power Station	2.8	01/01/14
Low Level Waste Repository	2.5	01/04/14
Manx Electricity Authority†	0	01/04/14
Menter Mon	2.5	01/04/14
Met Office*	1	01/04/14
MOD (Ministry of Defence)*	1	01/08/14

EMPLOYER	AMOUNT	DATE
National Galleries of Scotland†	3.1	01/08/14
National Library of Scotland†	*	01/08/14
National Museums of Scotland* L1)	1	01/08/14
National Trust (England)	3.25	01/04/14
National Trust for Scotland†	2.74	01/03/14
Natural England*	1	01/07/14
Natural History Museum*	1	01/08/14
Nord Anglia Harrogate	2.5	01/04/14
Northern Ireland Electricity†	0	01/04/14
Northern Lighthouse Board	1	01/04/14
Northern Powergrid†	2.96	01/04/14
O2	2.5	01/03/14
OFCOM	2.8	01/07/14
Oil and Pipelines Agency	1.5	01/08/14
Ortho Clinical Diagnostics	4	01/03/14
PML (Plymouth Marine Laboratory)	2	01/04/14
Prestwick Airport†*	1	01/04/14
RBG Edinburgh*	1	01/08/14
RCAHMS†	4.5	01/08/14
Research Councils*	1	01/07/14
Rheidol Power Station†	3	01/06/14
Royal Household	1	01/04/14
Royal Parks*	1	01/09/14
RPA-HMI*	1	01/08/14

EMPLOYER	AMOUNT	DATE
Scottish Criminal Cases Review Commission*	1	01/04/14
Scottish Government†*	1.5	01/08/14
Scottish Natural Heritage†*	1	01/08/14
Scottish Prison Service†	1	01/10/14
Sellafield Ltd	2.4	01/04/14
SONI	2.5	01/04/14
SRUC*	2	01/08/14
SSE	3.3	01/04/14
The Work Foundation†	2	01/08/14
Trinity House	1	01/08/14
TSO*	2.5	01/04/14
UKAS	2.3	01/04/14
United Utilities North West	2.5	01/04/14
Universities UK (UUK)	1	01/08/14
V&A (Victoria & Albert Museum)*	1.5	01/04/14
Valuation Office*	1	01/07/14
Wales Audit Office	1.15	01/04/14
West Burton Power†	2.5	01/07/14
Western Power Distribution†	3.75	01/04/14

\* Imposed

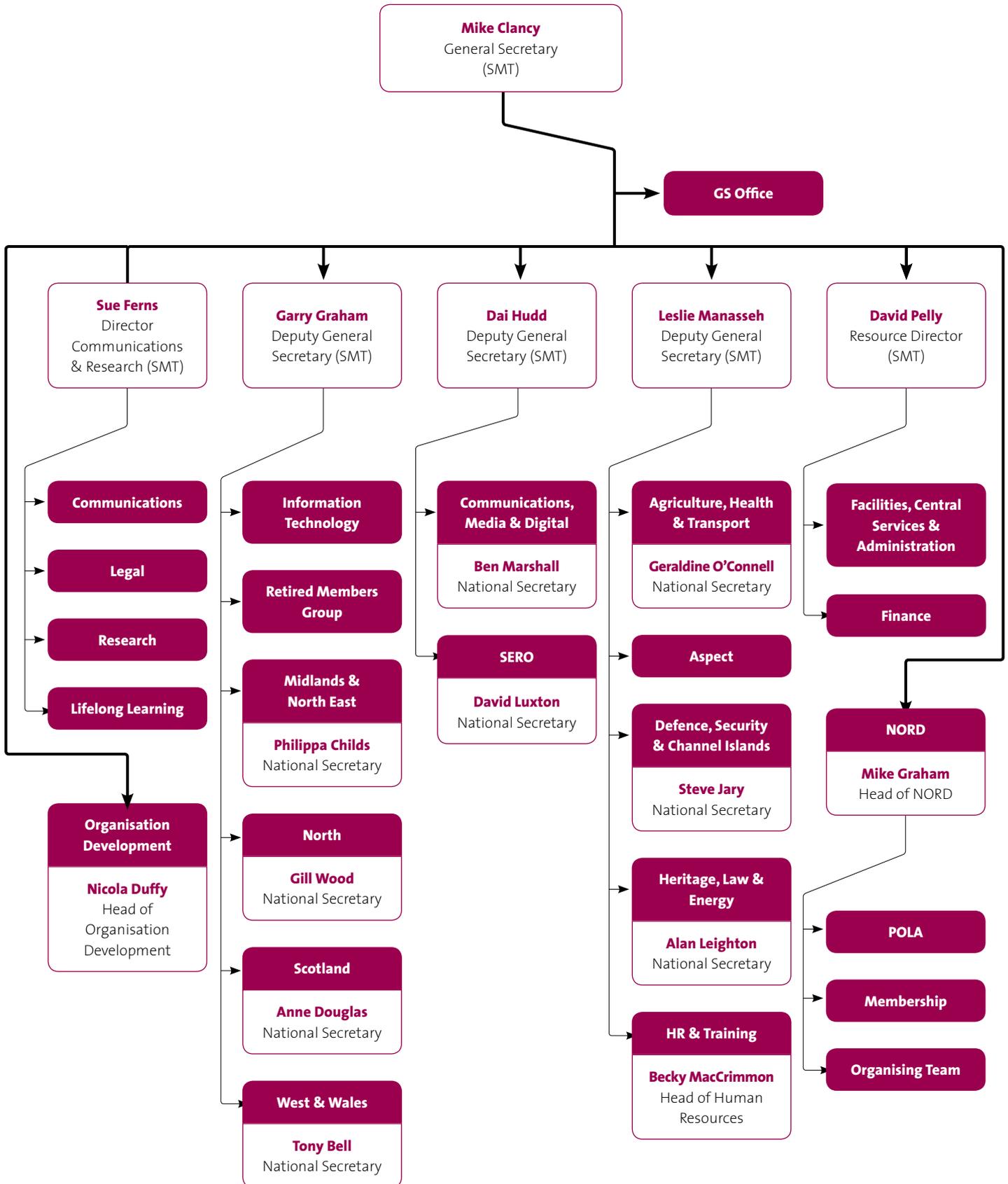
† Multi-year deal

L1) New pay and grading structure introduced

L2) Range of settlements

# Prospect organisation chart

How our teams fit together is reflected in this organisation chart





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