

prospect
2016
annual report



annual report 2016

union for
professionals

CONTENTS

Introduction	1
1 Membership, recruitment and organisation	3
2 Managing the union	5
3 Rights at work	8
4 Benefits and services	12
5 Training and skills	14
6 Awards	16
7 Other organisations	17
8 Finance	19
Accounts	23
Financial statement and accounts	23
Statement of responsibilities of the National Executive Committee	23
Report of the auditors	23
Declaration to members	39
Donations and affiliations	40
Schedule of investments	41
9 NEC officers and sub-committees	48
2016 Pay settlements negotiated by Prospect	53
Prospect branches	55
Prospect organisation chart	59

INTRODUCTION

At the end of August 2016 we received the ballot result of members of BECTU, the broadcasting and entertainment union, which confirmed they had voted overwhelmingly to become a new sector of Prospect. When we look back, that decision, which represented the culmination of 18 months' work, is likely to be regarded as a watershed moment in Prospect's history.

We have grown through mergers since 2009, but the arrival of BECTU into the Prospect community is the single largest change since the union was created in 2001.

The BECTU merger takes Prospect to about 141,000 members, spanning broadcasting, media, telecommunications, public service, defence, energy, science, aviation, heritage and education.

Our union embraces public and private sector specialists and is able to speak truth unto power, across the political spectrum.

We have the critical mass to be a significant voice in the trade union world, with an enviable reputation for influence through evidence.

Inevitably much of our work nationally involved preparing for the merger and we achieved operational integration ahead of the formal merger date of 1 January.

Given the industrial and policy synergies with the incoming BECTU members, Prospect's members in communications, media and digital transferred into the new BECTU sector. We have built strong staff and elected officer relationships to give the new union the best start and to make real the premise that this is a merger of equals.

The EU vote and Brexit

2016 has also been a turbulent year, politically dominated by the EU referendum and result. Prospect followed its established approach, reflecting our political independence, of

providing members with information about the potential impacts of a vote either way on their industries and sectors.

We also hosted a debate at national conference in May where each side of the referendum argument presented their positions to delegates.

We continued to lobby across the political spectrum with major contributions at each of the main party conferences in September and October and our contributions to the Trades Union Congress.

We published research on the UK's productivity challenge in collaboration with other trade unions and led by the Smith Institute.

Growing the union

Internally we have continued to pursue the Step Up programme, which was shared with national conference. This change programme is designed to be a continuous improvement process to ensure the union is equipped to respond to the rapidly changing environment that we operate in.

Step Up is overseeing the delivery of a new case management system, the progress towards establishing a new member contact and advice centre and identifying how we can better support representatives and find new activists.

It reflects our recognition that while we do many things very well, the demands on us are increasing and we have to adapt to those changes.

We will face greater regulation and scrutiny as a result of the Trade Union Act and we will need to ensure we can comply while operating with sufficient agility. The pace of technological change and instantaneous communications provides a major challenge that cannot be met by standing still.

Associated with the Step Up programme was a review of our communications outputs and processes. It is evident from our membership surveys and other evidence sources that members want timely information about negotiations and what we are doing about issues in their workplaces and industries. Members are time-poor, with competing demands for their attention, and we have to design digitally-enabled communications that meet their needs.

The review demonstrated that we have the content, but how we are delivering it needs significant change, with less emphasis on print and more on electronic content. We have to focus on branch/workplace messaging as the priority and ensure we plan national communications in a way that does not overload members.

The review has prompted significant changes, including moving *Profile* to a largely digital distribution, and a series of organisational changes will be progressed this year.

The bargaining agenda

The bargaining agenda remained intense and drew on all our expertise. In the civil service, we again had to repulse attacks on the redundancy compensation scheme. While some adverse changes resulted, we largely blunted the government's original agenda.

However, this assault reflected the paucity of thinking about the medium to long-term consequences of restrictive pay policies in public service, which are plainly beginning to unravel as recruitment pressures become increasingly evident.

The crisis in public sector people policies was also reflected in the welcome decision to abandon forced ranking of performance markings. If ever there was an example of the public sector attempting to mimic the private sector and getting it seriously wrong, this was it.

However, it reflects the much broader challenge facing Prospect in representing our civil and public service membership, which is why the Step Up programme has also focused on how we are organised in this sector, what we have to offer members and how we can relaunch our entire approach.

Another critical bargaining area during the past year has been occupational pensions and the continued pressures on defined benefit schemes. This is plainly a complex and difficult issue as scheme liabilities have increased, primarily as a result of depressed interest rates ballooning deficits.

To say our pension system is in crisis is an understatement and while Prospect is having some success in gaining improvements in defined contribution schemes, the government, employers and trade unions need a long-term vision for future retirement income.

In what was yet another demanding year, I would like to thank all my colleagues in Prospect. On a personal note, I am looking forward to a new five-year term as general secretary from March 2017 following my re-election. This is a wonderful privilege and I will use it wisely.

However, as I say at every meeting I address, our volunteer network of representatives remains our greatest resource. We need to find more willing hands and we need to support and develop representatives to face ever more complex challenges.

I would like to finish by thanking all those representatives who make a difference to the working lives of members everywhere we operate.

Mike Clancy

General Secretary

1

MEMBERSHIP, RECRUITMENT AND ORGANISATION

1. Prospect's total membership at the end of 2016 was 112,576. The changes on the 2015 figures are shown below:

2. Membership:

Prospect members as at 31 December 2015	113,502
Plus new members	9,162
Less members died, left or written off	10,088
Prospect total at 31 December 2016	112,576

3. These figures hide excellent recruitment in 2016. We recruited 9,162 new members – our best result since Prospect was formed in 2001. This compares with 8,239 recruited in 2015. Our concern is not only to improve recruitment performance but also retention. In 2016, we lost 10,088 members and working membership fell by 1,144.

4. Recruitment and retention work continues. We are aware that our performance must improve to close the gap and grow. We produced a practical guide for our representatives and staff on how to focus on workplace retention – in particular in redundancy and severance situations.

5. One of our key campaigns was Union Week, which was held in October. This received widespread support from branches and representatives and included an excellent range of activities for members and potential members.

6. Social media was employed – Twitter being one example, where the hashtag #talkprospect was used – to encourage members to start positive discussions in their workplaces about Prospect membership.

7. The campaign was successful, with 1,277 new members recruited in October, making it the best recruitment month since the union was formed in 2001. We will seek to replicate and improve on Union Week in 2017.

RECOGNITION

8. As a result of the transfer of the Association of Principal Fire Officers into Prospect, we have recognition for fire and rescue service “Gold Book” staff. We are recruiting in fire and rescue services and our membership in the APFO branch is growing.

ORGANISATION

9. National secretary Mike Graham led the union's organising strategy in 2016. He worked closely with a national sub-committee known as CORE – the Committee for Organising Recruitment and Education.

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

YOUNG PROFESSIONALS NETWORK

11. The Young Professionals Network's third national forum meeting in Manchester enjoyed a record attendance of almost 50 delegates. A new national steering committee was elected and meets regularly and participates in the wider union with active observers on the National Executive Committee and CORE. We now operate an opt-out, rather than opt-in, system whereby all members up to the age of 30 automatically become YPN members unless they signify otherwise. The number of branches with a YPN network is also growing.

PROSPECT ORGANISING AND LEADERSHIP ACADEMY

12. Jane Lancaster, a negotiations officer based in Cardiff, led Prospect's Organising and Leadership Academy for part of 2016 due to staff illness. An extensive course programme is in place, with an emphasis on delivering branch courses and regional courses where branches are small but have common needs (eg North and Mid-Wales).

SERVICES FOR RETIRED MEMBERS

13. Prospect continued to provide support and assistance to many retired members through the Retired Members Group area

structure and, where necessary, the RMG secretary. The RMG national committee met four times in 2016.

14. The union pursues many personal injury claims on behalf of retired members, who may have experienced harmful occupational exposure during their working lives that has subsequently given rise to health issues in retirement.

15. Prospect issued four editions of *WiseEye* during 2016, including an article on intergenerational fairness, which appeared in the October issue.

2

MANAGING THE UNION

SUBSCRIPTIONS

1. Following a decision by the NEC, which took into account low levels of inflation and settlements, subscription rates and thresholds were frozen for 2016, both for members covered by the Prospect banded structure and for retired members. 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 2016 the cap on subscriptions was lowered from £19 per month (£228 per annum), to £18 per month (£216 per annum).

PARLIAMENTARY ACTIVITY

2. An important focus of Prospect's political work in 2016 was its campaign around the EU referendum, which took place on June 23.

3. Prospect set up a stand-alone microsite called EUMatters, which hosted news stories of interest to members in our key industries, including in science, engineering, telecommunications and energy.

4. The microsite also featured blogs from Prospect officers, representatives and invited guests. It offered resources for representatives and members to help inform them, without telling them how they should vote.

5. Prospect sent a delegation on a fact-finding trip to Brussels. Twelve representatives (who applied for the trip on the understanding that they would share what they learned in their branches and more widely across the union) were accompanied by Alan Grey and Denise McGuire, then president and vice-president respectively, Prospect researcher Calvin Allen and parliamentary officer Graham Stewart.

6. The trip included a visit to the European parliament, a meeting with Judith Kirton-Darling MEP and further meetings with:

- Peter Scherrer and Esther Lynch, deputy general secretary and confederal secretary respectively of the European Trades Union Congress
- Elena Crasta, TUC Brussels officer
- Christina Colclough, UNI Global Union's head of EU affairs, and
- Gabriele Bischoff and Sarah King, president and administrator respectively of the workers' group European Economic and Social Committee.

7. Meetings were organised to debate the implications of the EU referendum for members in the run-up to the vote. This included a debate between Leave and Remain speakers at national conference in May.

8. General elections were held in Wales and Scotland in 2016. Prospect organised a "Question Time" event in Cardiff. For the Scottish general election, party leaders were asked questions on the main themes affecting members.

9. The union continued to brief MPs and Lords on the Trade Union bill as it progressed through parliament. We also provided briefings on the Civil Service Compensation Scheme, the implications for science on exiting the EU and the Higher Education and Research bill.

10. MPs were briefed on a pay dispute at the Met Office and Prospect lobbied both MPs and Lords during the party conference season.

11. A seminar called *The Robots are coming: the future of work* was held in Portcullis House, Westminster in July. Speakers included Lord John Monks, Flick Drummond MP and Roger Highfield, director of external affairs at the Science Museum.

12. Work began to create an all-party parliamentary group focused on the future of work. As the year ended, arrangements were in place for the group to launch in January 2017.

BECTU

13. The BECTU vote on whether to become a new sector of Prospect was held from June 27 to 30 August 2016. The ballot saw 83% of BECTU members who took part vote “yes” to the merger plan.

14. As a result Prospect’s merged membership will grow to more than 140,000, with BECTU forming its largest sector.

15. The new BECTU sector, which will total more than 40,000 members, will incorporate Prospect’s communications, media and digital membership and include thousands of managers and specialists working for BT.

INFORMATION SYSTEMS

16. 2016 was a very busy year for the IT team with increased project work and more requests for general support. Successful projects completed included:

- supporting the communications team in launching the new Prospect website in time for national conference in May
- migrating staff from various laptops and Blackberry mobile phones to more modern and secure devices
- migrating all Prospect staff to new email systems that greatly increase business continuity
- relocating the Prospect Wimbledon office to the Clapham North office over a weekend with minimal downtime
- beginning the first stages of work to integrate Prospect and BECTU networks in order to support the merger of the two unions.

PROPERTY

17. The sale and leaseback agreement for the Wimbledon office signed in 2015 was due to end in early 2017 so staff and operations were relocated from that office to New Prospect House in Waterloo, Chertsey and BECTU’s Clapham office in December 2016.

18. The FDA’s lease of floors four and five in New Prospect House was due to terminate at the end of December 2016 but was extended until the end of March 2017.

19. The lease for Prospect’s Liverpool office was renewed in May 2016.

HEALTH AND SAFETY (STAFF)

20. Prospect’s staff health and safety committee continued to meet to review existing policy, new legislation and/or activities.

21. A number of display screen equipment assessments took place due to the transfer of staff from the Wimbledon office to Clapham North or New Prospect House.

22. The stress audit working group reviewed the stress audit results and made recommendations to the senior management team on the next steps.

23. The new permanent health insurance scheme for staff was put in place from 1 April 2016. We have had good feedback from staff who have used the employee assistance programme.

STAFF DEVELOPMENT

24. The 2016 training plan was successfully delivered to staff across the organisation. This included a number of centrally-led courses made available to staff, but also responses to the individual performance development review interviews with staff.

25. The pensions officer delivered a basic understanding of pensions course to a number of staff, which was very well received, and we are looking at further courses in 2017.

26. The mentoring scheme has continued throughout 2016, with positive feedback received from participants. We will therefore be looking to expand our mentoring group to enable more mentoring relationships to be taken up.

OFFICER CHANGES

27. During 2016 the following appointments were made:

- **Tom Sidwell**, negotiations executive, Midlands and North East
- **Robert Lauder**, organiser, aviation, defence and security
- **Ben Middleton**, negotiations officer, aviation, defence and security
- **Sharon Brown**, organiser, NORD
- **Sam Gipson**, organiser, agriculture, health and transport
- **Stephen Langford**, negotiations executive, Guernsey
- **Caitlin Kinsella**, manager, Member Contact Centre
- **Richard Hoogstad**, communications officer, department of communications and research (fixed-term contract)
- **Jenny Andrew**, organiser, NORD
- **Martin McIvor**, research officer, department of communications and research
- **Richard Hardy**, national secretary, Scotland
- **Jane Rose**, negotiations executive, Scotland
- **Cora Green**, head of GS office
- **Lianne Dixon**, projects officer, organisational development and HR
- **Steve Thomas**, national secretary, Midlands and North East
- **Sarah Ward**, national secretary, arts and entertainment, BBC and Independent Broadcasting.

28. The year saw the retirement of:

- Mary Hurley, organiser, communications, media and digital

29. Other leavers from Prospect during 2016 were:

- Calvin Allen, research officer, department of communications and research
- Johanna Baxter, negotiations officer, CMD
- Steve Donnelly, negotiations officer, CMD
- Doug Lawn, IT administrator, IT

APPEALS COMMITTEE

30. The committee was not called on to consider any cases in 2016. Its five members are: Russell Brown, Richard Grant, Jenni Hircock, Suresh Tewari and Terry-Anne Boxshall.

BIENNIAL NATIONAL CONFERENCE

31. The union's 2018 biennial national conference will be held at the International Convention Centre in Birmingham from 3-6 June.

EMPLOYEE SALARIES

32. Motion 39 from the biennial national conference 2014 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.

33. 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 at the end of the Prospect Notes to the Accounts section.

SALARY BAND	NUMBER OF STAFF
£10,000 – £19,999	0
£20,000 – £29,999	50
£30,000 – £39,999	29
£40,000 – £49,999	34
£50,000 – £59,999	45
£60,000 – £69,999	8
£70,000 – £79,999	8
£80,000 – £89,999	3

3

RIGHTS AT WORK

EMPLOYMENT LAW

1. During 2016 Prospect Legal continued to advise and represent members, train and inform representatives and officers and produced a number of briefings and publications.
2. Employment rights were a key campaign area identified by the NEC for 2016. The legal team led a campaign called “Prospect at Work”, which sought to highlight the great work done by our representatives and the value of union membership. It included branch activities over the year, a survey of representatives and a series of profiles of Prospect Workers’ Rights Advocates. The results of the survey were reported in *Working for You*, which included commentary from WRAs.
3. In the early part of the year the legal team focused on the Trade Union bill – responding to consultations, providing information and lobbying. The Act, which was passed in May, is a concerted attack on unions. It included:
 - restrictions on the right to strike
 - restrictions on the check-off system for collecting subscriptions
 - increased power to limit facility time in the public sector, and
 - the imposition of further reporting requirements on unions.The new law takes effect over the coming year, so there is much work ahead to ensure the union is compliant.
4. Prospect made detailed submissions to a number of government consultations on potential changes to the law during 2015. These included:
 - employment status
 - the political fund, and
 - gender pay gap reporting.

Copies of these submissions are available on the website (<https://library.prospect.org.uk/browse/type/submission>).

LEGAL CASES

5. We have provided advice and assistance to members on a wide range of employment law issues, including unfair dismissal, discrimination at work, redundancy and contractual disputes.
6. A number of cases have been pursued through the employment tribunals, with 24 new tribunal claims presented, including two multiple claims for equal pay.
7. During 2016, we recovered more than £500,000 for members as compensation payable, either as a result of a settlement after a tribunal claim had been presented or a win at the tribunal.
8. Some notable examples of casework during 2016 were:
 - The Court of Appeal found that changes to the Department for Transport’s sickness absence procedures were unlawful, upholding an earlier judgment in the High Court that had found in favour of the union’s arguments.
 - An employment tribunal upheld a claim for five members working in the Prison Service who sought a declaration that they were employees and entitled to employment rights. The Prison Service has appealed and the case will be heard in the Employment Appeal Tribunal in 2017.
 - A Prospect member working for BT won his case in an employment tribunal for unfair dismissal and disability discrimination following a sickness absence.
 - Nine Prospect members brought a claim of age discrimination to an employment tribunal regarding the process followed for selecting people for new roles in a

re-organisation. The case was resolved with all members receiving appropriate job offers and/or compensation.

- A long-running case involving a Prospect member challenging the Prison Service's pay structure on the grounds of race and religious discrimination was heard in the Supreme Court in November and judgment is awaited.
- Multiple good settlements of claims. Many cases settle before reaching a hearing, but 2016 was unusual in that we had three cases settling on the first day of their hearings, including one where a member was offered his job back.

HEALTH AND SAFETY

9. Prospect continued to prioritise health and safety and protecting members' health. We continued to highlight the vital work done by the Health and Safety Executive, welcomed Martin Temple as its new chair and supported the need for effective regulation and enforcement, making this the theme of our International Workers' Memorial Day poster.

10. Prospect worked collaboratively with employers who recognise that the highest standards of health and safety contribute to good work and promote productivity. We are privileged to work with organisations that welcome our input and value the vigilance of health and safety representatives. Their good practice sets benchmarks.

11. Prospect provided advice and assistance to members and representatives, pressing for proactive management in preventing harm and providing legal advice on claiming compensation where necessary.

12. Leaner organisations are having an effect on members. Combined with work intensification and constant change, this is resulting in increased bullying and harassment, stress and mental ill health and demand on our health and safety representatives.

13. In addition to absenteeism and presenteeism, we've received reports of "leavism", whereby members either do not take their paid annual leave entitlement or misuse it to complete work. The pressure to achieve and stigma of stress appear to be resulting in some worrying coping strategies.

14. Prospect listened to representatives' concerns about supporting members with mental ill health. We have been scoping out mental health awareness training for a programme of courses proposed for 2017.

15. We launched new guidance under our Stress, Stigma, Solutions campaign, including tips for dealing with stress and an awareness-raising quiz. We presented the campaign widely as a means of generating employer buy-in and for recruitment purposes.

16. Long hours and fatigue are also growing problems. The EU referendum result has added to our concerns that working time regulations may be under threat. We are liaising closely with our legal partners, Pattinson and Brewer, in anticipation of Brexit impacts that we will campaign against.

17. In May 2016 Prospect worked with the Women's Engineering Society (WES), Women in Science and Engineering (WISE), the TUC and the Institution of Mechanical Engineers' (IMechE's) Support Network to run a survey of women's experiences of wearing personal protective equipment (PPE).

- 18.** Almost 5,000 responses were received, clearly identifying a range of ongoing challenges for women in securing effective and well-fitting PPE, in particular in male-dominated industries.
- 19.** We reported the findings in *Women's Personal Protective Equipment: One Size Does Not Fit All*, which cited widespread failures to adequately kit out and protect female staff. The report is an important contributor to the gender occupational safety and health agenda.
- 20.** The survey results were revealed at the IMechE on National Women in Engineering Day on 23 June 2016. They were also presented at a conference organised by the Northern TUC in October 2016.
- 21.** New Sentencing Council guidelines introduced in February 2016 have provided some mitigation against the climate of health and safety deregulation. One year on, the total value in UK safety fines issued has tripled, including 19 fines of £1m or more.
- 22.** Prospect welcomes the tougher sentencing and has sought to make representatives aware of the additional leverage this offers in negotiations for health and safety improvements.
- 23.** Many Prospect members work in safety-critical environments where their day-to-day decisions can have significant health and safety implications for themselves, their co-workers, the general public, the environment and their employer's reputation.
- 24.** The sentencing guidelines have implications for responsible professionals, such as our engineer members who control and direct operational activities. We have highlighted to them the need to adhere to company protocols or, if they identify a dubious procedure, to alert their senior management.
- 25.** Sentencing of individuals found at fault in health and safety cases has also become tougher, with a greater likelihood of imprisonment.
- 26.** The year ended with an important new development: the HSE's new health strategy, which has restored stress as a priority following a long dormancy.
- 27.** Prospect supported a campaign to improve the understanding of carcinogenic exposures and help organisations take action. Information for members and branches is available on the Prospect website.
- 28.** The union is developing a register for members who believe that they may have been exposed to respirable crystalline silica.
- 29.** Prospect continued to be a key sector stakeholder in health, safety and well-being. As participants in the energy sector's "Powering Improvement" campaign, we partnered with sister unions to ensure the occupational health-themed year also placed a strong emphasis on stress, not a diluted perspective.
- 30.** In the civil service we led the pressure to ensure a comprehensive approach is taken to stress management, including effective prevention as well as measures aimed at destigmatising mental health.
- 31.** We also contributed health and safety evidence to our equalities case against guided distribution performance management, which the Cabinet Office has now axed.
- 32.** Prospect has been influential in aviation industry safety, hosting a "Just Culture" seminar on the reporting of occurrences, which was delivered by the Civil Aviation Authority during Union Week in October.

EQUALITIES

- 33.** Work to mainstream equalities on to the bargaining agenda continued, with a strong emphasis on embedding resources and new approaches in the workplace.
- 34.** The focus on women in science, technology, engineering and maths (STEM) continued. Meetings were organised by a range of branches, and were also held at the launch of the Babcock Women's Network in Devonport in July 2016.
- 35.** Prospect has continued its involvement with Women in Nuclear, participating in a strategy session in November 2016, and WISE.
- 36.** Prospect partnered with Equate Scotland on a pilot programme to provide individual support and job placement for women returners to STEM. It concluded successfully

in May. Scottish Power, SSE and EDF Energy actively supported the programme. Funding has been secured from the Scottish government for a larger programme with effect from February 2017.

37. Prospect collaborated with the Institution of Engineering Technology (IET) on new practical guidance for returners to STEM, including a joint workshop held in New Prospect House in March 2016.

38. A training module, including a video tutorial, on unconscious bias was developed and trialled at a breakout session at national conference. The training has since been delivered to several branches and updated web pages have been produced.

39. In June 2016 Prospect members worked with girls at Wilbury Primary School in north London to identify and challenge unconscious bias about STEM careers. A video featuring the highlights has been produced and is available to view on Prospect's website.

40. Prospect's new neurodiversity web resources were launched at national conference, which included a breakout session on the topic. A short presentation module has since been developed and used in a range of workplace lunchtime sessions. A half-day training course on neurodiversity has also been developed and delivered, including at a joint session of union and management representatives at Harwell.

41. Prospect's second annual development programme for black, Asian and minority ethnic (BAME) representatives was held at Ruskin College in July 2016. The programme was well attended and well-received. Several participants subsequently joined a BAME working group established by the Equal Opportunities Advisory Committee.

42. Prospect continued to play an active role in the TUC's equality structures through representation on the TUC equality committees and at conferences.

4

BENEFITS AND SERVICES

PERSONAL INJURY SCHEME

1. More than £2.96m was recovered in compensation for 106 members with personal injury claims in 2016. The amounts in each case varied enormously, depending on the nature of the injury and claim.
2. The union received 220 applications for legal advice in respect of personal injury in 2016. The types of cases include asbestos-related illnesses, stress, repetitive strain injury, occupational diseases and accidents at work.

LEGAL SERVICES

3. Prospect continued to work with its solicitors to ensure that members received a high-quality, efficient and responsive service.
4. Advice on defamation, clinical negligence and wills was provided as part of the general legal services available to members. The union's guide describes the full range of advice and assistance available, as well as the conditions of the service.

LEGAL EYE

5. During 2016 we issued five editions of *Legal Eye*, a regular newsletter for Prospect members that highlights developments in employment law and news from the legal team.

PROSPECT EXTRA

6. Prospect Extra is a unique cashback and comparison service available exclusively to Prospect members. It is designed to help members save and earn money easily, allowing those signed up to receive cashback on everyday purchases and quickly find the best deals on the market. The service is free for all Prospect members and includes guides on how to use it.

7. The Energy Club is one of Prospect Extra's most popular services, giving members access to marketing-beating energy tariffs not available elsewhere. It has run three collective energy switches in which more than 1,000 members changed their energy deals and collectively saved a grand total of £340,000.

8. Prospect Extra has 17,906 registered members covering 92 counties across the UK.

ASBESTOS REGISTER

9. 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 1,693 members on the register. Members can log in and download a form from: <http://library.prospect.org.uk/id/2009/00095>

A leaflet that explains the scheme is at: <https://library.prospect.org.uk/download/2015/00101>

RADIATION-LINKED DISEASES

10. Prospect plays an active role in the Compensation Scheme for Radiation-Linked Diseases – a joint initiative between the UK's nuclear sector employers and their trade unions.

11. 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 are subsequently diagnosed with radiation-linked cancer or cataracts.

12. The scheme was set up in 1982. The participating employers 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 specified companies.

13. 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%.

14. The scheme received 29 new claims during 2015 and two compensation settlements were completed.

15. More than 1,566 cases have been considered since the scheme began. Of these, 156 have been successful (including total amounts of £8.25m in compensation).

16. In 2011 the International Commission for Radiological Protection (ICRP) issued a statement on tissue reactions that recommended a reduction in the absorbed

dose threshold for the induction of cataracts. A revised cataract schedule was produced by the scheme and implemented in 2012 to reflect the changes in the ICRP recommendations.

17. Following approval from the relevant duty holder organisations, a cataract retrospection exercise was undertaken and successful cases identified. Agreement has been obtained from the funding bodies and steps have been made to progress these claims to financial settlement proceedings.

18. In 2015, the scheme's council agreed to implement revised scheme governance arrangements and protocols to support case progress.

19. For further information about the scheme, please visit www.csrlid.org.uk or contact david.luxton@prospect.org.uk

BENEVOLENT FUND

20. Seven grants totalling £12,293.06 were made to beneficiaries in 2016.

DEATH BENEFITS

21. Death benefit was paid to the beneficiaries of 85 members in 2016 to a total value of £89,913.

5

TRAINING AND SKILLS

LEARNING AND SKILLS PROGRAMME

- 1.** Prospect's Organising and Leadership Academy, known as POLA Education, has now been fully integrated into the National Organising, Recruitment and Development team (NORD).
- 2.** POLA Education scheduled 32 courses across the UK in 2016. Six courses were cancelled due to low participant numbers.
- 3.** A strategy to reduce the number of no-shows and last-minute cancellations continues to operate. The number of no-shows reduced again in 2016.
- 4.** A successful working relationship with Guaranteed Events continued and the union is benefiting from discounted rates at a range of hotel chains. Guaranteed Events provided a good service and were very responsive to participant feedback on the venues used.
- 5.** POLA Education hosted a stand at Prospect's national conference and invited representatives to complete a survey. The results of the survey helped inform the design of the national education programme.
- 6.** Following feedback from representatives and officers on the successful 2015 pilot of a course titled "Ethically selling Prospect membership – sealing the deal", it was renamed "Recruiting with confidence". The course prepares representatives for their role in promoting Prospect.
- 7.** A number of cluster-based training courses entitled "Keep calm and up-skill" took place in 2016. The compact courses aimed to inject a range of skills into a number of regions where representatives experience difficulties in accessing national education programme courses.

- 8.** POLA was pleased to improve the visibility of the national education programme when Prospect's website was redesigned. Course accessibility was also improved in 2016.

MEMBERSHIP PARTICIPATION

- 9.** More than 320 members participated in national education programme courses in 2016. The average number of participants per course was 12.3. These figures do not include learner participation in Prospect's externally funded projects.
- 10.** The union received reports of representatives continuing to find it difficult to participate in learning activities, with some experiencing a squeeze on facility time and/or finding it difficult to take time out of the working week to attend training courses.
- 11.** Demand for training at branch and regional level remained high and participation at locally-run courses was particularly strong.
- 12.** Prospect also initiated, developed and collaborated on a range of skills-based programmes in different sectors to add union value across the learning and skills agenda.

SKILLS

- 13.** Prospect's work to support members' personal and professional development continued.

REGTECH PROJECT

- 14.** The two-year RegTech project, funded by the Gatsby Foundation to promote professional registration and professional pathways for technicians, concluded in October 2016.
- 15.** An impact evaluation demonstrated that this work had raised the profile and status of technicians in 22 Prospect workplaces. It

also leaves a lasting legacy of 24 workplace champions, online information tools and a proven model of engagement.

16. The project tried out different promotional initiatives, such as a technician and apprentice poster competition, held on the Harwell Campus in the summer of 2016.

LABOUR MARKET INFORMATION PROJECT

17. A short-term project was initiated with funding from the Gatsby Foundation to explore the value and potential expansion of Prospect's Careersmart website to incorporate the Labour Market Information for All (LMI) open-source data.

18. This work will also investigate new areas of information for Prospect's apprenticeship jobs and guide app. It is available for Android phones from the Google Play store and Apple devices from the App Store. This forms part of a programme to update the app.

UNION LEARNING FUND PROGRAMME

19. Approval for the final investment decision on Hinkley Point C in October 2016 brought new vigour to the skills agenda and activity in the South West. Prospect continued as an active participant in a multi-union skills project on the site.

OPEN UNIVERSITY COLLABORATION

20. Prospect and Unionlearn worked collaboratively on an Open University-led project to develop a range of free online resources for adult learners. This accompanied a parallel workstream that created a new website aimed at anyone looking to improve their skills, knowledge and career prospects.

SKILLS CAPACITY

21. Prospect has continued to campaign for increased funding and enhanced development opportunities for members working in STEM.

22. Regular meetings have been held with the Government's Chief Scientific Adviser and officials, and the new Government Science and Engineering (GSE) Strategy, published in October 2016, responds to many of Prospect's concerns.

23. As a result of Prospect pressure, membership of the GSE professional community has been opened up across government which, in combination with a strengthened role for Heads of Profession, provides further opportunities to influence implementation work in 2017.

24. A significant body of work has been undertaken to highlight the implications of the UK's decision to leave the EU for STEM skills. A survey of Prospect branches in April 2016 provided valuable information for use in Parliamentary submissions and for political lobbying activity, which is continuing.

25. Prospect's concerns have also been raised with the TUC and other stakeholder bodies. Members' meetings have been held across the UK and work is underway on a case study booklet to highlight the potential consequences of Brexit.

SKILLS OUTREACH

26. Prospect again delivered an environmental science skills competition at The Skills Show in Birmingham in November 2016. This competition attracted involvement from a range of FE colleges and provided the opportunity to highlight to the thousands of visitors at The Skills Show both the importance of environment skills for the UK economy and the valuable work undertaken by trades unions in this arena.

SECTOR SKILLS COUNCILS

27. Prospect continues to participate in the work of The Tech Partnership, Energy and Utility Skills and the National Skills Academy for Nuclear.

6

AWARDS

The National Executive Committee granted awards to the following members in 2016:

DISTINGUISHED MEMBER AWARDS

Russell Brown

Environment, Food and Rural Affairs

Paul Danneau

Insolvency

Jackie Longworth

Prospect Trustee

LONG SERVICE AWARD

John Bird

UK Hydrographic Office

Peter Brough

Sellafield

Fran Butler

Westinghouse

Tim Day

Defence, Science and Technology Laboratory

Stephan Helfer

Royal Botanic Garden Edinburgh

Simon Hester

Health and Safety Executive

Robert Jones

UK Power Networks

Graham Monk

Department for Work and Pensions

William Naylor

Defence, Science and Technology Laboratory

Paddy O'Hara

Historic England

Martin Roff

Health and Safety Executive

Guy Rothwell

Natural Environment Research Council

Alan Rowlands

Magnox

Alf Russo

UK Power Networks

Martin Shipp

Building Research Establishment

Tony Wickett

AMEC

Jim Wilson

UK Power Networks

7

OTHER ORGANISATIONS

TUC

1. Prospect was well-represented at the Trades Union Congress in Brighton in September. A delegation of 15 staff and members submitted two motions, covering public service delivery and productivity, and two amendments, relating to industrial strategy and neurodiverse conditions.
2. Prospect's delegation also spoke on a huge range of issues at the conference, reflecting the depth of knowledge and expertise within its membership, including:
 - the Scottish and Welsh governments' constructive approach to delivering public services
 - the impact of workforce reductions on public servants' well-being
 - worker representation on the HSE's board
 - regulation of drones and lasers
 - the impact of automation and robotics in the workplace
 - sexual harassment at work
 - broadcasters' inadequate diversity monitoring.
3. Deputy general secretary Sue Ferns was elected to the TUC Executive Committee. General secretary Mike Clancy is also a member.
4. In Scotland, Satnam Ner served as vice-president of the Scottish Trades Union Congress. Prospect national secretary Alan Denney remained on the STUC General Council.
5. In Wales, Gareth Howells and Jane Lancaster served on the General Council of the Wales TUC Cymru.
6. Prospect also supported events organised by the Irish Congress of Trade Unions and took advantage of ICTU training opportunities. The

union's relationship with ICTU is co-ordinated by the steering group of the Northern Ireland Representatives' Network.

OXFAM APPEAL

7. Prospect members have contributed almost £1m to Oxfam in a 30-year partnership that was celebrated in July. It all started after famine swept across east Africa in the early 1980s. Prospect predecessor union IPMS set up the fund in 1986 and members have so far raised £911,622 for the charity.
8. The money has been put to use in projects aimed at empowering disadvantaged people in developing countries and helping those affected by humanitarian disasters.
9. Long-term projects:
 - Eritrea (1986-91):** a four-year programme training small farmers to use agricultural equipment, as well as providing seeds and equipment
 - Nicaragua (from 1991):** a livestock loan scheme for poor farmers in Nicaragua
 - India (from 1991):** a water aid project for farmers in western India
 - Haiti (2005):** livelihood support for small-scale coffee producers
 - Cambodia (2007):** a project to minimise the impact of river flooding on communities
 - Kenya (2008):** setting up and equipping 10 mobile schools for nomadic children
 - Zimbabwe (2009):** a food security and irrigation project, helping locals to grow their own food.
10. Humanitarian crises:
 - Horn of Africa famine (2011):** providing water, food and shelter in refugee camps
 - West Africa ebola crisis (2014):** providing clean water for treatment and isolation centres, protective equipment and hygiene kits

Nepal earthquake (2015): providing clean water, emergency shelter and food

Syrian refugee crises (2015): supporting Oxfam's work in Jordan, Lebanon, Italy and Sicily.

AFFILIATED AND LINKED ORGANISATIONS

11. 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; other affiliations provide information or the opportunity to exchange views.

12. A list of these bodies is set out with the 2016 headquarters contact for each organisation. NB this list is not exhaustive.

Aircraft Engineers Int'l	John Ferrett
Amnesty International	Bev Hall
Campaign for Science and Engineering	Sue Ferns
Campaign for Press and Broadcasting Freedom	Mike Clancy
Confederation of Shipbuilding and Engineering Unions	Garry Graham
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 Colombia	Mike Clancy
National Association of Pension Funds	Neil Walsh
National Pensioners Convention	David Luxton

Public Service Pensioners Council	Neil Walsh
Royal Aeronautical Society	Dai Hudd
Scottish Pensions Forum	Neil Walsh
Scottish TUC	Alan Denney
Trades Union Congress and related bodies	Mike Clancy, 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

13. Other bodies to which Prospect is linked include:

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



FINANCE

SUMMARY

1. Total income for the year in the General Fund was £18,982,000 of which subscription income was £15,620,000. Income from investments and other non-operating income (net of losses and provisions) was £3,362,000.

2. Total expenditure in 2016 was £16,697,000. The difference between total income and total expenditure resulted in a net surplus for the year of £2,285,000, before taking into account exceptional income and expenditure and changes in pension scheme liabilities. The net surplus of £2,285,000 is arrived at after taking into account the increase in the market value of the union's investment portfolio of £2,204,000 as required under FRS102. If that increase in the market value of the union's investment portfolio had not been incorporated, the union would have generated a surplus for the year of £81,000.

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 Financial Reporting Standard (FRS102), we are required to show the position of the schemes within Prospect's accounts each year. The pension schemes at the end of 2016 showed an aggregate deficit calculated on the FRS102 basis of £26,559,000. This was as a result of a net negative movement of £17,335,000 in the net liabilities of both pension schemes compared to 2015. This mainly reflects a significant decline in bond yields. Under FRS102, the scheme liabilities are determined by projecting the expected benefits payments using chosen assumptions and then discounting the resulting cashflows back to the review date. For this purpose, the schemes' liabilities have been calculated by updating the valuation calculations carried out for the formal valuations. After taking into account the changes in the pension scheme

liabilities, £15,050,000 was set against the General Fund. It should also be noted that the valuation on an FRS102 basis is not the same as a full triennial actuarial valuation. The last full valuation for the PPS at 31 December 2014 showed a deficit of £8,000,000; and for the CP&LAS on 1 July 2014, the deficit was £3,900,000 (see also paragraph 16 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 2016 is set out below.

INCOME

6. Income from subscriptions was £15,620,000 after the transfer of £61,000 to Prospect's political fund.

7. Income from investment operations and other sources – Total income from investment operations and other sources was £1,115,000 (excluding sale of investments and movement in provisions). This included: dividends and interest received amounting to £661,000; rental income of £382,000 and other income of £72,000, which mainly consisted of £11,000 from Membership Services, £43,000 net from VAT refunds for 2015/16 and £6,000 net income from journals. Total investment income included an increase in the change in the market value of investments of £2,204,000 and a net profit from sales of investments of £43,000 leaving a net income figure for investment operations and other sources of £3,362,000.

EXPENDITURE

8. Total expenditure (excluding other non-operating income/[expenditure]) was £16,697,000. Additional pension contributions of £1,067,000 (included under employment costs) were made in the year to address the pension schemes' deficits.

9. Committees and conferences – £555,000. For 2016, this comprised the cost of Prospect's national committees £128,000 and £428,000 for Prospect's national conference. There were no sector conferences in 2016.

10. Local democratic organisation and education – £969,000. The figure includes expenditure for professional, departmental and other groups of £109,000; branch and section expenditure of £731,000 and £129,000 for the members' education and training programme.

11. Employment costs – £11,501,000. The figure mainly comprises £9,486,000 for the cost of staff salaries, employer's national insurance and normal contributions to the staff pension scheme. It also includes £1,067,000 for additional employer contributions to the staff pension schemes for the deficit recovery programme; £645,000 for the cost of staff travel, subsistence and mobile phones and £303,000 for other staffing costs.

12. Property costs – £1,211,000. These include the running costs of all Prospect properties, including maintenance, rents, rates and the provision of property depreciation.

13. Administration and other supplies – £1,178,000. 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 – £1,283,000. Costs include affiliation fees of £439,000 and donations of £13,000; £336,000 for the cost of the Prospect's journals; £90,000 for death benefit; £30,000 for net costs associated with the running of the members' legal, medical and professional aid scheme; £96,000 for costs associated with Prospect's website and £234,000 for recruitment/organisational expenditure.

15. Surplus for the year – £2,285,000. This is the surplus for the year prior to pension costs. After taking into account the net pension movement of £17,335,000, there was a net deficit for the year of £15,050,000 and this has been set against the General Fund.

16. Transfer of engagements – £82,000. The Association of Principal Fire Officers (APFO) transferred to Prospect on 7 November 2016.

17. Subsequent to the year end, the Broadcasting, Entertainment, Cinematograph and Theatre Union (BECTU) transferred to Prospect on 1 January 2017.

BALANCE SHEET

18. Tangible fixed assets – £13,098,000. This includes £12,106,000 for land and buildings (including New Prospect House and offices in Chertsey and Lutterworth); £507,000 for office equipment and £485,000 for motor vehicles.

19. Investments (market value) – £27,126,000. This is the market value of investments. It includes an increase in value from 2015 of £2,204,000. A schedule of investments is set out on pages 41–44 of the financial statements.

20. Current assets – £5,795,000. The main items contained in this figure are debtors and prepayments (£1,468,000). These are mainly monies due for members' subscriptions deducted from December salaries and the amount collected by direct debit for December 2016 subscriptions. Both of these were received by Prospect in January 2017. In addition, included within current assets is £2.5m which is the balance of monies due in March 2017 from the 2015 sale of the Wimbledon regional office. The bulk of the cash at bank and in hand (£1,827,000) is held in a deposit account and earns interest. This includes monies for the disaster fund (£28,000) and Prospect's political fund bank balance (£631,000).

21. Current liabilities – £760,000. The main items contained in this figure are creditors and accruals (£468,000). This mainly comprises the amount due to various suppliers at the end of December 2016.

22. General fund – £18,092,000. 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 £2,285,000 transferred from the income and expenditure account, the negative pension scheme movements of £17,335,000 and the transfer of engagements of APFO of £82,000 has resulted in an overall decrease in the General Fund from £33,060,000 to £18,092,000.

23. Political fund. The political fund is a separate fund which receives income from members who opt to contribute to it. 11,821 members did not contribute in 2016. A total of £61,000 was transferred to the fund being income for 2016 from 100,755 members who contributed to it. Expenditure of £84,000 was incurred in the year.

PROSPECT BENEVOLENT FUND

24. The finances of Prospect's benevolent fund are accounted for separately from those of Prospect and the results for 2016 are shown separately on page 45 of this report.

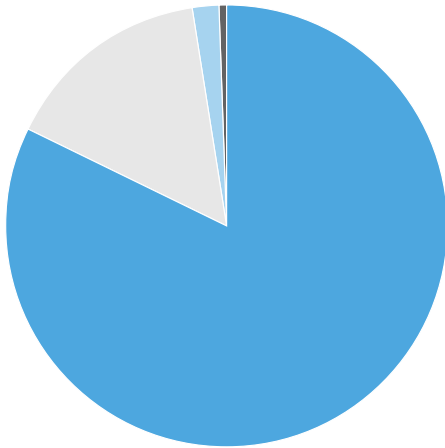
IPMS (PROSPECT) EDUCATIONAL TRUST

25. This was established by the 1990 IPMS annual delegate conference. No grants were made from the fund during the year.

PROSPECT DISASTER FUND

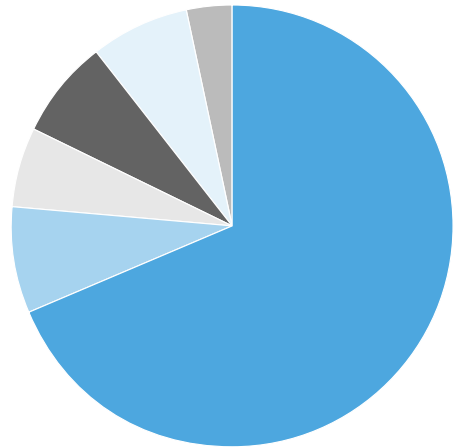
26. This was established by the NEC in 1992. One grant was made from the fund during the year.

income



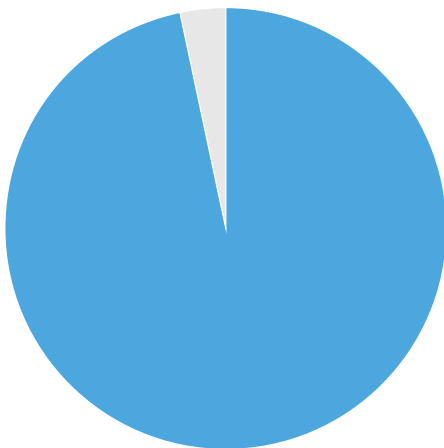
■ Subscriptions	£15,620,000
■ Investments	£2,908,000
■ Rental income	£382,000
■ Other income	£72,000
TOTAL INCOME	£18,982,000

expenditure



■ Employment costs	£11,501,000
■ Benefits to members	£1,283,000
■ Local democratic organisation and education	£969,000
■ Property costs	£1,211,000
■ Admin and other supplies	£1,178,000
■ Committees and conference	£555,000
TOTAL EXPENDITURE	£16,697,000

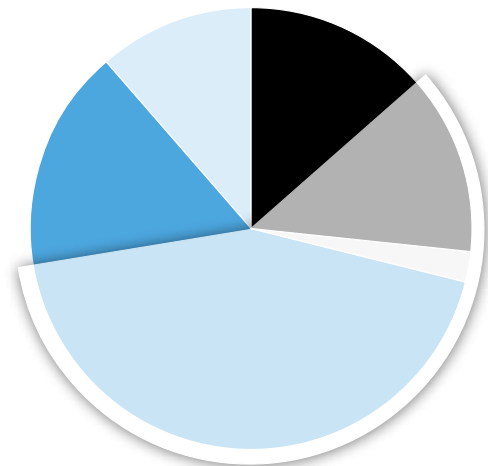
reserves



■ General fund	£18,092,000
■ Political fund	£608,000
TOTAL	£18,700,000

Operational deficit for the year was	£2,285,000
Movement in pension scheme liability	(£17,335,000)
COMPREHENSIVE RESULT FOR THE YEAR	(£15,050,000)
Transfer of engagements	£82,000

assets



■ Investments	£27,126,000
■ Land and buildings	£12,106,000
■ Net current assets	£5,035,000
■ Office equipment, fixtures and fittings, motor vehicles	£992,000
■ Pension scheme liability	(£26,559,000)
TOTAL	£18,700,000

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), including Financial Reporting Standard 102. 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, subject to any material departures disclosed and explained

in the financial statements.

- 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 2016, set out on pages 24 to 44. 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), including Financial Reporting Standard 102.

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 23, 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 2016 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: 8 March 2017

PROSPECT INCOME AND EXPENDITURE ACCOUNT

GENERAL FUND – Year ended 31 December 2016

		2016		2015	
	Note	£'000	£'000	£'000	£'000
OPERATING INCOME					
Subscriptions			15,620		16,140
OPERATING EXPENDITURE					
Committees and Conferences	2	555		234	
Local Democratic Organisation and Education	3	969		1,076	
Employment costs	4	11,501		12,157	
Property costs	5	1,211		1,183	
Administration and Other Supplies	6	1,178		1,059	
Benefits to Members	7	1,283		1,440	
			<u>(16,697)</u>	<u>(17,149)</u>	
OPERATING DEFICIT			(1,077)	(1,009)	
INCOME FROM INVESTMENT OPERATIONS					
Investment income		661		537	
Rental income		382		364	
Other income	8	72		102	
Surplus on sale of investments	12	43		11	
Change in investment values	12	2,204		(370)	
			<u>3,362</u>	<u>644</u>	
SURPLUS AFTER INVESTMENT OPERATIONS			2,285	(365)	
Other pension scheme expenditure	9		(42)		(110)
EXCEPTIONAL ITEMS	10		—		2,263
SURPLUS/(DEFICIT) FOR THE YEAR			2,243	1,788	
OTHER COMPREHENSIVE INCOME/(EXPENDITURE)					
Remeasurement of defined benefit liability	16		(17,293)		7,037
COMPREHENSIVE RESULT FOR THE YEAR			(15,050)	8,825	
GENERAL FUND AT BEGINNING OF THE YEAR					
Transfer of Engagements (APFO)	15		33,060		24,235
			<u>82</u>		<u>—</u>
GENERAL FUND AT THE END OF THE YEAR			18,092	33,060	

PROSPECT INCOME AND EXPENDITURE ACCOUNT – POLITICAL FUND YEAR ENDED 31 DECEMBER 2016

	2016 £'000	2015 £'000
OPERATING INCOME		
Subscriptions	61	61
	<hr/>	<hr/>
	61	61
OPERATING EXPENDITURE	(84)	(48)
	<hr/>	<hr/>
(DEFICIT)/ SURPLUS FOR THE YEAR	(23)	13
POLITICAL FUND AT BEGINNING OF THE YEAR	631	618
	<hr/>	<hr/>
POLITICAL FUND AT END OF THE YEAR	608	631
	<hr/> <hr/>	<hr/> <hr/>

PROSPECT BALANCE SHEET AT 31 DECEMBER 2016

		2016		2015	
	Note	£'000	£'000	£'000	£'000
FIXED ASSETS					
Tangible fixed assets	11		13,098		13,182
Investments	12		27,126		25,234
			<u>40,224</u>		<u>38,416</u>
CURRENT ASSETS					
Debtors and prepayments	13	3,968		4,057	
Cash in bank and in hand		<u>1,827</u>		<u>2,024</u>	
		<u>5,795</u>		<u>6,081</u>	
CURRENT LIABILITIES					
Creditors and accruals	14	<u>760</u>		<u>1,582</u>	
NET CURRENT ASSETS			<u>5,035</u>		<u>4,499</u>
NET ASSETS EXCLUDING PENSION OBLIGATIONS			45,259		42,915
PROVISIONS FOR LIABILITIES					
Pension obligations	16		<u>(26,559)</u>		<u>(9,224)</u>
			<u>18,700</u>		<u>33,691</u>
Represented by:					
GENERAL FUND			18,092		33,060
POLITICAL FUNDS			<u>608</u>		<u>631</u>
			<u>18,700</u>		<u>33,691</u>

Approved for issue to the members on 8 March 2017

Mike Clancy
General Secretary

Denise McGuire
President

PROSPECT COMBINED INCOME AND EXPENDITURE

ACCOUNT YEAR ENDED 31 DECEMBER 2016

	Note	General Fund £'000	Political Fund £'000	Total 2016 £'000	Total 2015 £'000
OPERATING INCOME		15,620	61	15,681	16,201
OPERATING EXPENDITURE		(16,697)	(84)	(16,781)	(17,197)
OPERATING DEFICIT		(1,077)	(23)	(1,100)	(996)
INCOME FROM INVESTMENT OPERATIONS		3,362	—	3,362	644
SURPLUS /(DEFICIT)AFTER INVESTMENT OPERATIONS		2,285	(23)	2,262	(352)
Other pension scheme expenditure	9	(42)	—	(42)	(110)
EXCEPTIONAL ITEMS	10	—	—	—	2,263
SURPLUS/ (DEFICIT) FOR THE YEAR		2,243	(23)	2,220	1,801
OTHER COMPREHENSIVE (EXPENDITURE)/INCOME	16	(17,293)	—	(17,293)	7,037
COMPREHENSIVE RESULT FOR THE YEAR		(15,050)	(23)	(15,073)	8,838
FUNDS AT BEGINNING OF THE YEAR		33,060	631	33,691	24,853
Transfer of Engagements (APFO)	15	82	—	82	—
FUNDS AT END OF THE YEAR		18,092	608	18,700	33,691

PROSPECT CASH FLOW STATEMENT

YEAR ENDED 31 DECEMBER 2016

	2016 £'000	2015 £'000
CASH FLOWS FROM OPERATING ACTIVITIES		
Surplus/(Deficit) after investment operations	2,262	(353)
ADJUSTMENTS FOR:		
Surplus on sale of investments	(43)	(11)
Change in investment values	(2,204)	370
Depreciation	604	580
Loss on sale of fixed assets	10	23
MOVEMENTS IN WORKING CAPITAL:		
Change in debtors	89	11
Change in creditors	(822)	353
NET CASH GENERATED FROM OPERATIONS	<u>(104)</u>	<u>973</u>
INVESTING ACTIVITIES:		
Payments to acquire tangible fixed assets	(584)	(492)
Payments to acquire fixed asset investments	(2,334)	(3,146)
Receipts from sale of tangible fixed assets	54	2,000
Receipts from sale of fixed asset investments	2,617	661
Changes in cash deposits held as investments	72	(311)
NET CASH FLOW FROM INVESTING ACTIVITIES	<u>(175)</u>	<u>(1,288)</u>
FINANCING ACTIVITIES:		
Transfer of engagements	82	—
NET CASH FLOW FROM FINANCING ACTIVITIES	<u>82</u>	<u>—</u>
NET DECREASE IN CASH AND CASH EQUIVALENTS	(197)	(315)
Cash balances brought forward	2,024	2,339
Cash balances carried forward	<u>1,827</u>	<u>2,024</u>

PROSPECT ACCOUNTING POLICIES

YEAR ENDED 31 DECEMBER 2016

Union Information

The registered office of Prospect is New Prospect House, 8 Leake Street, London SE1 7NN

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

Accounting Convention

The financial statements have been prepared in accordance with FRS102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (“FRS102”). The accounts have been prepared under historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to the financial statements.

Trade Unions are governed by the Trade Union and Labour Relations (Consolidation Act) 1992 Amended. Under that Act the accounts of Trade Unions are required to give a true and fair view. Therefore, the accounts of Trade Unions are prepared under FRS102. However, as a Trade Union is not a company the Regulations that form the basis of disclosures under FRS102 have been adapted as considered necessary to ensure the accounts give a true and fair view to the members of the Trade Union. The Union is a public benefit entity. The financial statements have been prepared in sterling, which is the functional currency of the Union. Monetary amounts of these financial statements are rounded to the nearest thousand.

Going concern

The National Executive Committee considers that there are no material uncertainties about the Union’s ability to continue as a going concern.

Subscriptions

Subscriptions are accounted for on an accruals basis.

Rental income

Rental income is accounted for on an accruals basis and derived from properties classified within land and buildings.

Expenditure

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

Tangible Fixed Assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses. At each reporting date, the Union reviews the carrying amounts of its tangible fixed assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

A proportion of the land and buildings within tangible fixed assets are let to tenants. The Union generates income from letting agreements and hence a proportion of these properties are investment properties. However, due to the quantum of the amounts involved and the disproportionate cost and effort involved, the Union has taken the decision to not separately disclose the proportion of properties owned and let to tenants.

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
Office equipment – 4-10 years

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

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the profit and loss account.

Pension Costs

The Union operates two defined benefit pension schemes, both of which require contributions to be made to separately administered funds. The cost of providing benefits under the defined benefit plans is determined separately for each plan using the projected unit credit method which attributes entitlement to benefits to the current period (to determine current service cost) and to the current and prior periods (to determine the present value of the defined benefit obligations) and is based on actuarial advice.

The net interest element is determined by multiplying the net defined benefit liability by the discount rate, at the start of the period taking into account any changes in the net defined benefit liability during the period as a result of contribution and benefit payments. The net interest is recognised in the income and expenditure accounts as pension movement.

Remeasurements, comprising actuarial gains and losses, the effect of the asset ceiling and the return on the net defined benefit liability (excluding amounts included in the net interest) are recognised immediately in other comprehensive income in the period in which they occur. Remeasurements are not reclassified to income and expenditure in subsequent periods.

The defined net benefit pension asset or liability in the balance sheet comprises the total for each plan of the present value of the defined benefit obligation (using a discount rate based on high quality corporate bonds), less the fair value of plan assets out of which the obligations are to be settled directly. Fair value is based on market price information and in the case of quoted securities is the published bid price. The value of a net pension benefit asset is limited to the amount that may be recovered either through reduced contributions or agreed refunds from the scheme.

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.

Deferred Tax

Deferred tax liabilities arise in relation to the difference between the fair value of investments and their original cost less any indexation applicable.

Deferred tax is calculated at the tax rates that are expected to apply in the period where the liability is settled or the asset is realised. Deferred tax is charged or credited in the income and expenditure account.

The Union has adopted a reinvestment policy whereby all realised proceeds on disposal of fixed asset investments are reinvested into fixed asset investments, thereby eliminating the need for the recognition of a deferred tax asset or liability.

Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term investments with original maturities of three months or less, and bank overdrafts.

Financial instruments

Financial assets are recognised in the Union's balance sheet when the Union becomes party to the contractual provisions of the instrument.

Financial assets are classified into specified categories. The classification depends on the nature and purpose of the financial assets and is determined at the time of recognition.

Basic financial assets

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest.

Other financial assets

Other financial assets, including investments in equity instruments which are not subsidiaries, associates or joint ventures, are initially measured at fair value, which is normally the transaction price. Such assets are subsequently carried at fair value and the changes in fair value recognised in the income and expenditure account, except that investments in equity instruments that are not publicly traded, and whose fair value cannot be measured reliably, are measured at cost less impairment.

Impairment of financial assets

Financial assets, other than those held at fair value through income and expenditure account, are assessed for indicators of impairment at each reporting end date.

Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected. The impairment is recognised in the income and expenditure accounts.

Basic financial liabilities

Basic financial liabilities, including trade and other payables, are initially recognised at transaction price unless the arrangement constitutes a financing transaction.

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of the activity of the Union from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less. Trade payables are initially recognised at transaction price and derecognised when, and only when, the Union's obligations are discharged, cancelled or they expire.

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.

Fixed asset investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price (where applicable). The income and expenditure account includes the net gains and losses arising on revaluation and disposals throughout the year. The Union does not acquire put options, derivatives or other complex financial instruments. The main form of financial risk faced by the Union is that of volatility in equity markets and investment markets due to wider economic conditions, the attitude of investors to investment risk, and changes in sentiment concerning equities and within particular sectors or sub sectors.

Realised gains and losses

All gains and losses are taken to the income and expenditure account as they arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and their opening carrying value or their purchase value if acquired subsequent to the first day of the financial year. Unrealised gains and losses are calculated as the difference between the fair value at the year end and their carrying value. Realised and unrealised investment gains and losses are separated between "surplus on sale of investments" and "change in investment values" in the income and expenditure account.

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. Rentals payable under operating leases, including any lease incentives received, are charged to the income and expenditure account on a straight line basis over the term of the relevant lease.

PROSPECT NOTES TO THE ACCOUNTS

YEAR ENDED 31 DECEMBER 2016

1 JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

In the application of the Union's accounting policies, the Union is required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an on going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The Union considers that there were no estimates and assumptions which have a significant risk of causing a material adjustment to the carrying amount of assets and 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.

	2016 £'000	2015 £'000
2 COMMITTEES AND CONFERENCES		
National Committees	127	131
National and Sector Conferences	428	103
	<u>555</u>	<u>234</u>
3 LOCAL DEMOCRATIC ORGANISATION AND EDUCATION		
Professional, departmental and other groups	109	124
Branches and sections	731	779
Education and training	129	173
	<u>969</u>	<u>1,076</u>
4 EMPLOYMENT COSTS		
Staff salary costs	9,486	9,641
Additional pension contributions	1,067	1,559
Travel, subsistence and mobile phones	645	698
Other staffing costs	303	259
	<u>11,501</u>	<u>12,157</u>
5 PROPERTY COSTS		
Rent, rates and service charges	537	507
Light and heat	91	97
Decoration, repairs and maintenance	143	141
Cleaning and security	168	165
Property depreciation	210	210
Insurance and health and safety	62	63
	<u>1,211</u>	<u>1,183</u>

PROSPECT NOTES TO THE ACCOUNTS

YEAR ENDED 31 DECEMBER 2016

	2016 £'000	2015 £'000
6 ADMINISTRATION AND OTHER SUPPLIES		
Equipment maintenance and repairs	56	57
Printing, stationery and postage	201	174
Telephone	82	75
Computer services	373	378
Intranet	18	17
Other office services	87	85
Bank charges and collection of subscriptions	15	13
Research, publications and subscriptions	36	35
Editorial publishing and publicity	53	96
Legal, professional and audit fees	257	129
	1,178	1,059
7 BENEFIT TO MEMBERS		
Affiliations and donations	452	451
Members benefits	597	816
Recruitment and organisation	234	173
	1,283	1,440
8 OTHER INCOME		
Membership services/net VAT recovered	55	75
Net journal income	6	12
Other income	11	15
	72	102

	Prospect Pension Scheme		Connect Pension Scheme	
	2016 £'000	2015 £'000	2016 £'000	2015 £'000
9 OTHER PENSION SCHEME EXPENDITURE				
Current service cost	(1,800)	(2,000)	(315)	(369)
Admin costs	(200)	(200)	—	—
Contributions	2,000	2,400	535	519
Interest scheme assets	3,000	2,700	514	457
Interest on scheme liabilities	(3,000)	(2,900)	(776)	(717)
Net interest on defined benefit liability	—	(200)	(262)	(260)
Other net pension scheme (expenditure)/Income	—	—	(42)	(110)

PROSPECT NOTES TO THE ACCOUNTS

YEAR ENDED 31 DECEMBER 2016

	2016 £'000	2015 £'000
10 EXCEPTIONAL ITEMS		
Profit on disposal	—	2,464
Provision for claims	—	(201)
	<u>—</u>	<u>2,263</u>

The exceptional profit on disposal in the prior year is the result of a property originally held in land and buildings at a cost of £2.192m and a carrying amount of £1.98m. The property was disposed of on 24 November 2015 for total consideration of £4.5m, £2.5m of which is deferred consideration included within debtors (note 13). The property was originally bought at a cost of £1.08m by the union, Connect, in 1998 before Connect merged with Prospect on 1 January 2010.

Provision for claims relates to amounts due in respect of legal claims at 31 December 2015, which were settled subsequent to the year end.

	Land and Buildings £'000	Office Equipment £'000	Motor Vehicles £'000	Total £'000
11 TANGIBLE FIXED ASSETS				
COST				
At 1 January 2016	14,293	1,616	844	16,753
Additions	—	364	220	584
Disposals	—	(386)	(206)	(592)
AT 31 DECEMBER 2016	<u>14,293</u>	<u>1,594</u>	<u>858</u>	<u>16,745</u>
DEPRECIATION				
At 1 January 2016	1,977	1,201	393	3,571
Charge for the year	210	271	123	604
Disposals	—	(385)	(143)	(528)
AT 31 DECEMBER 2016	<u>2,187</u>	<u>1,087</u>	<u>373</u>	<u>3,647</u>
NET BOOK VALUE AT 31 DECEMBER 2016	<u>12,106</u>	<u>507</u>	<u>485</u>	<u>13,098</u>
At 31 December 2015	<u>12,316</u>	<u>415</u>	<u>451</u>	<u>13,182</u>

PROSPECT NOTES TO THE ACCOUNTS

YEAR ENDED 31 DECEMBER 2016

12 INVESTMENTS

Market Value

At 1 January 2016	25,234
Additions	2,334
Disposals	(2,617)
Net movement in cash deposits	(72)
Surplus on sale of investments	43
Change in Investment values	2,204

At 31 December 2016

27,126

	Cost Value £'000	Market Value £'000
Quoted equities and gilts	4,250	5,123
Unit trusts	15,652	21,409
Bank deposits	273	273
Unquoted Shares	321	321
	20,496	27,126

As set out in the accounting policies, no provision has been made for deferred tax due to the reinvestment policy adopted by the Union.

13 DEBTORS

	2016 £'000	2015 £'000
Trade debtors	1,055	1,107
Other debtors	136	121
Prepayments and accrued income	277	329
Deferred consideration (Wimbledon property)	2,500	2,500
	3,968	4,057

14 CREDITORS

	2016 £'000	2015 £'000
Trade creditors	230	374
Other creditors	33	58
Other taxes and social security	292	664
Accruals and deferred income	205	486
	760	1,582

15 TRANSFER OF ENGAGEMENTS (APFO)

This arose from the merger by transfer of engagements of Association of Principal Fire Officers (APFO) to Prospect on 7 November 2016.

PROSPECT NOTES TO THE ACCOUNTS

YEAR ENDED 31 DECEMBER 2016

16 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 FRS 102. The accounting date to which these disclosures relate is 31 December 2016.

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 2016.

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 2016.

The last full actuarial valuation of the pension schemes was carried out using the projected unit method on 1 July 2014 for the Connect Scheme (showed an actuarial deficit of £3.9m) and 31 December 2014 for the Prospect Scheme (showed an actuarial deficit of £8m). The next full valuation is scheduled for 1 July 2017 for the Connect Scheme and 31 December 2017 for the Prospect Scheme.

Regular employer contributions to the Prospect Scheme in 2017 are estimated to be £1.7m including deficit contributions and £0.6m to the Connect Scheme.

The union's contributions for the year were as follows:

PPS		CPS	
2016 £'000	2015 £'000	2016 £'000	2015 £,000
2,000	2,400	535	519

There were no contributions outstanding at the year end.

The main financial assumptions used were:

	PPS		CPS	
	2016 %	2015 %	2016 %	2015 %
Rate of increase in pensionable salaries	3.1	2.8	2.6	2.4
Rate of increase in pensions in payments	3.5	3.2	5.0	5.0
Discount rate for scheme liabilities	2.7	3.9	2.7	3.8
Rate of inflation	3.6	3.3	3.6	3.4

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 22.2 years (CPS) if they are male; and for a further 24.5 years (PPS) and 24.3 years (CPS) if they are female.

PROSPECT NOTES TO THE ACCOUNTS

YEAR ENDED 31 DECEMBER 2016

NET LIABILITIES OF THE SCHEME

The net pension liabilities recognised in the Union's balance sheet as at 31 December 2016 is as follows:

	PPS		CPS	
	2016 £'000	2015 £'000	2016 £'000	2015 £,000
Diversified Growth Funds	16,796	16,569	—	—
Equities	24,752	22,881	9,674	8,848
Bonds & Gilts	38,012	32,349	1,330	995
Property	7,956	7,101	847	664
Cash/Other	884	0	242	553
Total Market Value of Assets	88,400	78,900	12,093	11,060
Present value of liabilities	(100,900)	(78,800)	(26,152)	(20,384)
Scheme (Deficit)/Surplus	(12,500)	100	(14,059)	(9,324)

The return on scheme assets for the year was £11.1m (2015: £1.5m) for PPS, and £723,000 (£2015: £331,000) for CPS

ANALYSIS OF FRS102 PENSION MOVEMENT:

	PPS		CPS	
	2016 £'000	2015 £'000	2016 £'000	2015 £'000
Other pension scheme expenditure (Note 9)	—	—	(42)	(110)
Remeasurement of defined benefit pensions	(12,600)	6,400	(4,693)	637
Pension asset/(liability) brought forward	100	(6,300)	(9,324)	(9,851)
Pension (liability)/asset carried forward	(12,500)	100	(14,059)	(9,324)

CHANGES TO THE PRESENT VALUE OF THE DEFINED BENEFIT OBLIGATION DURING THE YEAR

	PPS		CPS	
	Year ended 31/12/16 £'000	Year ended 31/12/15 £'000	Year ended 31/12/16 £'000	Year ended 31/12/15 £'000
Opening defined benefit obligation	78,800	84,300	20,384	20,429
Current service cost	1,800	2,000	315	369
Interest cost	3,000	2,900	776	717
Contributions by scheme participants	0	200	87	82
Actuarial (gains)/losses on scheme liabilities and changes to demographic and financial assumptions	20,700	(7,600)	4,902	(763)
Net benefits paid out	(3,400)	(3,000)	(312)	(450)
Closing defined benefit obligation	100,900	78,800	26,152	20,384

PROSPECT NOTES TO THE ACCOUNTS

YEAR ENDED 31 DECEMBER 2016

CHANGES TO THE FAIR VALUE OF SCHEME ASSETS DURING THE YEAR

	PPS		CPS	
	Year ended 31/12/16 £'000	Year ended 31/12/15 £'000	Year ended 31/12/16 £'000	Year ended 31/12/15 £'000
Opening fair value of scheme assets	78,900	78,000	11,060	10,578
Expected return on scheme assets (interest on assets)	3,000	2,700	514	457
Return on plan assets excluding interest income	8,100	(1,200)	209	(126)
Contributions by the employer	2,000	2,400	535	519
Contributions by scheme participants	0	200	87	82
Net benefits paid out	(3,400)	(3,000)	(312)	(450)
Administration costs	(200)	(200)	—	—
Closing fair value of scheme assets	<u>88,400</u>	<u>78,900</u>	<u>12,093</u>	<u>11,060</u>

17 COMMITMENTS UNDER OPERATING LEASES

LESSEE

At 31 December 2016, Prospect had obligations of total future minimum lease payments under non-cancellable operating leases for the following periods;

	Land & Buildings		Other	
	2016 £'000	2015 £'000	2016 £'000	2015 £'000
Expiry date:				
No later than one year	108	102	8	7
Later than one, no later than five years	135	190	9	12
Later than five years	—	—	—	1
	<u>243</u>	<u>292</u>	<u>17</u>	<u>20</u>

The lease payments recognised as an expense during the year were £112,000 (2015: £122,000).

LESSOR

At 31 December 2016, Prospect had contractual future minimum lease receipts under non-cancellable operating leases for the following periods;

	Land & Buildings	
	2016 £'000	2015 £'000
Expiry date:		
No later than one year	382	364
Later than one, no later than five years	97	111
Later than five years	—	—
	<u>479</u>	<u>475</u>

The lease receipts recognised as rental income during the year were £382,000 (2015: £364,000)

18 POST BALANCE SHEET EVENTS

Subsequent to the year end on 1 January 2017, the Broadcasting Entertainment Cinematograph and Theatre Union (BECTU) merged into Prospect.

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	£112,191
		Pension contributions	£12,849
		Taxable benefit (car)	£3,552

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.

SCHEDULE OF SUBSCRIPTIONS, DONATIONS AND AFFILIATION FEES YEAR ENDED 31 DECEMBER 2016

AFFILIATION & MEMBERSHIP FEES	£
Aircraft Engineers International (AEI)	4,272
Confederation of Shipbuilding & Engineering Unions (CSEU)	1,950
European Federation of Public Service Unions (EPSU)	13,169
European Transport Federation (ETF)	3,412
General Federation of Trade Unions	9,500
International Federation of Air Traffic Safety Electronics Associations (IFATSEA)	1,500
International Transport Workers Federation	7,229
Irish Congress of Trade Unions	6,184
National Pensioners Convention	2,250
Royal Aeronautical Society	1,236
Scottish TUC	13,908
Share Action	2,000
Trade Union Congress	310,995
UNI Europa	9,904
UK Flight Safety Commission	1,200
UNI Global Union	45,853
Work Foundation	1,050
Other Affiliation & Membership Fees under £1,000 (11)	3,114
	438,726
	438,726
DONATIONS AND APPEALS	£
Save the Children-Child Refugee Crisis Appeal	1,000
Show Racism the Red Card	2,500
Unions 21	4,000
Other Donations under £1,000 (24)	5,514
	13,014
	13,014

PROSPECT SCHEDULE OF INVESTMENTS AT 31 DECEMBER 2016

SCHEDULE OF INVESTMENTS AT COST

		Cost £'000	Market Value £'000
(A) Equities and gilts			
Managed by Sarasin & Partners			
350	Muzinich Enhanced Yield Short Duration Fund	36	33
6,200	BH Macro Ltd	120	132
119,819	BNY Absolute Insight GBP ACC	122	121
85,750	Greencoat UK Wind Plc	90	102
36,087	International Public Partnership Ltd	41	56
61,430	Oakley Capital Investments	99	101
1,645	Source Physical Gold P-Etc	161	151
50,640	Syncona Ltd	58	68
36,509	3I Infrastructure Plc	50	68
		777	832
		777	832
Managed by Rathbones			
270	Amazon Com Inc	42	164
910	Apple Inc	48	85
1,120	Astrazeneca plc	50	50
25,000	BCA Market Place Plc	40	47
10,450	BH Global Ltd	123	136
5,570	BHP Billiton Plc	64	73
61,807	Bilfinger Berger Global Infra NPV	68	85
21,955	Blanco Technology Group Plc	61	51
31,386	Centrica Plc	68	73
1,650	Citigroup Inc	49	79
10,800	Clinigen Group Plc	42	77
100,000	Credit Suisse	100	90
4,040	Diageo Plc	73	85
4,000	Dignity Plc	68	99
3,280	Easyjet Plc	50	33
35,000	Fidelity Investment Services	56	58
52,600	GCP Infrastructure Inv Ltd	62	65
3,400	GlaxoSmithKline Plc	57	53
40,988	Highbridge Multi-Strategy Fund	72	82
89,000	HSBC Bank Plc	85	111
220,000	HSBC Bank Plc (US)	171	178
70,000	HSBC Bank Plc Digital Inc Note	70	72
11,900	HSBC Holdings Plc	74	78
37,750	ITV Plc	30	78
54,000	Jo Hambro Capital Mgmt	51	88
110,000	J P Morgan	101	117
6,000	Kier Group Plc	80	82
25,200	Legal & General Group Plc	34	62
70,500	LondonMetric Property Plc	77	110

PROSPECT SCHEDULE OF INVESTMENTS AT 31 DECEMBER 2016

(A) Equities and gilts		Cost	Market
Managed by Rathbones		£'000	Value
		£'000	£'000
212,000	Lloyds Banking Group Plc	136	132
4,600	National Grid Plc	50	44
35,070	Newriver Retail Ltd	74	120
5,600	Prudential Plc	41	91
96,700	RBC Capital Markets	61	89
1,615	Rio Tinto Plc	59	51
365	Roche Holdings AG	35	68
9,250	Royal Dutch Shell Plc	164	218
13,100	Sage Group Plc	41	86
28,570	SIG Plc	61	29
4,000	Smith & Nephew Plc	49	49
6,850	Sports Direct Intl Plc	50	19
2,700	SSE Plc	33	42
15,000	SSP Group Ltd	44	58
330,000	Standard Life Investments	161	186
37,461	3i Infrastructure Plc	49	70
76,000	Treasury	130	143
14,500	Tungsten Corporation Plc	40	8
2,725	Unilever Plc	45	90
35,200	Velocys Plc	54	13
1,078	Verizon Comms Inc	19	46
36,313	Vodafone Group Plc	66	73
5,800	WPP Plc	45	105
		<u>3,473</u>	<u>4,291</u>

PROSPECT SCHEDULE OF INVESTMENTS AT 31 DECEMBER 2016

		Cost £'000	Market Value £'000
(B) Unit Trusts			
Managed by Sarasin & Partners			
1,788,229	Sarasin Sterling Bond - I Inc	1,856	2,049
69,953	GAM Star Global Rates GPP Acc	85	81
708	Salar Fund Plc C1GBP Dist Inc	92	98
28,726	Twenty Four Income Fund	31	33
432,922	Sarasin Equisar Global Thematic (Sterling Hedged) I Inc	561	699
49,325	Sarasin Food & Agriculture Opportunities - X Inc	47	75
552,177	Sarasin Global Dividend – I Inc	572	766
682,497	Sarasin Global Dividend (Sterling Hedged) – I Inc	751	786
677,783	Sarasin Global Higher Dividend (Sterling Hedged) – I Inc	803	995
1,950	Sarasin IE Emerging Markets Systematic USD Class I	127	131
31,027	Sarasin IE Real Estate Equity Global (GBP) - I Inc	336	560
3,546,022	Sarasin UK Equity - I Inc	3,954	4,560
109,510	Sarasin IE Globalsar Income (GBP) – I Inc	1,102	1,223
		10,317	12,056
Managed by Rathbones			
16,412	Bluecrest Allblue Fund Limited	—	2
108,310	Capita Financial Managers Ltd	105	156
20,500	Capita Financial Mgrs Trojan	50	50
7,330	Daily Mail & General Trust Plc	56	57
11,000	Franklin Templeton Investment Management	130	160
158,000	Man Fund Mgmt (UK)	197	183
190,000	Henderson Global Strategic Bond 1 Gross INC	191	192
5,700	Henderson Global Investors Technology	32	80
119,500	Henderson Global Investors	191	192
128,350	IGNIS Intl Fund Managers	134	130
16,500	Invesco Perpetual Fund Mgrs	49	58
155,000	JP Morgan Asset Mgrs (UK)	307	447
21,300	Legal & General Unit Tst Mgrs	98	109
13,000	Marlborough Fund Mgrs	161	180
100,000	NB Distressed Debt Investment Fund	100	79
163,725	NB Global Rate Income Fund (Floating) Ltd	171	159
47,000	Schroder Oriental Income Fund	66	109
295,000	Standard Life Investment AAA Income Fund	148	155
17,700	Stewart Investors	56	110
11,200	Templeton Emerging Markets Investment Trust Plc	76	67
		2,318	2,675

PROSPECT SCHEDULE OF INVESTMENTS AT 31 DECEMBER 2016

		Cost £'000	Market Value £'000
(B) Unit Trusts			
Other Unit Trusts			
888,528	TU Fund Managers Trade Union Unit Trusts	1,955	5,351
988,836	Aberdeen Multi-Manager Diversity Fund A Net (ACC)	1,062	1,328
		<u>3,017</u>	<u>6,679</u>
Total	Equities, gilts and unit trusts	<u>19,902</u>	<u>26,532</u>
(C) Bank deposits			
	Sarasin & Partners	51	51
	Sarasin & Partners ST Reserve	2	2
	Rathbones	220	220
	Total	<u>273</u>	<u>273</u>
(D) Unquoted shares			
	Unity Trust Bank plc	300	300
	Other	21	21
	Total	<u>321</u>	<u>321</u>
TOTAL INVESTMENTS		<u>20,496</u>	<u>27,126</u>

PROSPECT BENEVOLENT FUND SUMMARISED FINANCIAL STATEMENTS

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2016

	Unrestricted Funds 31.12.2016 £	Unrestricted Funds 31.12.2015 £
INCOMING RESOURCES FROM GENERATED FUNDS		
Donations and legacies	2,528	2,785
Income from investments	19,113	18,611
Total incoming resources	<u>21,641</u>	<u>21,396</u>
RESOURCES EXPENDED		
Costs of generating funds		
Investment management costs	—	—
Net incoming resources available	<u>21,641</u>	<u>21,396</u>
CHARITABLE ACTIVITIES		
Welfare	12,293	13,930
Total resources expended	<u>12,293</u>	<u>13,930</u>
Net gain on investments	39,916	576
Net income and net movement in funds	49,264	8,042
Fund balances at beginning of the year	590,246	582,204
Fund balances at end of the year	<u><u>639,510</u></u>	<u><u>590,246</u></u>

BALANCE SHEET AS AT 31 DECEMBER 2016

	2016		2015	
	£	£	£	£
Investments		632,790		571,874
Current Assets	6,720		18,372	
Current Liabilities	—		—	
NET CURRENT ASSETS		<u>6,720</u>		<u>18,372</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u><u>639,510</u></u>		<u><u>590,246</u></u>
Represented by:				
FUNDS		<u>639,510</u>		<u>590,246</u>
Unrestricted funds		<u><u>639,510</u></u>		<u><u>590,246</u></u>

PROSPECT BENEVOLENT FUND SUMMARISED FINANCIAL STATEMENTS

Trustees' statement on the summarised financial statements

These summarised financial statements are extracted from the full unqualified audited financial statements which will be approved by the Trustees at their next meeting. The financial statements will then be submitted to the Charity Commission. The summarised financial statements may not contain a full understanding of the financial affairs of the charity. For further information, the full financial statements, the auditors' report on those financial statements 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

D McGuire, C Marshall, E Wade, R Arrowsmith, P Kemball

AUDITORS' REPORT ON THE SUMMARISED FINANCIAL STATEMENTS

Auditors' statement to the trustees of the Prospect Benevolent Fund

We have examined the summarised financial statements set out on page 45.

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 8 March 2017.

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 2016.

H W Fisher & Company
Chartered Accountants
Registered Auditor
11-15 William Road
London NW1 3ER
United Kingdom
8 March 2017

	HISTORIC COST £	MARKET VALUE £
Managed by Sarasin & Partners Associates 645,835 Alpha CIF for Endowments (Income Units)	565,182	632,790

IPMS (PROSPECT) EDUCATIONAL TRUST BALANCE SHEET FOR YEAR ENDED 31 DECEMBER 2016

	2016 £	2015 £
Balance brought forward 1 January 2016	9,636	9,636
INCOME		
Interest	—	—
EXPENDITURE		
Grants	—	—
Balance carried forward 31 December 2016	<u>9,636</u>	<u>9,636</u>
Represented by:		
Balance at Bank	<u>9,636</u>	<u>9,636</u>

PROSPECT DISASTER FUND BALANCE SHEET FOR YEAR ENDED 31 DECEMBER 2016

	2016 £	2015 £
Balance brought forward 1 January 2016	28,646	28,646
INCOME		
Donations	—	—
EXPENDITURE		
Grants	(500)	—
Balance carried forward 31 December 2016	<u>28,146</u>	<u>28,646</u>
Represented by: Due from Prospect	<u>28,146</u>	<u>28,646</u>

9

NEC OFFICERS AND SUB-COMMITTEES

NATIONAL EXECUTIVE COMMITTEE

1 January – 31 December 2016

NEC meetings held: 5

Name	Meetings attended
Freddie Brown	4
Vince Butler	5
David Carty	2
Peter Clements	5
Jane Colclough	5
Catherine Donaldson	4
Geoff Fletcher (from July 2016)	2
Peter Gilroy (RMG observer from July 2016)	3
Alan Grey	5
Jim Henderson	5
Neil Hope-Collins	5
Gordon Hutchinson	4
Tom James	5
James Leppard (from July 2016)	1
Craig Marshall	2
Denise McGuire	5
Andy Mooney	5
Satnam Ner	4
Philip O'Rawe	5
Heather Phillips	5
Robbie Riddout (RMG observer)	3
Gary Swift (from July 2016)	1
Nigel Titchen	4
Ken Trapp	4
Audrey Uppington	5
Eleanor Wade	5
Tasos Zodiates	5

PRESIDENTIAL TEAM

1 January – 12 May 2016

President

Alan Grey

Vice-president

Denise McGuire

Deputy vice-president

Craig Marshall

13 May to 31 Dec 2016

President

Denise McGuire

Vice-president

Craig Marshall

Deputy vice-president

Eleanor Wade

OFFICERS

General secretary

Mike Clancy

Deputy general secretary

Dai Hudd

Deputy general secretary

Garry Graham

Deputy general secretary

Sue Ferns

Resource director

David Pelly

TRUSTEES

1 January – 31 December 2016

Jackie Longworth (retired July 2016)

David Simpson (from 14 July 2016, following decision at national conference)

Ray Humphreys

Phil Kemball

AUDITORS

H W Fisher

NEC ADVISORY SUB-COMMITTEES

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

Craig Marshall (chair)

David Pelly (secretary)

Neil Hope-Collins

Andy Mooney

Heather Phillips

Nigel Titchen

Eleanor Wade

Tasos Zodiates

Organisation, recruitment and education (CORE)

NEC members

Denise McGuire (chair)

Mike Graham (secretary)

Jane Colclough

Alan Grey

Gordon Hutchinson

Philip O'Rawe

Lay representatives

James Leppard – AWE (NEC from July 2016)

David Linton – Rosyth Royal Dockyard

Sarah Reilly – Historic England

Barbara Shepherd – Sellafield

Alan Smith – BT Adastral Park

Debbie Wilson – Sellafield

Communications and campaigns

NEC members

Craig Marshall (chair to September 2016)

Eleanor Wade (chair from September 2016)

Sue Ferns (secretary)

Geoff Fletcher

Alan Grey

Neil Hope-Collins

Andy Mooney

Heather Phillips

Nigel Titchen

Lay representatives

Lloyd Collier – Diamond Light Source (from September 2016)

Richard Hogben – Met Office

David Hunter – Scottish Government (from September 2016)

Claire Lightfoot – National Trust (to September 2016)

Steve Nicholson – Sellafield

Paul Sharples – BT Adastral Park C (from September 2016)

Paul Stewart – National Trust

Barrie Worth – CMD South

EQUAL OPPORTUNITIES

NEC members

Freddie Brown (chair)
Sue Ferns (secretary)
Neil Hope-Collins (from September 2016)
Denise McGuire (from September 2016)
Satnam Ner (to September 2016)
Heather Phillips (from September 2016)
Audrey Uppington (to September 2016)
Eleanor Wade

Lay representatives

Lindsay Chapman – National Physical Laboratory (to September 2016)
Christine Danniell – BT London East (from September 2016)
Phillip Didsbury – Sellafield Limited (from September 2016)
Alan Gooden – BT Leicester (from September 2016)
Amin Hossain – Valuation Office (to September 2016)
Claire Mullaly – BT Northern Ireland (from September 2016)
Roderick Owen – Natural Environment Research Council (to September 2016)
John Timms – CMD Greater London East and Essex (to September 2016)

HEALTH AND SAFETY

NEC members

Gordon Hutchinson (chair)
Garry Graham (secretary)
Catherine Donaldson
James Henderson
Neil Hope-Collins
Gary Swift
Ken Trapp

Lay representatives

Tom James – BAE Surface Ships
Brian Jones – EDF Energy

Ben Pye – Environment, Food & Rural Affairs

Balbir Singh – BT West Midlands

PENSIONS

NEC members

Audrey Uppington (chair)
Dai Hudd (secretary)
Craig Marshall
Satnam Ner
Nigel Titchen
Tasos Zodiates

Lay representatives

Tony Cox – CMD London Central
Keith Flett – BT Central London HQ
Tom James – BAE Surface Ships
Mike Moriarty – RMG
Jeff Rowlinson – Scottish and Southern Energy

NUCLEAR DEVELOPMENT GROUP

Audrey Uppington, NEC (chair)
Garry Graham (secretary to November 2016)
Dai Hudd (secretary from November 2016)
Ian G Clark
Catherine Collins
Louise Coulter
David Gregory
Roger Hill
Keith Hinchy
Laurence Hobden
Susan Holdroyd
Charles Holt
James Honeywill
Janet C Jones (from March 2016)
Susan Kirkby (from March 2016)
Stephen Laycock
David Marsh
Iain Mathieson

Frederick Mint (from March 2016)

Steven Nicholson

Simon Norris

Glyn Russell (from March 2016)

Barbara Shepherd

Gary Swift

Colin Turnbull

DEFENCE MARITIME AND LOGISTICS GROUP

Alan Grey, NEC (chair until 29 September 2016)

Satnam Ner, NEC (chair from 29
September 2016)

Dai Hudd (secretary until 17 November 2016)

Michelle Armour

Stephen Barber

William Bennett

Simon Bracchi

Jeanette Braginton

John Dockery

David Farrell

Simon Finney

Alun Jackson

Suzanne Haigh

Peter Hale

Tom James

Peter Lawrence

Brian Lewthwaite

Gary Mallalieu

Stephen McLoone

Del Northcott

Frank Pote

Garry Ritchie

Grahame Robinson

William Searle

David Smith (resigned end 2016)

SCIENCE, ENGINEERING AND SUSTAINABILITY ADVISORY COMMITTEE

NEC members

Neil Hope-Collins (chair)

Sue Ferns (secretary)

Catherine Donaldson (to July 2016)

Heather Philips (to July 2016)

Gary Swift (from July 2016)

Nigel Titchen (from July 2016)

Eleanor Wade (from July 2016)

Lay representatives

Martin Aylett – BT Adastral Park

Peter Brough – Sellafield (to August 2016)

Philip Brown – Met Office

Kalotina Geraki – Diamond Light Source (from
August 2016)

Janet Jones – AMEC Energy (to August 2016)

Juan Herreros – EFRA (from August 2016)

Sarah Hughes – Scottish Government (from
August 2016)

Ged Kerins – Fera Science (to August 2016)

Frederick Mint – AMEC Energy

George Ryall – Science & Technology Facilities
Council (from August 2016)

Alison Smith – Welsh Government (from
July 2016)

Helen Snaith – Natural Environment
Research Council

Marcus Swift – Sellafield

Nigel Titchen – Biotechnology and Biological
Sciences Research Council

Philip Williams – BT Central London (to
August 2016)

BRANCH RULES WORKING PARTY

Eleanor Wade (chair)

Robin Smith (secretary)

James Henderson

Neil Hope-Collins

Heather Phillips

RETIRED MEMBERS GROUP NATIONAL COMMITTEE

Robbie Ridoutt (president)

Peter Gilroy (vice-president)

David Luxton (secretary)

John Attree

John Augoustis

Arthur Bavister

George Betke

Charlie Bruce (from June 2016)

Graham Clarkson

Don Forrester

Ann Hedgecock

Laurence Holly

Derick Jackson (SE England area secretary who sadly passed away in December 2016)

Stan Kordys

Nigel Marlow

Michael Moriarty

Gerald Perks

Roger Reed (who sadly passed away in May 2016)

Andrew Ruffhead

David Sim

Donald Stickland

John Streeter

Margaret Wastall

2016 PAY SETTLEMENTS NEGOTIATED BY PROSPECT

BARGAINING UNIT	EFFECTIVE DATE	HEADLINE % INCREASE
ABL Alliance	01/08/16	2.40
Accenture HR Services	01/12/16	1.80
AES Ballylumford	01/01/16	2.00
Airwave	01/04/16	2.00
AMCO	01/01/16	3.00
Aquila	01/04/16	1.25
Birmingham Airport Air Traffic Ltd	01/04/16	2.00
Babcock BES (Rosyth Royal Dockyard)	01/04/16	2.50
Babcock DSG	01/08/16	1.33
Babcock Naval Services	01/08/16	2.25
Babcock REME Training (Lyneham and Sultan)	01/04/16	1.95
*BIS (Business Innovation and Skills)	01/08/16	1.00
British Veterinary Association	01/01/16	2.60
BT Reward Framework	01/06/16	2.50
*Cabinet Office	01/08/16	1.00
Capita	01/04/16	2.00
*Care Quality Commission	01/09/16	1.00
Cavendish Nuclear	01/04/16	1.90
*CEFAS	01/04/16	1.00
*Centre for Health and Disability Assessments (Maximus)	01/04/16	1.00
Certsure	01/04/16	2.00
*Core Department for Environment, Food and Rural Affairs	01/07/16	1.00
Cottam Power	01/06/16	1.20
*Department for Communities and Local Government	01/08/16	0.94
*Defence Equipment and Support	01/08/16	0.89
*Department of Energy and Climate Change (including OGA)	01/08/16	1.00
Dental Reference Service	01/04/16	1.00
*Department of Health	01/08/16	1.00
Devonport Royal Dockyard	01/10/16	2.50
*Department for Education	01/04/16	1.00
Drax Power	01/01/16	1.50
Drax Power (Senior Production Group)	01/04/16	0.50
Department for Work and Pensions	01/07/16	5.00
E.ON – CHP	01/04/16	1.30
E.ON – EET	01/01/16	1.20
E.ON Business Services and UK Centre	01/04/16	1.30

BARGAINING UNIT	EFFECTIVE DATE	HEADLINE % INCREASE
E.ON E,C and R	01/04/16	1.30
E.ON Energy Solutions (White Collar)	01/04/16	1.30
E.ON ENT	01/04/16	1.30
E.ON Generation	01/04/16	1.30
*EATL	01/04/16	0.00
Ericsson Field Services Organisation	01/04/16	1.40
*Foreign and Commonwealth Office	01/04/16	1.40
*FCO Services	01/04/16	1.00
*FERA Sciences Ltd	01/08/16	1.00
Flybe	01/04/16	2.00
Forensic Archive Ltd	01/04/16	2.00
GE Healthcare Biosciences (Amersham PLC)	01/07/16	2.00
Government Officers' Association	01/04/16	2.20
Health and Social Care Information Centre	01/06/16	2.50
Heathrow Airport Limited	01/07/16	2.00
*Home Office	01/07/16	1.00
House of Commons	01/10/16	2.60
House of Lords	01/04/16	2.40
Intellectual Property Office	01/08/16	1.00
Kilroot Power Station	01/01/16	2.00
Leidos	01/08/16	2.00
London Waste Plc	01/04/16	2.30
Low Level Waste Repository	01/04/16	1.00
Manx Electricity Authority	01/04/16	2.20
†Metropolitan Police	01/08/16	
*Ministry of Defence	01/08/16	0.87
*National Archives	01/04/16	1.00
National Nuclear Laboratory	01/04/16	1.80
National Physical Laboratory	01/04/16	2.30
National Trust	01/04/16	4.50
NATS ATCO (Air Traffic Control Officers)	01/01/16	1.00
NATS ATSS (Air Traffic Systems Specialists)	01/01/16	1.00
*Natural England	01/08/16	1.00
*Natural History Museum	01/08/16	1.00
Nord Anglia Harrogate	01/04/16	1.00
Northern Ireland Electricity	01/04/16	2.00
*Northern Lighthouse Board	01/04/16	2.00
Northern Powergrid	01/04/16	1.25
NTS	01/04/16	1.40

BARGAINING UNIT	EFFECTIVE DATE	HEADLINE % INCREASE
O2	01/03/16	2.30
Oil and Pipelines Agency	01/04/16	1.30
Ortho Clinical Diagnostics	01/04/16	2.50
Planning Inspectorate	01/08/16	1.00
RBG Edinburgh	01/08/16	1.00
Royal Botanic Gardens Kew	01/10/16	1.00
Royal Household	01/04/16	1.50
*Royal Parks	01/09/16	1.00
*RPA-HMI	01/07/16	1.00
Scottish Government	01/08/16	1.50
Scottish Natural Heritage	01/08/16	1.20
Scottish Parliament	01/04/16	2.50
Springfields Fuels Ltd	01/04/16	1.40
*SRUC	01/08/16	0.00
SSE	01/04/16	2.40
Stansted Airport	01/04/16	2.00
*TSO	01/04/16	0.00
URENCO	01/01/16	1.85
*Valuation Office	01/08/16	1.00
*Vehicle Certification Agency	01/08/16	1.00
Wales Audit Office	01/04/16	1.50
West Burton Power	01/06/16	1.20
Western Power Distribution	01/04/16	2.50

† Lump sum £350 to all staff and change from gross to net hours

Average 1.59

Median 1.33

*** = imposed**

PROSPECT BRANCHES

FULL BRANCH CODE	BRANCH DESCRIPTION
S94	ABL
M601	Accenture
M187	ADAS
J437	AES Ballylumford
J24	Agriculture & Horticulture Development Board
C9	Air Traffic Control Officers
C11	Air Traffic Systems Specialists
V602	Airwave
N405	Alstom
K26	AMEC Foster Wheeler Plc
V603	APSOLVE
F181	Archaeologists
V604	Asidua
C258	Association of Guernsey Civil Servants
C286	Association of Licensed Aircraft Engineers
P721	Association of Principal Fire Officers
V605	AT&T
J285	Atlas Elektronik UK Ltd
C204	Aviation
J124	AWE
C715	Babcock Defence Land
C236	Babcock DSG
M176	Babcock HCS
S219	Babcock Marine & Technology (Clyde)
J199	Babcock REME Training
N465	BACM
J276	BAE Surface Ships
K133	BAE Systems – Global Combat Systems
H720	BBC Weather
H2	BBSRC
M198	Big Lottery Fund (NOF)
M713	Birds Eye
E42	British Board Of Agreement
F6	British Library
F192	British Museum
E214	British Veterinary Association
N722	Bronte Museum
T502	BT Adastral Park A
T503	BT Adastral Park B
T504	BT Adastral Park C
T505	BT Birmingham
T506	BT Brentwood
T507	BT Brighton
T555	BT Brunel
T508	BT Central London HQ
T509	BT Cornwall & Plymouth
T510	BT Coventry

FULL BRANCH CODE	BRANCH DESCRIPTION
T511	BT Development Belfast
T512	BT Devon & Somerset
T514	BT DP Cardiff
T515	BT DP Harmondsworth
T516	BT East Essex
T517	BT East of Scotland
T518	BT Leavesden
T519	BT Leicester
T521	BT London Central East and South
T522	BT London East
T523	BT London North East
T524	BT London North West
T525	BT London Southern
T526	BT London West
T527	BT London West Central
T528	BT Manchester & District
T520	BT Mersey Dee & Area
T530	BT Mid Yorkshire
T531	BT Milton Keynes
T501	BT MoD Contract
T532	BT Newcastle & Middlesbrough
T533	BT North Anglia
T534	BT North Downs
T535	BT North of Scotland
T536	BT Northern Ireland
T537	BT Nottingham
T538	BT Oswestry
T539	BT Overseas
T540	BT Peterborough
T541	BT Radianz
T542	BT Senior Managers
T529	BT Shrewsbury
T545	BT South Wales
T544	BT South Yorkshire
T556	BT Sport
T546	BT Stoke on Trent
T547	BT Suffolk
T548	BT Surrey
T550	BT Thames & Wey Valley
T551	BT Wessex
T552	BT West Midlands
T553	BT West Of Scotland
T554	BT West Pennines
E200	Building Research Establishment
C12	CAA
J15	CAB International
E69	Cabinet Office/Treasury

FULL BRANCH CODE	BRANCH DESCRIPTION
S454	Cable & Wireless
J191	Canberra UK Ltd
H86	Cangen Treftadaeth Cymru/Wales Heritage
V630	Capita CMD
V632	Capita Tesco Mobile
E711	Care Quality Commission
M166	Carillion Services Ltd
K283	Cavendish Nuclear
N410	Centrica
M430	Certsure
C717	Chatham House
J249	Civil Nuclear Police Authority
R350	CMD Greater London East & Essex
R351	CMD Greater London West
R352	CMD London Central
R353	CMD Midlands Wales & West
R354	CMD North of England
R355	CMD Scotland & Northern Ireland
R356	CMD South
K275	Cobham Defence
E707	College of Policing
J45	Commonwealth War Graves Commission
K291	Crown Commercial Services
V250	CSC
E274	DCLG
J242	Debut Services
C714	Defence Electronics and Components Agency
C264	Defence Equipment & Support Branch
C143	Defence Infrastructure Organisation
C112	Defence Training and Education
E64	Dental Reference Service
E18	Department for Business Innovation and Skills (BIS)
E17	Department for Education
E279	Department of Energy and Climate Change
E145	Department for Work and Pensions
E63	Department Of Health
H132	Devonport Royal Dockyard
E188	DfT
H254	Diamond Light Source
E217	Disability Analysts
M719	DNV GL
S282	Dounreay
N404	Drax Power
C202	DSTL
M436	E.ON UK/Uniper

FULL BRANCH CODE	BRANCH DESCRIPTION
K414	EA Technology Ltd
M245	East Midlands Airport
F457	EDF Energy
N701	Education and Children's Services Group
E1	EFRA
N463	Eggborough Power Limited
K459	Electricity North West
H164	Environment Agency
H174	EPSRC
M608	Ericsson Field Services Organisation
M609	Ericsson Managed Services Non Recognised
M610	Ericsson MBNL
S409	Everis Consultancy
V611	Everything Everywhere
M704	Fire Service College
J243	Flagship Training
V278	Food Standards Agency
C128	Foreign & Commonwealth Office (HQ)
M185	Forensic Science Service
S19	Forestry Commission
N417	Freedom Group of Companies
V612	Fujitsu Telecommunications
J4	Fusion Energy
E3	GE Healthcare Biosciences (Amersham plc)
C294	GIP
S162	Glasgow Prestwick International Airport
V62	Government Actuary's Department
K137	Government Officers' Association
C419	Guernsey Electricity
V613	HCL Technologies (Northern Ireland) Ltd
C287	Head Office and Corporate Services (HOCS) Branch
K50	Health & Safety Executive
C182	Heathrow Airport Ltd
S227	Highlands & Islands Airports Ltd
F194	Historic England/English Heritage
S226	Historic Environment Scotland
E65	Home Office
K464	Horizon Nuclear Branch
V614	HP
M462	HP Enterprise Services
J22	HR Wallingford
V631	HSCIC
V628	Huawei
H111	Hydrographic Office
H728	IBERS
F221	Imperial War Museums

FULL BRANCH CODE	BRANCH DESCRIPTION
V615	Inmarsat
E78	Insolvency Service
H726	Institute of Food Research
V458	Intergen (UK) Ltd
K423	International Power
J165	Interserve
J259	Inutec Ltd
K716	IOM Health MPTC
K298	Isle of Man – Whitley
K272	Isle of Man General Branch
K709	Isle of Man Social Care NJC
J290	JCSA
J425	Jersey Electricity
E238	JNCC
H729	John Innes Centre
J173	Johnson Controls Ltd
C263	Joint Forces Command (JFC) Branch
F203	Justices' Clerks/Chief Executives
V616	Kingston Communications
N268	Land Instruments
J240	Landmarc Support Systems
C718	Leidos
J153	LGC
R306	London & South East Regional
P271	London Fire + Emergency Planning Authority
E428	London Waste
K281	Low Level Waste Repository Ltd – Drigg
K408	Magnox Nuclear Branch
K424	Manx Electricity Authority
K617	Manx Telecom
K251	Menter Mon
H115	Met Office
V70	Metropolitan Police
M301	Midlands Regional Branch
F710	Ministry of Justice
C104	MOD: Air
C105	MoD: Fire Service Officers
C239	MoD: Land
C270	MoD: Navy
F25	Museum Of London
H467	MVV Environment
M151	NUMA
K303	N West/N Wales Regional Branch
K703	National Football Museum
S230	National Galleries of Scotland
F260	National Gallery
M429	National Grid

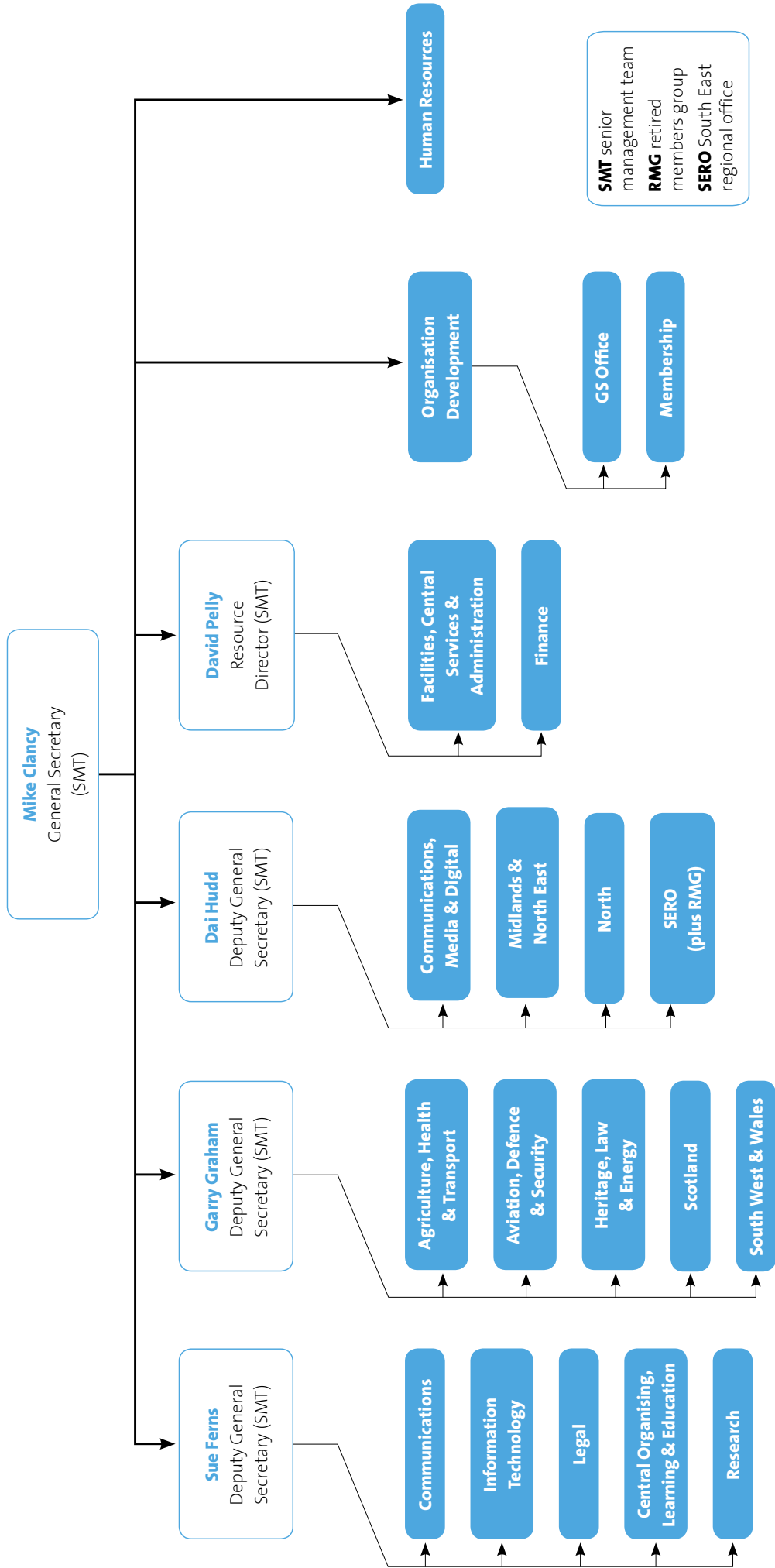
FULL BRANCH CODE	BRANCH DESCRIPTION
S232	National Library of Scotland
E156	National Measurement Office
K158	National Museums Liverpool
S231	National Museums Scotland
K8	National Nuclear Laboratory
J155	National Physical Laboratory
F708	National Portrait Gallery
H220	National Trust
S205	National Trust For Scotland
F7	Natural History Museum
H705	Natural Resources (Wales)
H28	NERC
H727	NIAB EMR Ltd
J449	NIE
N302	North East Regional Branch
J304	Northern Ireland Regional Branch
S225	Northern Lighthouse Board
N431	Northern Powergrid
M466	NQA
H712	Nuclear Construction
K257	Nuclear Decommissioning Authority
J211	Nuvia Limited
V77	OFCOM
J72	Office for National Statistics
K46	Office for Nuclear Regulation Branch
M267	Office of Rail Regulation
J73	Ordnance Survey
H150	Ortho-Clinical Diagnostics
E74	Parliamentary
K256	Peel Holdings Airport
H299	Planning Inspectorate
F186	Prison Service
J27	Public Health England
J172	QinetiQ
H292	Quotient Bioresearch
S224	RCAHMS
J180	Ricardo Energy & Environment
J456	Rolls Royce
S131	Rosyth Royal Dockyard
H725	Rothamsted Research
N248	Royal Armouries
S229	Royal Botanic Garden Edinburgh
E32	Royal Botanic Gardens
H33	Royal Mint
F212	Royal Museums Greenwich
J289	RSRL
H422	RWE

FULL BRANCH CODE	BRANCH DESCRIPTION
H35	Science & Technology Facilities Council
F189	Science Museum Group
S305	Scotland Regional Branch
S177	Scotland's Rural College
S438	Scottish & Southern Energy
S706	Scottish Football Referees
S37	Scottish Government
S161	Scottish Natural Heritage
S206	Scottish Parliament
S440	Scottish Power
S228	Scottish Prison Service
S36	Scottish Research Establishments
K280	Sellafield Limited
J293	SERCO FSE/PME
J261	Serco General
J99	Serco Marine
F208	Serious Fraud Office
J460	SONI
H307	South West/South Wales Regional Branch
F702	Sports Professionals
C88	SSVC
F21	Stationery Office
V618	Steria
R360	Students
C606	SURE Telecoms
V619	Tata Consultancy Services
F247	Tate Gallery
V620	Tech Mahindra
V621	Telefonica UK North East
V622	Telefonica UK North West
V623	Telefonica UK Scotland & Northern Ireland
V624	Telefonica UK South
V625	Telereal
F241	The National Archives
H724	The Pirbright Institute
N273	TQ
E201	Transport for London
J234	Transport Research Laboratory Branch
J296	Trescal
E39	Trinity House
F40	Trustee Museums & Galleries
S154	TUV NEL
H79	UK Intellectual Property Office
F416	UK Power Networks
J190	UKAS
J196	Unicorn/Babcock
K447	United Utilities

FULL BRANCH CODE	BRANCH DESCRIPTION
F269	Universities UK
J31	University of Greenwich Branch
K178	Urenco
E67	Valuation Office Agency
J277	Vector Aerospace
M434	Veolia
F213	Victoria & Albert Museum
R308	Virtual Regional Branch
V626	Vodafone
H246	Wales Audit Office
H87	Welsh Government
M451	Western Power Distribution
K284	Westinghouse
M723	WHRI – Warwick
J85	WRc
M169	WS Atkins
V629	Yell

Prospect organisation chart

How our teams fit together is reflected in this organisation chart



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