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prospect

2010

annual report



annual report 2010

union for
professionals

INDEX

	Introduction	
1	Membership, recruitment and organisation	3
2	Managing the union	6
3	Rights at work	10
4	Benefits and services	13
5	Training and skills	15
6	Awards	18
7	Other organisations	19
8	Finance	22
	Financial statement and accounts	26
	Statement of responsibilities of the National Executive Committee	26
	Report of the auditors	26
	Statement to members	38
	Donations and affiliations	39
	Schedule of investments	40
	Prospect Benevolent Fund	42
	Education Trust	45
9	Executive, officers and committees	46
	Prospect branches	51
	Pay settlements 2010	54
	Prospect structure	56

INTRODUCTION

Welcome to the Prospect 2010 Annual Report. This is one of the ways by which the National Executive Committee and the senior officers of Prospect, including myself, account for our stewardship of the union.

This document does not claim to be a comprehensive account of all the issues and activities in which Prospect has been involved over the last 12 months. We have a highly devolved structure, and almost all bargaining issues and relations with employers are quite rightly the responsibility of branches, sectors and groups. They handle the day-to-day business of ensuring the effective representation of members, individually and collectively, and are accountable to members through their own reporting processes. The role of the NEC is principally to provide support and advice, and where necessary to fulfil its statutory responsibility to consider requests to ballot members on industrial action or to sanction industrial action.

The fact that the NEC had to consider so many such requests in 2010 was not due to any shift in policy on its part or any desire to promote industrial unrest. As always, we believe that the best way to resolve disagreement is by negotiation. We seek effective partnership with employers, and strike action is a last resort rather than a preferred policy. The number of disputes in 2010 is a direct reflection of the difficulties faced by members and branches in both the public and private sectors and their unwillingness to accept imposed detrimental change. Pay, pensions, terms and conditions and job security have been under attack as never before, and in all cases the NEC has been prepared to back members in dispute and has given them its full and wholehearted support.

The political background to industrial relations developments in 2010 was, of course, dominated by the general election in May and the change of government. Prospect has no party political affiliation and played no role in seeking to influence the outcome of the election. We did, however, ask a number of questions of all the main political parties and summarised their replies in Profile and published them in full on the website. Although we issued no advice, we took the view that members would want to know what the parties had to say about matters affecting their employment so this could inform voting intentions.

Coalition government

We have made it clear that we would seek to work constructively with whoever was elected and sought to take this forward with the coalition government. Experience was mixed, however. On the one hand, we were able to reach agreement with Cabinet Office Minister Francis Maude on revised terms for the Civil Service Compensation Scheme, which were overwhelmingly accepted by our civil service members in a ballot. We also had reasonable access to ministers, both directly and through the TUC, and I have met with the Prime Minister and other government ministers whenever required. This is a far cry from the days of Thatcher and Major.

On the other hand, many of the policies being pursued by the coalition are deeply damaging to the interests of Prospect members in both the public and private sectors, as well as to Britain's public services. Prospect has given full support to the TUC'S 'All Together for Public Services' campaign and we were well represented at the Central Hall rally and lobby in October. At the end of

the year, preparations were in hand for what is likely to be a substantial demonstration of public opposition to the government's austerity plans at a march on 26 March in central London. Prospect has made it clear that we recognise the need to address the underlying financial position in the economy and the budget deficit, but the government plans set out in the comprehensive spending review go too far, too fast, and do not meet any reasonable test of fairness.

Damage to UK economy

Any government would have difficult choices to make to address the spending deficit, but the level of cuts now envisaged is bound to have hugely detrimental consequences for almost all public services and will cause more economic harm than good. Some proposals, in particular those affecting Prospect members in the Forestry Commission, Audit Commission and Forensic Science Service, could end up costing the taxpayer more than they save. Large cuts to public sector budgets will result in massive job losses in both the public and private sectors, which in turn will have a highly negative impact on the economy as well as exact a human toll on those affected. For many members, an attack on public sector pensions will be the last straw, and at the turn of the year we awaited the final report from Lord Hutton's commission. We do not seek conflict with the government but we will do everything possible, in concert with other unions if necessary, to protect the interests of members.

Merger with Connect

One of the main duties for the NEC during 2010 was to take forward organisational issues following the merger with Connect on 1 January and the transfer of engagements of the Association of Licensed Aircraft Engineers and the Jersey Civil Service Association. This work went well, and the NEC is grateful for the co-operation and flexibility of all those involved. Biennial National Conference in Liverpool in June was a test of progress on integration, and it proved to be a successful and harmonious event. All delegates contributed and participated in both the formal and informal business on the basis of a genuine perspective of what is best for the future of our union rather than past allegiances.

Under the NEC's guidance, the staff of Prospect have worked hard to ensure the successful integration of departments and pitches. We still have some way to go, but progress has been good. As is shown in the Statement of Accounts, our finances are in reasonable shape and we were able to post record recruitment results.

My thanks go to Prospect staff for their excellent work during the year, often in trying circumstances; to the NEC, all of whom make big sacrifices for little thanks on behalf of the union; and just as important, to our thousands of lay representatives who for most members are the face of Prospect.

It is often said that a union is only as strong as its members. I have no illusions about the scale of the challenges we will face in 2011 but by working together I am confident that Prospect will be up to the job.

Paul Noon
General Secretary

1

MEMBERSHIP, RECRUITMENT AND ORGANISATION

RECRUITMENT AND RETENTION

1. During 2010, recruitment and organisation in Prospect continued on the same lines as at the end of 2009, with organisers managed within negotiating teams, strong emphasis on team recruitment and organising plans, and recruitment co-ordinated by lead organisers. In the Connect Sector, the centrally-managed, project-based approach to organising also continued. This report covers both areas of activity.

2. Prospect's total and working membership rose again in 2010 following the increase in membership in 2009 and the merger with Connect at the beginning of 2010. Total membership at the end of 2010 stood at 121,173. The changes on the 2009 figures are shown below:

Prospect members as at 31 December 2009	103,611
Plus new members	8,008
Plus Connect Sector members (31 December 2009)	18,173
Plus new Connect Sector members	1,093
Total	130,885
Less Prospect members died, left or written off	7,426
Less Connect Sector members died, left or written off	2,286
Prospect members at 31 December 2010	104,193
Connect Sector members at 31 December 2010	16,980
Prospect total at 31 December 2010	121,173

3. The total of 7,323 new and reinstated members in existing areas of Prospect was the highest since Prospect's formation in 2001. The transfer, following a ballot in favour, of 685 members from the Jersey Civil Service Association at the beginning of the year further boosted the new members' figure to

8,008. A chart detailing the monthly figures for 2010 is overleaf. For the first time, over 50% of membership applications in existing areas (3,689) were electronic, ie received via the website.

4. However, there was a sharp increase in the number of leavers with almost 900 more members leaving than in 2009. Many of these were due to members leaving their employment for work elsewhere, on retirement, or increasingly, redundancy. Prospect's retention policy ensured that many members stayed in membership in their new employment or were retained as retired or unemployed members. The number of resignations due to dissatisfaction with Prospect remained very low.

5. The former Recruitment, Organisation and Members' Services Advisory Committee (ROMSAC) and the Members' Education and Development Committee (MED) were formally merged to create the Committee for Organisation, Recruitment and Education. (CORE). This change recognised that Prospect's future strength depends on its ability to recruit new members, to retain existing members, and to build lay representative capacity. Branches and representatives will have a critical role in this task.

NEW AREAS

6. One of the objectives behind the creation of Prospect was to widen the appeal of trade unionism for professional and specialist workers in hitherto unorganised areas, and to encourage like-minded organisations to join Prospect. At the start of 2010, the Jersey Civil Service Association became part of Prospect, following the merger with the Association of Guernsey Civil Servants in 2008. Prospect

continued to seek to organise and secure recognition agreements in new areas as opportunities arose and at the end of 2010 a number of new areas were being explored.

7. In 2010 Prospect focused on the integration and delivery of its commitments to Connect and the Association of Licensed Aircraft Engineers (ALAE) following their decision to merge with Prospect the previous year.

8. Connect became part of Prospect in January, when it became the third major sector of the union. Several transfer-related commitments were implemented in respect of the constitutional position of its representatives on the National Executive Committee and the Presidential Team. Connect delegates played a full part in Biennial National Conference and the Connect Sector committee commenced work. Connect staff transferred to Prospect under the TUPE regulations, which preserved their employment conditions. In consultation with representatives, steps were taken to integrate staff structures and initial agreement was reached to harmonise employment procedures. Where sensible and efficient, services were integrated while preserving member-facing support in accordance with the transfer agreement.

9. The NEC worked closely with the ALAE Branch Executive to integrate the branch's activities within Prospect while maintaining a commitment to respect their strong brand. This included systems support to the ALAE web pages, production of new membership material and the bedding down of a representative structure that reflected the wide dispersal of ALAE members. ALAE membership continued to hold up well but we were unfortunately unable to achieve recognition in Virgin Airlines after a statutory ballot.

10. Earlier, discussions with the British Association of Colliery Management were concluded in 2010 as it became evident that mutually acceptable terms for a transfer into Prospect could not be reached.

ORGANISATION

11. Building on work undertaken in 2009, a new leaflet 'Moving forward together – developing lay reps' reported to national conference on the progress of key initiatives to integrate organising and skills. These include the new development programme for experienced lay reps; branches working together on the basis of either geographical proximity or common industrial interests; and training reps as mentors to support less experienced colleagues.

Working member recruitment 2010

Total 9,101*



*Total new membership in 2010 includes 685 new members of the Jersey Civil Service Association

12. 2010 saw an expansion of Prospect's networks, which bring together groups of reps with similar interests or backgrounds. In addition, significant progress was made in developing Prospect's cadre of specialist reps, including equality reps, environmental reps, development advocates, union learning reps and pensions champions. Role descriptions were produced for all specialist reps with a view to ensuring their integration into established branch structures and adding value to them.

13. Prospect continued to access graduate trainee schemes run by employers. The initiative begun in 2009 in the Ministry of Defence continued and a strong organisation is being built among members as a consequence. In October, organisers mounted a recruitment drive with graduates on the British Energy scheme in Barnwood, Gloucester, which resulted in 20 new recruits.

14. At Biennial National Conference in Liverpool, recruitment and organising events were organised locally at LGC, the Proudman Laboratory, E.On, O2, BT and the National Museums Liverpool. A total of 23 new members were recruited over the week.

15. Recruitment and organising efforts by branches and individuals were recognised at conference by the presentation of two awards. The branch award went to the Ericsson Managed Services Branch, while the individual award went to Dawn Lakin for her work in recruiting Highways Agency Traffic Officers. The awards were presented by Premiership football referee Alan Wiley.

16. The Prospect Young Professionals Network made further progress in 2010 and during the year the Connect Sector's network was integrated with that of Prospect.

17. Other developments included a meeting with the Consumer Financial Education Body at the end of 2010 to discuss the development of their Money Made Clear workshop, specifically designed for young people. The Science, Engineering and Technology Group expressed an interest in working with the YPN to encourage young members to become more involved with SET group activities.

18. The YPN newsletter sent out in September included articles on the experiences of four network members who attended conference, write-ups from members who worked for the Workers' Beer Company at music festivals in the summer, and a report on a member who went to South Africa as part of an ACTSA delegation.

19. The next YPN convention is due to take place at Nottingham University on 19 April 2011.

RETIRED MEMBERS' GROUP

20. The Retired Members' Group continued to focus on issues of concern to retired members, in particular social and welfare policy, pensions, and the structure and rules of the group within Prospect. Special efforts were made to encourage members to put their details on the Prospect asbestos register, which now numbers more than 1,200 names. The group also publicised the need for members suffering from pleural plaques and who had lodged compensation claims before October 2007 to apply for a one-off £5,000 compensation grant by August 2011.

21. The National Committee continues to be the focus of RMG activity across the union, and the area structure provides the basis for interaction between retired members across Prospect, with local committees supporting regional activities. The RMG also has delegates representing Prospect on outside bodies, in particular the Public Service Pensioners Council, the national and regional pensioner committees of the TUC and the National Pensioners Convention.

22. During the year the RMG officers held discussions with the officers of Reconnect (the retired members' body for former Connect working members). These discussions resulted in a recommendation to submit a motion to an extraordinary general meeting of Reconnect held in October for Reconnect to dissolve and its members to consider joining Prospect. After the motion was carried, invitations were sent out at the year end to nearly 1,100 Reconnect members inviting them to join Prospect.

2 MANAGING THE UNION

SUBSCRIPTIONS

1. 2010 subscription rates and thresholds for members covered by the Prospect banded structure and for retired members were frozen at their 2009 levels.

PRESIDENTIAL/ NEC ELECTIONS

2. In accordance with the Prospect rules, a ballot of all members was conducted in 2010 to elect the 28 members of the National Executive Committee. They took office at the end of the 2010 Biennial National Conference. Retiring NEC members and those who were not re-elected were thanked for their contribution to the work of the previous NEC. Due to technical problems with the ballot, the election had to be suspended before it was concluded and re-run, but it was still possible to obtain the result in time for national conference. The NEC received a full report of the difficulties that led to this situation and procedures are in place to ensure that elections run smoothly in future.

3. In a branch ballot, Nigel Titchen (Biotechnology and Biological Sciences Research Council) was elected to the post of President, replacing Catherine Donaldson (Environment, Food and Rural Affairs) who stood down after a successful two-year period in office. Catherine was warmly thanked for her outstanding contribution and will continue as a member of the NEC. Alan Grey (Ministry of Defence (Navy) Scotland) was elected Vice-President and Craig Marshall (British Energy) and Denise McGuire (BT London West Central) were elected to the two Deputy Vice-President posts. All four members were elected unopposed.

NATIONAL CONFERENCE

4. Almost 500 delegates attended the Prospect Biennial National Conference in the BT Convention Centre, Liverpool in June. Conference was successful in addressing the major policy and organisational issues facing the union and in setting a clear strategy for the future.

5. Detailed reports of conference were included in Profile and Report, setting out the main issues of debate and conclusions reached. BNC was addressed by a number of external speakers, including Brendan Barber, TUC General Secretary, Ernest Nadome, General Secretary of the Kenya Electrical Trades and Allied Workers Union, and Jorge Gamboa, from the Colombian TUC. Ernest Nadome and two other colleagues from KETAWU were visiting Prospect as part of a TUC-sponsored education project.

PARLIAMENTARY FORUM

6. A new post of Prospect Parliamentary and Campaigns Officer was advertised during the year and following a selection process, Parmjit Dhanda, former MP for Gloucester and an ex-Connect organiser, took up office at the beginning of September. His appointment reflected the NEC's desire to strengthen Prospect's parliamentary and lobbying influence.

7. The many developments in the parliamentary arena affecting Prospect members, including the Superannuation Bill, Public Bodies Bill, and issues concerning the Audit Commission, Forensic Science Service and Forestry Commission clearly demonstrated the need for greater Prospect engagement with MPs. A Prospect parliamentary forum was established,

including MPs and peers whose interests overlapped with those of the union, which is chaired by Alison Seabeck, MP for Plymouth Moor View. The forum was helpful in taking forward Prospect's concerns in Parliament by the submission of early day motions, parliamentary questions and other work.

8. Prospect continued to work with and to lobby parliamentarians from all parties, holding meetings with opposition and government MPs as necessary.

COMMUNICATIONS REVIEW/COMMITTEE

9. Early in the year the NEC established a Communications Review Working Group with the objective of reviewing Prospect's electronic and paper-based outputs. The group met several times and produced a report and recommendations to the NEC, drawing upon expertise within the NEC, survey evidence and external consultancy support, highlighting areas for improvement and investment. The website was identified as the crucial media for reform. The group concluded that Prospect should seek to improve the site's navigability and overall functionality, and develop it as a dynamic means of news delivery in addition to its primary role as an information source.

10. At the end of the review the NEC accepted the recommendation to engage a consultancy to implement the website design and access project. The NEC also decided to establish a Communications and Campaigns Sub-Committee to monitor the union's lobbying and campaign activity. This will begin work in 2011, building on the progress made by the review group.

PROPERTY

11. After the merger with Connect on 1 January, Prospect gained two other premises – the Connect head office building in Wimbledon, south-west London, and a smaller, leased regional office in Birmingham.

12. During the course of 2010, fitting out work on the old Prospect head office building in York Road, Waterloo, was completed and it was occupied by Guy's and St Thomas' NHS Trust. This meant that the common area

between the York Road building and the new Prospect office was finally clear of contractors and could be used freely.

13. Since 2008 Prospect had sub-leased a small office in Sheffield. This was effectively a satellite office of the main northern regional office, which is in Liverpool. The lease on the Sheffield office came to an end in December so a search was conducted to find an alternative. Eventually a suitable office was found in Doncaster and this opened in November.

14. Towards the end of 2010 plans were in place to vacate the Association of Licensed Aircraft Engineers' office in Bagshot, Surrey, and transfer operations to Prospect's office in Chertsey.

HEALTH, SAFETY AND THE ENVIRONMENT

15. During the year the staff health and safety committee was revitalised and a programme of work was begun around safe driving, lone working and a review of Prospect's safety systems. Risk assessments were undertaken of all the buildings owned by Prospect and similar work began for buildings where Prospect are tenants. In particular, a review of fire procedures was conducted with a view to ensuring consistent practice across our buildings. The revised procedure will be implemented in 2011.

16. Work arising from the agreed environment action plan was taken forward by the network of environmental champions and other staff. In New Prospect House, composting bins were introduced and recycling has been expanded, enabling a reduction in the number of general waste bins from three to one. A Cycle to Work scheme was introduced for Prospect using the same provider as was used in Connect. Energy performance certificates have been obtained for the Chertsey and Lutterworth offices. Energy consumption is monitored carefully and reductions are sought wherever possible.

INFORMATION SYSTEMS

17. Early 2010 was taken up with the second phase of the network systems merger with Connect, allowing staff greater access to data

within both systems, and giving Prospect a strong foundation for future work on the network.

18. The eBranch system was extended for use by the new branches merged into the union, with trials run for a small number of Connect branches. The feedback from these trials was positive, and will lead to wider adoption of eBranches within sectors in 2011.

19. The project to rationalise Prospect's main servers that was started in 2009 was completed in 2010. The intention going forward is that any requirements for new servers will be accommodated within the current infrastructure, bringing underlying efficiencies and cost savings to the union's information systems.

20. The final part of the year was taken up with planning the move of the Prospect network software infrastructure to a new Microsoft network infrastructure, and the first phase of an extensive update to the Prospect information system. Both these projects are scheduled to be completed in 2011.

STAFF DEVELOPMENT

21. The major development in the last year was the creation of a competency framework for all posts in Prospect with the exception of the General Secretary, whose post is covered by contract and the union rulebook. The competency framework describes the behaviours and aptitudes required across Prospect roles and each now has an associated competency statement. The project was designed and delivered with the full support and participation of GMB on behalf of staff.

22. We also reviewed and redesigned our performance development system to align with the competency framework. Extensive training of line managers was undertaken to implement the new approach. Former Connect staff remained on their existing arrangements but will be integrated next year.

23. Towards the year-end, agreement was reached with GMB to begin a job evaluation project to provide the platform for harmonised employment conditions across Prospect.

OFFICER CHANGES

24. During 2010 the following external appointments were made:

- Victoria Jamieson, Organiser (Scotland)
- Parmjit Dhanda, Parliamentary and Campaigns Officer
- Mike Weiler, Negotiations Officer (Heritage)
- Clive Scoggins, Negotiations Officer (SERO1)
- Fern Lindsay, IS Administrator

25. Other staff movements included:

- Richard Hardy, Negotiations Officer (Lutterworth)
- Chris Finnerty, Legal Officer (part-time)
- Paul Xuereb, Head of Information and Website Systems
- Steve Thomas, National Officer (Lutterworth)
- Chris Perry, Lead Organiser – temporary promotion
- Jane Rodger, Negotiations Officer (SERO2) – temporary promotion

26. 2010 saw the retirement of:

- Beryl Brine, Head of GS Office

27. Other leavers from Prospect during 2010 were:

- Kathy Walsh, Organiser (North-West)
- James Allen, Communications and Policy Manager
- Paul Bedser, Assistant Finance Officer
- Simon Parry, Head of Information and Website Systems

APPEALS COMMITTEE

28. The committee was not called on to consider any cases in 2010. The committee's five members are: Gwyneth Marsden, Tod Burns, Richard Grant, Robin Morris and Terry Anne Boxshall.

BIENNIAL NATIONAL CONFERENCE

29. Prospect's Biennial National Conference 2012 will be held at the Bournemouth International Centre from 22-24 May 2012.

30. Prospect's Biennial National Conference 2014 will be held at the Scottish Exhibition and Conference Centre in Glasgow from 20-22 May 2014.

3 RIGHTS AT WORK

EMPLOYMENT LAW

1. Statutory changes and case law meant that 2010 was another challenging year. The most significant change was the long-awaited single Equality Act, which consolidated the existing discrimination legislation into one main piece of law. As a result, detailed briefings and training for Prospect officers and representatives were held on the new law. The Members' Guide to Equality at Work was extensively revised.

2. Rights on redundancy were at the forefront of members' need for employment law advice. Training for representatives was developed and a new Members' Guide on Redundancy was published during 2010.

3. Prospect responded to several government consultations on potential changes to the law during 2010, including the new statutory code of practice on equal pay and changes to claim forms for whistleblowing cases. Copies of these submissions are available from the Legal Assistant in the Research and Specialist Services department.

LEGAL CASES

4. Equal pay continued to dominate Prospect's tribunal casework during 2010. After our successful case in the Court of Appeal in 2009 concerning the potentially discriminatory impact of using length of service as a determinant of pay, Prospect has over 80 other equal pay cases that were stayed pending the outcome of the test case. These cases have now become live and while some have been successfully settled, many others continue to be fought in tribunals. Much of the initial work on these cases was dealt with during 2010 and several key hearings are listed for 2011.

5. In the Prison Service, Prospect successfully resolved a claim of equal pay for work of equal value, arguing that our members working as trainee psychologists and psychological assistants should be paid the same as prison officer and industrial grades. Prospect had submitted 157 employment tribunal applications in these cases and in total advised over 400 members with claims. The Prison Service case was settled by negotiation and led to our members receiving significant increases in pay and back pay.

6. We reported last year on the equal pay claim that Prospect had successfully taken to the employment tribunal for members employed by the Audit Commission. The employer appealed against the judgement and the case was heard by the Employment Appeal Tribunal in November. The result of the appeal is awaited.

7. A notable claim was taken for four members who were dismissed from their roles as football assistant referees on reaching the retirement age of 48. The claim was heard in the Sheffield employment tribunal over four days in March. The tribunal ruled in favour of Prospect's members and held that it was unlawful age discrimination to have a fixed retirement age in these circumstances.

8. Towards the end of 2010 Prospect became involved in two important High Court cases, where the union is seeking to defend members' rights in respect of pension and redundancy terms. These cases are likely to have a significant impact on a large number of members.

9. For the first time, 2010 saw Prospect take a case before the Central Arbitration Committee for statutory union recognition. The case was started by the Association

of Licensed Aircraft Engineers who joined Prospect in 2009. Two hard-fought hearings were won on legal aspects of the recognition system.

10. Prospect provided advice and assistance to members on a wide range of other employment law issues, including unfair dismissal, race discrimination, reasonable adjustments for disability and contractual disputes. Several individual employment tribunal cases were taken, including a number of cases for members in the Connect Sector, where claims arose from BT's aggressive use of their performance management system, leading to a number of dismissals during late 2009 and early 2010. There are also a number of cases that have been presented to tribunals in respect of contractual rights to pay progression in the civil service.

HEALTH & SAFETY

11. The health and safety agenda gained considerable media coverage in 2010 with the Deepwater Horizon disaster, the success of the joint Environment Agency/Health and Safety Executive prosecution over the Buncefield explosion, and the review of health and safety by Lord Young. The latter proved to be a missed opportunity to identify measures to improve the UK's health and safety record, but it did succeed in demonstrating the extent of mythology and media histrionics that has so undermined worker protection, health and welfare.

12. The 2010 Prospect members' survey demonstrated the high priority members give health and safety. It was gratifying that Prospect continued to develop its health and safety capacity, with the delivery of nine in-house safety rep courses across the UK to supplement UnionLearn training. Several health and safety reps passed the TUC occupational health and safety diploma, and it is clear that many Prospect reps are achieving high-calibre competence in this field.

13. Health is gaining increasing prominence over safety, with reps reporting an alarming growth in the number of people with stress and mental health problems. A significant

minority of Prospect members (41%) reported serious levels of work-related stress, with 62% alleging a deteriorating situation in their workplace. This is a serious concern, not least since the survey was conducted in advance of the general election, comprehensive spending review and cuts announcements.

14. Consequently, aligned to a national conference resolution on mental health, Prospect's stress web page was expanded to provide a mental health portal, signposting reps and members to a range of assistance and materials.

15. Health will dominate the electricity industry's 2011 health and safety agenda, which is being promoted through a five-year joint employer-trade union strategy under the auspices of 'Powering Improvement'. Recognised in the Health and Safety Executive's strategy review 'One year on', momentum will be maintained through commitments to leadership, competence and worker involvement, with a series of annual themes focusing on different priorities to drive a change in health and safety culture. Prospect has already been involved in many network operator initiatives around stress and mental health, which included joint training for middle managers and our reps. This was a very encouraging model, which Prospect is encouraging other sectors to adopt.

16. Along with other civil service unions, Prospect continued to work with the Cabinet Office on its Work and Health agenda. In spite of achieving high-level agreements at the start of 2010, other priorities close to the election frustrated their final endorsement. Nevertheless, key commitments and references to good practice are now available via the civil service web pages. Despite the impact of the spending review, the Cabinet Office again ran the People Survey, achieving high levels (62%) of participation. Compared with the 2009 survey, the 2010 results showed a drop in scores in relation to learning and development, feeling involved in decisions and recommending their organisation as a place to work. Scores under the leadership and managing change section remain low and the number of staff wanting to leave their organisation rose.

EQUALITIES

17. The Equal Opportunities Advisory Committee adopted a set of objectives designed to help ensure that equalities issues are incorporated into the bargaining agenda across the union and to support the union's equality reps by providing advice and training. Part of this work involves ensuring that Prospect's publications and materials are up-to-date and appropriate for the work that branches and representatives are taking forward on equality.

18. The 2010 Biennial National Conference decided to prioritise work on issues around disability. A fringe meeting on dealing with equalities issues in sport with speakers from Show Racism the Red Card and Pride Sports was well attended.

19. Work on prioritising disability in the workplace included a seminar held in the autumn to highlight the issues faced by disabled workers, and consultations with the disability network. Further work is being done with the network to investigate the findings of our membership survey, which showed

that disabled workers were more likely than any other group to experience bullying or harassment in their workplace. The first training session for Prospect's negotiators on disability issues was also held during 2010. The outcome of these various initiatives will enable the union to revise and update the Negotiator's Guide on Disability Equality.

20. A very successful seminar was held in the autumn to update equality reps and members of equality networks on the changes resulting from the Equality Act, which brought together all previous discrimination and equality law into one Act. Sally Brett, from the TUC equality and employment rights department, gave an overview of the main provisions and changes under the new Act; Michelle Gyimah, from the Equality and Human Rights Commission, outlined the provisions concerning equal pay; and Declan O'Dempsey, from Cloisters Chambers, concentrated on the changes affecting disabled workers.

21. Workshops at the seminar also gave participants the opportunity to discuss the inclusion of equalities issues in the bargaining agenda and bargaining for equal pay.

4 BENEFITS AND SERVICES

PERSONAL INJURY SCHEME

1. Over £8.5 million was recovered as compensation for Prospect members bringing personal injury claims in 2010. The amount was more than double that for the previous year, despite there being a slightly lower number of settled claims, reflecting several very high value claims arising from substantial injuries and extremely serious accidents.

2. Prospect submitted 265 new applications for legal advice to our solicitors during 2010. The number of new claims being referred for advice was boosted considerably in the last two months of the year due to a large number of occupational deafness cases being lodged by members employed by BT. The other cases include asbestos-related illnesses, stress, repetitive strain injury, occupational diseases and accidents at work.

LEGAL SERVICES

3. In addition to the key legal services on employment rights and personal injury, other general legal services are available to members, including advice on defamation, clinical negligence and wills. The Prospect guide to legal services, *On Your Side*, describes the full range of advice and assistance available and the conditions of the service.

4. One of the most popular services is LegalLine. This is a 24-hour advice line service run by our solicitors Russell Jones & Walker to advise members on any non-work related legal issue, such as consumer, family or housing queries. The line is available to members and financially dependent members of their immediate families.

5. Prospect continues to work with our main firm of solicitors, Russell Jones & Walker, to ensure that our members continue to receive a high quality, efficient and responsive service.

6. During 2010 Prospect worked on developing comprehensive new packages of legal services for members in the Isle of Man, Jersey and Guernsey. We concluded agreements for the provision of services in these areas with three firms of lawyers and look forward to working with them in coming years.

ASBESTOS REGISTER

7. Prospect continued to remind members throughout the year of the benefits of registering their details on the union's asbestos register. At the end of the year there were 1,218 entries on the register. Prospect reminded members that the register is a source of information to support claims, but it does not replace the need for members to complete the appropriate legal assistance form if they need to make a claim in relation to asbestos exposure.

RADIATION-LINKED DISEASES

8. The compensation scheme for radiation-linked diseases is a joint initiative between 16 of the UK's nuclear sector employers, other related companies and their trade unions. The scheme provides an alternative to legal action for past and present employees who were exposed to radiation during their work and are subsequently diagnosed as suffering from cancer or cataracts. Cases are assessed by the application of technical criteria jointly agreed between management and trade unions.

9. Recent scientific reports, which reviewed the health effects of ionising radiation, led to the scheme revising the technical basis for assessing claims and scheme schedules. A retrospective exercise to review previous claims in the light of the latest science is being undertaken.

10. Four claims qualified for payment in 2010 and 30 new eligible applications were received. There have been over 1,500 cases since the scheme began in 1982 and compensation totalling £7.15 million has been paid in respect of 128 successful claims.

11. In November, the Redfern Inquiry report into human tissue analysis in UK nuclear facilities was issued. The scheme assisted and co-operated with the inquiry. The report stated that the inquiry had seen no evidence to suggest that organs were removed or analysed for the purpose of the compensation scheme.

SERVICES TO MEMBERS

12. Prospect continued to work closely with all its service providers, holding regular meetings throughout the year. During the year Prospect undertook a major review of members' services and as a result will be launching a range of new services in 2011.

13. In 2010 Prospect received £78,012 from commission payments. It should be noted that this figure does not include the last quarter payments for 2010. Overall, activities from the members' services portfolio yielded income for the union of £110,543.

CREDIT CARD

14. Throughout 2010 we have been in discussion with Prospect's credit card provider, Lloyds Banking Group, over the future of the service. Lloyds Banking Group has ceased marketing the credit card but will continue to provide a service to existing credit card holders until the end of our contract in early 2012.

15. Prospect's credit card continues to be used by members. In line with the contract, the union received £32,531 in commission from the use of these cards.

BENEVOLENT FUND

16. During the year, 12 grants were made to the beneficiaries of members in financial need, to a total value of £18,945.

DEATH BENEFIT

17. Death in service benefit was paid to the beneficiaries of 90 members during the year, to a total value of £85,023.

5 TRAINING AND SKILLS

PROSPECT LEARNING

- 1.** For practical and logistical reasons it was decided that both Prospect and the Connect Sector should continue to deliver their respective existing education programmes in the post-merger period to the end of 2010.
- 2.** While the day-to-day business of delivering two separate national education programmes continued, in the background a major job of work got under way. Harmonisation of the two education programmes began with education personnel from both parts of the union undertaking a comprehensive consultation exercise across Prospect.
- 3.** Courses were dismantled, analysed, checked for fitness of purpose and re-engineered where necessary. Frequently this involved taking the best of what both former unions had to offer and making adaptations to suit a new audience.
- 4.** A new Learning Prospectus booklet was launched across the union, providing course applicants with a vehicle through which to make an informed choice as to which Prospect learning opportunities would best meet their training needs.
- 5.** The new Career Paths leaflet complements the Prospectus and provides a visual snapshot of the type of training courses most commonly undertaken in support of a range of Prospect rep roles.

PARTICIPATION IN LEARNING AND DEVELOPMENT

- 6.** Participation in Prospect learning and development activities continued to grow in 2010 with 2,735 members taking part in a Prospect-run or sponsored learning/development activity. As part of this headline figure, our externally funded skills projects recorded 1,385 development interventions. Learning activities included participation on Prospect's national, branch, regional and other bespoke education programmes, Prospect reps enrolled on TUC and General Federation of Trade Unions training courses, learning from Prospect's CD/DVD lending library and participation in workshops.

- 7.** Participation in branch and regional training events was up on the previous year. More than 800 Prospect members took part in a branch, section, regional or other bespoke training event.

- 8.** Only 20 delegates holding confirmed course places failed to show up at their chosen courses for reasons other than illness, caring challenges, adverse weather, travel disruption or other unforeseeable events. Though this is significantly down on past years, our target remains zero no-shows.

FORMAL ACCREDITATION

- 9.** Unexpected major changes to the way public education is funded meant that Prospect was forced to review the recently introduced external accreditation of its education programme. Funding for short trade union courses is no longer available and with this the accreditation that formerly attached to these courses has lapsed.

- 10.** From 2011, Prospect training will move to a new system of CPD (continuous professional development) accreditation. CPD accreditation will help reps to demonstrate the practical value of union training in their work roles as well as their union roles. Each Prospect training course is being submitted for evaluation by the CPD

Certification Service and our objective is that course participants will benefit from the ability to cite CPD achievement in respect of each course attended.

DATA MANAGEMENT

11. All applications for training course places are now routinely screened by the relevant negotiations officer, national officer, organiser and/or branch/section secretary before a confirmed place is offered on a course. This ensures that places are only awarded to those reps who really need and will benefit from them. The process also ensures that full-time and lay officers can track the progress of new reps and ensure that they are supported in their new role.

TRAINING OUR TRAINERS

12. 2010 saw the launch of a new Train the Trainer programme aimed at enhancing the skills of Prospect staff who deliver the education programme. The first run of the course in December was a big success and the programme is scheduled to continue into 2011. The programme is being delivered for Prospect by South Thames College in partnership with the TUC.

AFRICA VOLUNTEERS

13. As part of Prospect's international development work with the Kenyan trade union KETAWU, personnel from Prospect's Research and Specialist Services team and Prospect Scotland delivered an Essential Skills for Union Volunteers hybrid course for new trade union reps in Kenya.

SKILLS AGENDA

14. Green jobs and skills were a major and continuing focus throughout the year, not least because of their importance for economic recovery. Prospect spoke at a Green Jobs Summit organised by the Institute for Public Policy Research in June, and at a Food Skills Symposium organised by City University in September. Prospect is also represented on a green skills group established by the TUC in late 2010 to ensure a strong trade union profile on these issues.

15. Prospect lobbied strongly for investment in STEM (science, technology, mathematics) skills. All MPs were briefed in advance of the comprehensive spending review in October and Prospect participated in a rally organised by the Campaign for Science and Engineering (CASE), highlighting the potential loss of expertise from cuts to public science. Regular meetings were held with the Government's Chief Scientific Adviser, which provided the opportunity to highlight concerns about skills shortages and the potential loss of key specialist skills. Prospect is pressing for an extension of the Civil Service Efficiency and Relocation Protocol to include an upfront evaluation of the potential impact of losing specialist skills. The union also continued to press for greater skills investment in the energy sector, including a meeting with the Energy Minister in November.

16. Prospect's Union Learning Fund work continued to provide opportunities for members to extend their skills base. A Prospect-led project to develop a web-based 'climbing frame' – an online learning resource – was successfully completed in the autumn. Another project to integrate and strengthen union routes to learning continues. As part of this project, a Members' Assistance Programme was developed to give practical support to members at risk of redundancy, which has been in wide demand across public and private sector branches. On a lighter note, a record number of branches participated in Learning at Work Day activities during the summer, and Prospect's CD lending library proved a popular route for members to acquire new skills.

17. Prospect's work on the World Skills UK environmental science competition continued. The 2010 competition final, supported by the Welsh Assembly Government and Sector Skills Councils (SSCs) Semta and Cogent, was held at Pembrokeshire College in July. Seven teams competed, including a team from the Netherlands. A team of apprentices employed by Chevron won the competition. In November, Prospect won an award as World Skills UK Partner of the Year.

SECTOR SKILLS COUNCILS

18. Prospect continued to work with SSCs operating in the union's core membership areas in order to maximise opportunities for involvement and influence over the strategic direction of skills development in the UK. These are Cogent, Creative and Cultural Skills, Energy and Utility Skills, e-skills UK (telecoms and IT), Government Skills, Lantra, Lifelong Learning, SEMTA and Skills for Justice.

19. Lifelong Learning did not succeed in its application to be relicensed and, against Prospect advice, Government Skills decided not to seek relicensing. From April 2011 it will cease to exist as a separate organisation and will be incorporated into Civil Service Learning. At the time of writing the approach to future engagement is unclear, though discussions are taking place over proposals to review the Professional Skills for Government (PSG) framework.

20. Prospect continued to work constructively with other Sector Skills Councils, although they all face financial pressures following the comprehensive spending review. In November a useful seminar was held, involving Cogent and Government Skills, to consider how career support for nuclear specialists working in government could be enhanced. Prospect continued to contribute to Semta's Science Skills Forum and has also worked with Semta on defence issues. Lantra continues to contribute to Prospect's Union Learning Fund work.

CSR AND INTERNATIONAL DEVELOPMENT

21. Prospect members demonstrated their commitment to social justice and human development with six resolutions to the 2010 national conference, covering issues that ranged from global food sovereignty to interventions against human rights abuses in the electronics industry and supporting trade unions in Zimbabwe.

22. Members contributed generously to natural disaster relief in Haiti and Pakistan and continued to work with Justice for

Colombia, War on Want and ACTSA by way of supporting their campaigns and projects. Thousands of spectacles were donated to Vision Aid Overseas via the 'Sight for poor eyes' campaign. Support was also given to campaigns on the 'Robin Hood' Tobin tax and TUC PlayFair 2012.

23. The Bargaining for International Development project continued to expand, resulting in a network of nearly 200 members and 49 development advocates who are active in their workplaces on issues ranging from ethical procurement to raising money for charity. Development advocates have contributed to submissions to the OECD on multinationals and the All-Party Parliamentary Group on food security. Over 30 members participated in training on corporate social responsibility, procurement and supply chains and international development. The focus of all this work is to raise awareness of the United Nations' Millennium Development Goals.

24. Prospect participates in numerous bodies that reflect our approach to international development, including the TUC forums for Decent Work and Labour Standards, ministerial forums at the Department for International Development and TUC Aid. Our global union affiliations with Public Services International, UNI and the International Transport Forum are a foundation for solidarity initiatives.

25. In 2010 Prospect was proud to work in partnership with a sister union in Kenya. Funding was received to build the capacity of the Kenya Electrical Trades and Allied Workers Union (KETAWU) to grow and adapt to the changes in their sector brought about by growth and climate change. Exchange visits and training modules were delivered by Prospect on basic trade union and leadership skills, which have helped to position KETAWU to function effectively as a voice for workers in society.

6 AWARDS

GOLD BADGE

Mo Dhamrait, formerly of the DTI Radiocommunications Branch, was awarded the Prospect Gold Badge at Biennial National

Conference in Liverpool for his many years of outstanding work within the trade union movement.

LONG SERVICE AWARDS

The following members were granted a Long Service Award by the National Executive Committee during 2010:

Martin Wicks
National Physical Laboratory

Dave Williamson
EDF Energy

John Merritt
EDF Energy

Carol Davis
Atomic Weapons Establishment

Mike Cobb
Atomic Weapons Establishment

Dominic Ion
Audit Commission

Phil Beaumont
Scottish Government

Don Carter
UK Hydrographic Office

Robert Laurie
British Library

George Turley
Defence, Acquisition and Maritime (South)

Dick Crofts
British Geological Survey

Angela Whittle
Wales Assembly

Joe Hoskins
Daresbury Laboratory

Jan White
Office for National Statistics

Quentin Keeling
National Grid

John Jenkinson
Sellafield Limited

Nigel Reay
Sellafield Limited

Huw Williams
Efra



OTHER ORGANISATIONS

TUC

1. Prospect was represented by an effective and integrated delegation of 22 at the 2010 Trades Union Congress, held in Manchester in September. Delegates made contributions and intervened on a wide range of issues, including public sector cuts, graduate recruitment, the employment of disabled workers, health and safety and equality in sport. In a question and answer session, Vice-President Alan Grey challenged the Governor of the Bank of England, Mervyn King, on the assertion that private sector employment would grow if public sector jobs are cut. Prospect was also active in organising and participating in fringe meetings and ran its own fringe meeting on the future for the UK defence industry.

2. Paul Noon was re-appointed to the TUC General Council and Executive Committee; both Sue Ferns and Leslie Manasseh were re-elected to the General Council.

3. In Scotland, Anne Douglas and Satnam Ner maintained their positions on the STUC General Council. In Wales, Gareth Howells continued to sit on the General Council of the Wales TUC.

OXFAM

4. Prospect members continued to support the Oxfam appeal through donations and covenants to the Third World Trust. £15,377 was donated in this way during 2010. In particular, this money was used to continue to support an irrigation project in Zimbabwe which helps local people build a system covering 20 hectares of farmland in the Gutu district. The first 80 farmers to plant crops in the Ruti damn project were able to harvest crops during the year. Backed by Prospect

donations, Oxfam is supplying seeds, pesticides and fertilisers, and training farmers on the effective marketing of produce.

INTERNATIONAL BODIES

5. Prospect maintained its affiliations to three global union federations in 2010, namely the Public Services International (PSI), International Transport Workers Federation (ITWF) and UNI Global Union. The size of the Prospect affiliation to UNI was increased to reflect the merger with Connect. Prospect is also affiliated to the European arms of these bodies.

6. Deputy Vice-President, Denise McGuire and Deputy General Secretary, Leslie Manasseh represented Prospect at the UNI World Congress in Nagasaki, Japan in November. Denise McGuire was also re-elected unopposed as UNI World Women's President and chaired the World Women's Conference.

7. General Secretary, Paul Noon, and the Chair of the Air Traffic Control Officers Branch, Paul Winstanley, attended the ITF World Congress in Mexico City in August and also represented Prospect at the civil aviation section meeting. Full reports of all these activities were provided for the National Executive Committee.

AFFILIATED ORGANISATIONS

8. Prospect maintains contact and is involved with a significant number of external organisations. Some of these are the result of conference decisions for direct affiliation, others are subscriptions for information or to exchange information and views. A list of these bodies is set out below together with the current headquarters contact for each organisation. It should be noted that the list is not exclusive.

ORGANISATION	NEC/HQ CONTACT
Action for Southern Africa	Mike Sparham
Amnesty International	Alan Leighton
British Association for the Advancement of Science	Sue Ferns
Campaign for Press and Broadcasting Freedom	Leslie Manasseh
Chartered Institute of Personnel and Development	David Pelly
Compass	Leslie Manasseh
Confederation of Shipbuilding and Engineering Unions	Mike Clancy
Council of Civil Service Unions	Dai Hudd
Disability Alliance	Leslie Manasseh/ Sandie Maile
Engineering Technology Board	Mike Clancy
European Transport Federation (ETF)	Garry Graham
Eurocadres	Mike Clancy
European Public Service Unions	Dai Hudd
General Federation of Trade Unions (Connect Sector)	Ben Marshall
International Federation of Air Traffic Safety Electronics Associations (IFATSEA)	Garry Graham
International Transport Workers Federation	Paul Noon
Irish Congress of Trade Unions	Paul Noon

ORGANISATION	NEC/HQ CONTACT
Justice for Colombia	Paul Noon
Labour Research Department	Sue Ferns
Liberty	Aveen McHugh
Love Music Hate Racism	Aveen McHugh
Mechanics Centre Trust	Mike Graham
National Assembly Against Racism	Aveen McHugh
National Association of Pension Funds	Neil Walsh
National Campaign for the Arts	Alan Leighton
National Pensioners' Convention	Mike Clancy
Parliamentary and Scientific Committee	Sue Ferns Nigel Titchen
Public Services Pensioners' Council	Neil Walsh
Royal Institute of International Affairs	Paul Noon
Ruskin College Trade Union Research Unit	Sue Ferns
Searchlight	Paul Noon
The Work Foundation	Sue Ferns
Trades Union Congress and related bodies	Paul Noon Leslie Manasseh Sue Ferns
Trade Union International Research and Education Group	Sue Ferns
UNI Global Union (Worldwide)	Paul Noon
UNI Global Union Europa	Mike Clancy
Unions 21	Sue Ferns
Unite Against Fascism	Paul Noon
War on Want	Beverley Hall

9. Other bodies to which Prospect is linked:

ORGANISATION	NEC/ HQCONTACT
APESMA	Paul Noon
BMA/Joint Committee	Geraldine O'Connell
British Veterinary Association	Geraldine O'Connell
Institute of Employment Rights	Mike Clancy
Labour Research Department	Sue Ferns
Museums Association	Alan Leighton
National Inspection Council for the Electrical Installation Contracting Board	Mike Clancy
Parity	Neil Walsh
Penal Affairs Consortium	Alan Leighton
Trade Unions for Safe Nuclear Energy (TUSNE)	Paul Noon
Workers' Educational Association	Sue Ferns

8 FINANCE

On 1 January Connect merged with Prospect via a transfer of engagements. The 2010 Income and Expenditure, Balance Sheet and Cashflow statements for Prospect therefore include figures for Connect. No comparisons with 2009 are stated in the following notes as the 2009 figures are for Prospect only (excluding Connect).

1. Total income for the year was £17,640,000 of which subscription income was £16,378,000. Income from investments and other non-operating income (net of losses and provisions) was £1,262,000.

2. Total expenditure in 2010 was £17,458,000. The difference between total income and total expenditure resulted in a net surplus for the year of £182,000, before taking into account changes in pension scheme liabilities. There was an operating deficit (before investment operations) for 2010 of £1,080,000.

3. Prospect operates two defined benefit pension schemes for its staff, the Prospect Pension Scheme (PPS) and the Connect Pension Scheme (CPS). To comply with the FRS17 standard, we are required to show the position of the schemes within Prospect's accounts every year. The pension schemes at the end of 2010 showed an aggregate surplus calculated on the FRS17 basis of £201,000. This resulted in a positive movement in the pension scheme liability of £5,078,000 which was transferred to the General Fund. It should also be noted that the valuation on an FRS17 basis is not the same as a full actuarial valuation. The last full valuation for the PPS at 31 December 2008 showed a deficit of £12,500,000; and for the CPS on 1 July 2008 the deficit was £1,341,000 (see also paragraph 16 of the accounts). In addition

to this, £1,574,000 was transferred to the General Fund as a result of the transfer of engagements of Connect to Prospect.

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 2010 is set out below.

INCOME

6. Income from subscriptions was £16,378,000 after the transfer of £49,000 to the Prospect Political Fund and £48,000 to the Connect Sector Political Fund.

7. Income from investment operations and other sources – Total income from investment operations was £836,000 (excluding sale of investments and movement in provisions). This included: dividends and interest received amounting to £347,000; rental income of £224,000; and other income of £265,000, which mainly consisted of £33,000 from credit card royalties; £75,000 from Membership Services (after the transfer of £20,000 to the Prospect Benevolent Fund); £100,000 net from VAT refunds for 2009–10; £49,000 net from journal income. Total investment income included the release on the provision against investments of £297,000 reflecting the change in the market value of investments in the past year, and a net profit from sales of investments of £129,000, leaving a net income figure for investment operations of £1,262,000.

EXPENDITURE

8. Total expenditure (excluding other non-operating/income [expenditure]) was £17,458,000. Additional pension contributions of £1,562,000 (included under employment costs) were made in the year to address the pension scheme deficits.

9. Committees and conferences – £548,000. For 2010 this comprised the cost of Prospect's national committees £135,000 and £413,000 for Prospect Biennial National Conference. There was no national conference in 2009.

10. Local democratic organisation and education – £1,295,000. The figure includes expenditure for professional, departmental and other groups of £134,000; branch and section expenditure of £911,000; and £250,000 for the members' education and training programme.

11. Employment costs – £11,383,000. The figure mainly comprises £8,926,000 for the cost of staff salaries, employer's national insurance and normal contributions to the staff pension scheme. It also includes £1,562,000 for additional employer's contributions to the staff pension schemes; £595,000 for the cost of staff travel, subsistence and mobile phones; and £300,000 for other staffing costs.

12. Property costs – £1,092,000. These are incurred on the general upkeep of all Prospect properties, running costs including rents and the provision of property depreciation.

13. Administration and other supplies – £1,223,000. 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 – £1,917,000. Costs include affiliation fees of £491,000 and donations of £31,000; £552,000 being the cost of Prospect's journals including the Connect Sector magazine; £85,000 being death benefit; £462,000 being costs associated with the running of the members' legal, medical and

professional aid scheme; £64,000 being costs associated with Prospect's website and intranet; and £78,000 being recruitment/organisational expenditure.

15. Surplus for the period – £182,000. This is the surplus for the year. After taking into account the pension movement of £5,078,000 and the transfer of engagements of Connect (£1,574,000), the net surplus for the year of £6,834,000 has been set against the General Fund.

BALANCE SHEET

16. Tangible fixed assets – £16,171,000. This includes £15,494,000 for land and buildings (including Flaxman House in Chertsey, the Wimbledon office and New Prospect House at 8 Leake Street, London SE1); £326,000 for office equipment; and £351,000 for motor vehicles.

17. Investments (net book value) – £15,047,000. The historical cost of investments is £15,357,000, but after provision for the diminution in value of investments (since purchase), the net book value is £15,047,000 (market value £18,799,000). It includes £5,786,000 invested in the money markets. A schedule of investments is set out on pages 40–41 of the financial statement.

18. Current assets – £3,147,000. The main items contained in this figure are debtors and prepayments (£1,960,000). These are monies due for members' subscriptions deducted from December salaries and the amount collected by direct debit for December subscriptions. Both are received by Prospect in January. The bulk of the cash at bank and in hand (£1,187,000) is held in a deposit account and earns interest. This includes monies for the Disaster Fund and the Prospect Political Fund bank balance.

19. Current liabilities – £1,173,000. The main item contained in this figure is creditors and accruals (£1,097,000). This mainly comprises the amount due to various suppliers at the end of December 2010.

20. General fund – £32,741,000. The General Fund is the General Reserve fund of the union which receives a transfer of the

surplus (deficit) for the year. The net surplus of £182,000 transferred from the Income and Expenditure Account along with the transfer of Connect and the pension scheme movements of £5,078,000 has resulted in an overall increase in the General Fund from £25,907,000 to £32,741,000.

21. Political Funds – these are separate funds which receive income from members who opt to contribute to them. A total of 938 members did not contribute in 2010 (Prospect); and 4,006 members (Connect). A total of £49,000 was transferred to the Prospect fund and £48,000 to the Connect Sector fund, being income for 2010 from 80,979 contributing members (Prospect), and 12,974 contributing members (Connect).

PROSPECT BENEVOLENT FUND

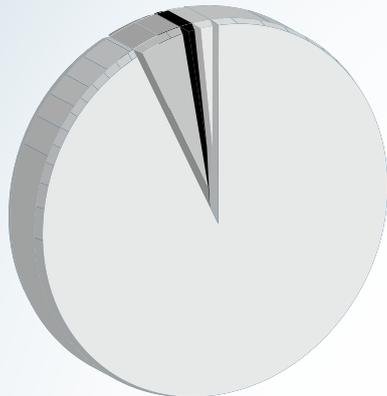
22. The Prospect Benevolent Fund is not included in the Prospect Balance Sheet and it has its own bank account.

IPMS (PROSPECT) EDUCATIONAL TRUST

23. This was established by the 1990 IPMS Annual Delegate Conference. No grants were made from the fund during the year.

INCOME

PROSPECT FINANCES AT A GLANCE



Subscriptions	£16,378,000
Investments	£773,000
Rental income	£224,000
Other income	£265,000

TOTAL INCOME
£17,640,000

TOTAL INCOME
£17,640,000

TOTAL EXPENDITURE
£17,458,000

SURPLUS FOR THE YEAR
£182,000

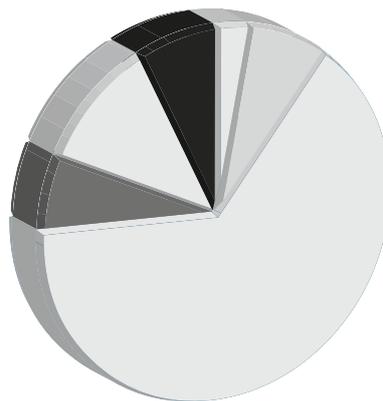
TRANSFER OF ENGAGEMENTS
£1,574,000

MOVEMENT IN PENSION SCHEME

Liability £5,078,000

Surplus £6,834,000

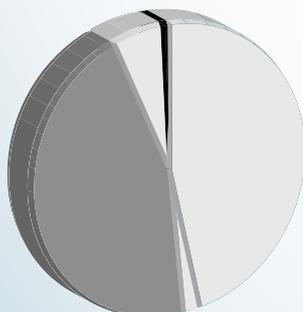
EXPENDITURE



Employment costs	£11,383,000
Benefits to members	£1,917,000
Local democratic organisation and education	£1,295,000
Administration and other supplies	£1,223,000
Property costs	£1,092,000
Committees and conferences	£548,000

TOTAL EXPENDITURE
£17,458,000

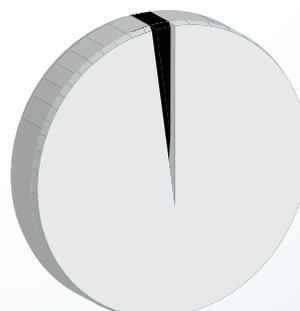
ASSETS



Land and buildings	£15,494,000
Investments	£15,047,000
Net current assets	£1,974,000
Office equipment, fixtures and fittings, motor vehicles	£677,000
Pension scheme assets	£201,000

TOTAL ASSETS
£33,393,000

RESERVES



General Fund	£32,741,000
Political Fund	£652,000

TOTAL RESERVES
£33,393,000

ACCOUNTS

Statement of Responsibilities of the National Executive Committee

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

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

Committee. The National Executive Committee is responsible for preparing accounts in accordance with applicable law and United Kingdom accounting standards (United Kingdom generally accepted accounting practice). In so doing, the National Executive Committee is required to:

- select suitable accounting policies and then apply them consistently
- make judgements and estimates that are reasonable and prudent
- state whether applicable accounting standards have been followed
- prepare the accounts on the going

concern basis unless it is inappropriate to do so.

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

Report of the Independent Auditors to the Members of Prospect

We have audited the financial statements of Prospect for the year ended 31 December 2010, set out on pages 27 to 41. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom accounting standards (United Kingdom generally accepted accounting practice).

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

Respective responsibilities of the union's National Executive Committee and auditors

As explained more fully in the Statement of Responsibilities of the National Executive Committee, 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 2010 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
9 March 2011

PROSPECT INCOME AND EXPENDITURE ACCOUNT

GENERAL FUND – Year Ended 31 December 2010

		2010		2009 (excluding Connect)	
	Note	£'000	£'000	£'000	£'000
INCOME					
Subscriptions			16,378		12,995
EXPENDITURE					
Committees and conferences	1	548		146	
Local democratic organisation and education	2	1,295		1,190	
Employment costs	3	11,383		8,175	
Property costs	4	1,092		928	
Administration and other supplies	5	1,223		968	
Benefits to members	6	<u>1,917</u>		<u>1,339</u>	
			<u>(17,458)</u>		<u>(12,746)</u>
OPERATING (DEFICIT)/SURPLUS BEFORE INVESTMENT OPERATIONS		(1,080)		249	
INCOME FROM INVESTMENT OPERATIONS					
Investment income		347		285	
Rental income		224		194	
Other income	7	265		247	
Surplus/(deficit) on sale of investments		129		(62)	
Decrease in provision against investments	10	<u>297</u>		<u>677</u>	
			<u>1,262</u>		<u>1,341</u>
OPERATING SURPLUS AFTER INVESTMENT OPERATIONS		182		1,590	
OTHER NON-OPERATING INCOME/(EXPENDITURE)					
Other income	8	—		1,111	
Further pension contribution		<u>—</u>		<u>(1,100)</u>	
			<u>—</u>		<u>11</u>
SURPLUS FOR THE YEAR			182		1,601

PENSION SCHEME ASSET

FRS17 movement	16	1,143	1,800
Actuarial gain/(loss)		3,935	(5,100)

GENERAL FUND AT 1 JANUARY 2010

	11	25,907	27,452
Transfer of Engagements (Connect)	15	1,574	—
Transfer of Engagements (ALAE)		<u>—</u>	<u>154</u>

GENERAL FUND AT 31 DECEMBER 2010

32,741 25,907

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

PROSPECT INCOME AND EXPENDITURE ACCOUNT – (PROSPECT) POLITICAL FUND Year Ended 31 December 2010

	2010 £'000	2009 £'000
INCOME		
Subscriptions	<u>49</u>	<u>48</u>
	49	48
EXPENDITURE	<u>(41)</u>	<u>(22)</u>
SURPLUS FOR THE YEAR	8	26
POLITICAL FUND AT 1 JANUARY 2010	<u>504</u>	<u>478</u>
POLITICAL FUND AT 31 DECEMBER 2010	<u>512</u>	<u>504</u>

PROSPECT INCOME AND EXPENDITURE ACCOUNT – (CONNECT SECTOR) POLITICAL FUND Year Ended 31 December 2010

	2010 £'000	2009 £'000
INCOME		
Subscriptions	<u>48</u>	<u>51</u>
	48	51
EXPENDITURE	<u>(23)</u>	<u>(52)</u>
SURPLUS FOR THE YEAR	25	(1)
POLITICAL FUND AT 1 JANUARY 2010	<u>115</u>	<u>116</u>
POLITICAL FUND AT 31 DECEMBER 2010	<u>140</u>	<u>115</u>

PROSPECT BALANCE SHEET at 31 December 2010

		2010		2009 (excluding Connect)	
	Note	£'000	£'000	£'000	£'000
FIXED ASSETS					
Tangible fixed assets	9		16,171		14,193
Investments	10		<u>15,047</u>		<u>13,196</u>
			31,218		27,389
CURRENT ASSETS					
Debtors and prepayments		1,960		1,413	
Cash in bank and in hand		<u>1,187</u>		<u>948</u>	
		<u>3,147</u>		<u>2,361</u>	
CURRENT LIABILITIES					
Creditors and accruals		<u>1,173</u>		<u>639</u>	
NET CURRENT ASSETS					
			<u>1,974</u>		<u>1,722</u>
NET ASSETS EXCLUDING PENSION LIABILITY					
			33,192		29,111
Net pension scheme asset/(liability)	16		<u>201</u>		<u>(2,700)</u>
			<u>33,393</u>		<u>26,411</u>
Represented by:					
GENERAL FUND	11		32,741		25,907
POLITICAL FUNDS			<u>652</u>		<u>504</u>
			<u>33,393</u>		<u>26,411</u>

Approved for issue to members on 9 March 2011

Paul Noon
General Secretary

Nigel Titchen
President

PROSPECT CASH FLOW STATEMENT

Year Ended 31 December 2010

		2010		2009 (excluding Connect)	
	Note	£'000	£'000	£'000	£'000
NET CASH (OUTFLOW)/INFLOW FROM OPERATING ACTIVITIES	12		(316)		737
RETURNS ON INVESTMENTS AND SERVICING OF FINANCE					
Investment income		345		285	
Rent receivable		<u>224</u>		<u>194</u>	
Net cash inflow from returns on investments and servicing of finance			569		479
CAPITAL EXPENDITURE AND FINANCIAL INVESTMENT					
Payments to acquire tangible fixed assets		(237)		(382)	
Payments to acquire fixed asset investments		(2,340)		(2,566)	
Receipts from sale of tangible fixed assets		53		31	
Receipts from sale of fixed asset investments		<u>2,341</u>		<u>1,676</u>	
Net cash (outflow) from capital expenditure and financial investments			(183)		(1,241)
ACQUISITIONS AND DISPOSALS					
Cash acquired on transfer of engagements		<u>169</u>		—	
Net cash inflow for acquisition and disposal			<u>169</u>		<u>—</u>
INCREASE/(DECREASE) IN CASH	13		<u>239</u>		<u>(25)</u>

PROSPECT ACCOUNTING POLICIES

Year Ended 31 December 2010

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

Accounting convention

The accounts are prepared under the historical cost convention.

Subscriptions

Subscriptions are accounted for on an accruals basis.

Expenditure

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

Tangible fixed assets

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

Depreciation

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

Freehold buildings	–	50 years
Furniture and fittings	–	10 years
Office equipment	–	4 years

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

Pension costs

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

Corporation tax

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

Branches

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

Investments

Investments are stated at cost less any provision for impairment.

Leases

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

PROSPECT NOTES TO THE ACCOUNTS

Year Ended 31 December 2010

	2010 £'000	2009 (excluding Connect) £'000
1. COMMITTEES AND CONFERENCES		
National committees	135	91
National and sector conferences	413	55
	<u>548</u>	<u>146</u>
2. LOCAL DEMOCRATIC ORGANISATION AND EDUCATION		
Professional, departmental and other groups	134	125
Branches and sections	911	841
Education and training	250	224
	<u>1,295</u>	<u>1,190</u>
3. EMPLOYMENT COSTS		
Staff salary costs	8,926	6,713
Additional pension contributions	1,562	712
Travel, subsistence and mobile phones	595	507
Other staffing costs	300	243
	<u>11,383</u>	<u>8,175</u>
4. PROPERTY COSTS		
Rent, rates and service charges	374	375
Light and heat	97	66
Decoration, repairs and maintenance	97	78
Cleaning and security	176	134
Property depreciation	273	224
Insurance and health and safety	75	51
	<u>1,092</u>	<u>928</u>
5. ADMINISTRATION & OTHER SUPPLIES		
Equipment maintenance and repairs	49	52
Printing, stationery and postage	393	348
Telephone	71	56
Computer services	329	224
Other office services	83	71
Bank charges and collection of subscriptions	12	12
Research, publications and subscriptions	45	30
Editorial publishing and publicity	105	104
Legal, professional and audit fees	136	71
	<u>1,223</u>	<u>968</u>
6. BENEFITS TO MEMBERS		
Affiliations and donations	522	428
Members benefits	1,317	791
Recruitment and organisation	78	120
	<u>1,917</u>	<u>1,339</u>
7. OTHER INCOME		
Membership services/net VAT recovered	208	179
Net journal income	49	58
Other income	8	10
	<u>265</u>	<u>247</u>
8. OTHER NON-OPERATING INCOME/(EXPENDITURE)		
Overage payment (old HQ building at York Road)	—	1,111

PROSPECT NOTES TO THE ACCOUNTS

Year Ended 31 December 2010

	Land and buildings £'000	Office equipment £'000	Motor vehicles £'000	Total £'000
9. TANGIBLE FIXED ASSETS				
Cost				
At 1 January 2010	14,294	1,207	679	16,180
Transfer (Connect)	2,191	81	—	2,272
Additions	—	67	170	237
Disposals	—	(66)	(154)	(220)
At 31 December 2010	16,485	1,289	695	18,469
Depreciation				
At 1 January 2010	718	890	379	1,987
Charge for the year	273	138	68	479
Disposals	—	(65)	(103)	(168)
At 31 December 2010	991	963	344	2,298
Net book value at 31 December 2010	15,494	326	351	16,171
At 31 December 2009	13,576	317	300	14,193
10. INVESTMENTS				
Cost				
At 1 January 2010				13,602
Transfer (Connect)				1,627
Additions				2,340
Disposals				(2,212)
At 31 December 2010				15,357
Provision for diminution in value				
At 1 January 2010				406
Transfer (Connect)				201
Decrease in provision				(297)
At 31 December 2010				310
Net book value				
At 31 December 2010				15,047
At 31 December 2009				13,196
			2010	
	Net book value £'000	Cost value £'000	Market value £'000	
Quoted equities and gilts	4,028	4,248	4,751	
Unit trusts	6,127	6,217	9,156	
Bank deposits	4,772	4,772	4,772	
Unquoted shares	120	120	120	
	15,047	15,357	18,799	

PROSPECT NOTES TO THE ACCOUNTS

Year Ended 31 December 2010

11. GENERAL FUND	2010 £'000	2009 (excluding Connect) £'000
Balance at 1 January	25,907	27,452
Transfer of engagements (Connect)	1,574	—
Surplus for the year	182	1,601
FRS17 movement	1,143	1,800
Actuarial gain/(loss)	3,935	(5,100)
Transfer of engagements (ALAE)	—	154
	<hr/>	<hr/>
Balance at 31 December	32,741	25,907
Represented by: Prospect General Fund	32,540	28,607
Pension Scheme Surplus/(Deficit)	201	(2,700)
	<hr/>	<hr/>
	<u>32,741</u>	<u>25,907</u>

12. NET CASH INFLOW FROM OPERATING ACTIVITIES

	2010 £'000	2009 (excluding Connect) £'000
Surplus for the year:		
General fund	182	1,601
Political fund	33	26
Investment income	(345)	(285)
Rent receivable	(224)	(194)
Depreciation	479	487
Decrease in provision on investments	(297)	(677)
Loss on disposal of fixed assets	(2)	4
(Profit)/Loss on disposal of investments	(129)	62
Movements in:		
Sundry debtors and prepayments	(547)	(183)
Sundry creditors and accrued expenses	534	(54)
	<hr/>	<hr/>
Net cash (outflow)/inflow from operating activities	<u>(316)</u>	<u>737</u>

13. DECREASE IN CASH

	At 1 January 2010 £'000	Cashflow £'000	At 31 December 2010 £'000
Cash at bank	948	239	1,187
	<hr/>	<hr/>	<hr/>

14. CONTINGENT LIABILITIES

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

15. TRANSFER OF ENGAGEMENTS (Connect)

This arose from the merger by transfer of engagements of Connect to Prospect on 1 January 2010.

PROSPECT NOTES TO THE ACCOUNTS

Year Ended 31 December 2010

16. STAFF PENSION SCHEME

The union currently operates two defined benefit pension schemes (Prospect and Connect) for its employees and officials. The assets for both are held in trustee administered funds separate from the union's finances. This note sets out the pension cost information required for Prospect to meet its pension obligations as specified under Financial Reporting Standard 17 (Retirement Benefits). The accounting date to which these disclosures relate is 31 December 2010.

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 2010.

The Connect Pension Scheme (CPS) assets are all invested in a policy of insurance ie 100% 'Other'. 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 with the policy at the valuation date.

The last full actuarial valuation of the pension schemes was carried out using the projected unit method on 1 July 2008 for the Connect scheme (showed an actuarial deficit of £1,341,000) and 31 December 2008 for the Prospect scheme (showed an actuarial deficit of £12,500,000). The next full valuation is scheduled for 30 June 2011 for the Connect scheme and 31 December 2011 for the Prospect scheme.

Regular employer contributions to the Prospect scheme in 2011 are estimated to be £2.2m including deficit contributions and £351,000 to the Connect scheme.

The pension charge for the year was as follows:

	PPS		CPS	
	2010 £'000	2009 £'000	2010 £'000	2009 £,000
	2,392	1,517	328	307

There were no contributions outstanding at the year end.

The main financial assumptions used were:

	PPS		CPS	
	2010 %	2009 %	2010 %	2009 %
Rate of increase in pensionable salaries	4.0	4.5	4.0	3.8
Rate of increase in pensions in payments	3.5	3.3	5.0	5.0
Discount rate for scheme liabilities	5.8	6.0	5.8	6.2
Rate of inflation	3.5	3.3	3.5	3.3

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 60 will live on average for a further 26.5 years if they are male and for a further 28.6 years if they are female. For a member who retires in 2020 at age 60 the assumptions are that they will live on average for a further 27.2 years after retirement (28 years in Connect pension scheme) if they are male and for a further 29.5 years after retirement if they are female (30.3 years in the Connect pension scheme).

PROSPECT NOTES TO THE ACCOUNTS

Year Ended 31 December 2010

16. STAFF PENSION SCHEME (continued)

Net assets of the scheme

The net pension assets recognised in the union's balance sheet as at 31 December 2010 are as follows:

	PPS		CPS	
	2010 £'000	2009 £'000	2010 £'000	2009 £,000
Equities	26,300	20,900	—	—
Government bonds	25,600	23,400	—	—
Corporate bonds	—	—	—	—
Cash/other	4,700	5,800	7,979	7,187
Total market value of assets	56,600	50,100	7,979	7,187
Present value of liabilities	(53,500)	(52,800)	(10,878)	(9,364)
Scheme surplus/(deficit)	3,100	(2,700)	(2,899)	(2,177)
	=====	=====	=====	=====

The expected long-term rate of return was:

	PPS		CPS	
	2010 £'000	2009 £'000	2010 £'000	2009 £,000
Equities	8.00	8.25	—	—
Property	7.25	—	—	—
Government bonds	4.10	4.50	—	—
Corporate bonds	5.00	5.30	—	—
Cash/other	1.40	1.00	5.7	5.7

Analysis of FRS17 movement:

	PPS		CPS	
	2010 £'000	2009 £'000	2010 £'000	2009 £,000
Current service cost	(700)	(600)	(216)	(111)
Past service cost	—	—	—	—
Contributions	2,400	2,700	328	307
Return on scheme assets	2,600	2,300	421	372
Interest on scheme liabilities	(3,100)	(2,600)	(590)	(504)
Net finance cost	(500)	(300)	(169)	(132)
FRS17 movement	1,200	1,800	(57)	64
Actuarial gain/(loss)	4,600	(5,100)	(665)	(389)
	5,800	(3,300)	(722)	(325)
FRS17 asset/(liability) brought forward	(2,700)	600	(2,177)	(1,852)
FRS17 asset/(liability) carried forward	3,100	(2,700)	(2,899)	(2,177)
	=====	=====	=====	=====

PROSPECT NOTES TO THE ACCOUNTS

Year Ended 31 December 2010

16. STAFF PENSION SCHEME (continued)

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

	PPS		CPS	
	2010 £'000	2009 £'000	2010 £'000	2009 £,000
Actual return less expected return on pension scheme assets	2,900	2,800	(32)	720
- As percentage of year-end scheme assets	5.42%	5.59%	(0.40%)	10.01%
Experience gains and (losses) arising on the scheme liabilities	—	—	—	—
- As percentage of present value of year-end scheme liabilities	(0%)	(0%)	(0%)	(0%)
Changes in assumptions underlying the present value of the scheme liabilities	<u>1,700</u>	<u>(7,900)</u>	<u>(633)</u>	<u>(1,109)</u>
ACTUARIAL GAIN/(LOSS) RECOGNISED	<u>4,600</u>	<u>(5,100)</u>	<u>(665)</u>	<u>(389)</u>
- As percentage of present value of year-end scheme liabilities	8.59%	(9.6%)	(6.11%)	(4.15%)

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

	PPS		CPS	
	Year ended 31/12/10 £'000	Year ended 31/12/09 £'000	Year ended 31/12/10 £,000	Year ended 31/12/09 £,000
Opening defined benefit obligation	52,800	43,400	9,364	7,742
Current service cost	700	600	216	111
Interest cost	3,100	2,600	590	504
Contributions by scheme participants	300	300	88	92
Actuarial losses/(gains) on scheme liabilities	(1,700)	7,900	633	1,109
Net benefits paid out	(1,700)	(2,000)	(13)	(194)
Past service cost	—	—	—	—
Closing defined benefit obligation	<u>53,500</u>	<u>52,800</u>	<u>10,878</u>	<u>9,364</u>

Changes to the fair value of scheme assets during the year

	PPS		CPS	
	Year ended 31/12/10 £'000	Year ended 31/12/09 £'000	Year ended 31/12/10 £,000	Year ended 31/12/09 £,000
Opening fair value of scheme assets	50,100	44,000	7,187	5,890
Expected return on scheme assets	2,600	2,300	421	372
Actuarial gains/(losses) on scheme assets	2,900	2,800	(32)	720
Contributions by the employer	2,400	2,700	328	307
Contributions by scheme participants	300	300	88	92
Net benefits paid out	<u>(1,700)</u>	<u>(2,000)</u>	<u>(13)</u>	<u>(194)</u>
Closing fair value of scheme assets	<u>56,600</u>	<u>50,100</u>	<u>7,979</u>	<u>7,187</u>

PROSPECT NOTES TO THE ACCOUNTS

Year Ended 31 December 2010

16. STAFF PENSION SCHEME (continued)

History of experience gains and losses

	Year ended 31/12/10 £'000	Year ended 31/12/09 £'000	Year ended 31/12/08 £'000	Year ended 31/12/07 £'000	Year ended 31/12/06 £'000
Experience					
Gains/(losses) on scheme assets – PPS	2,900	2,800	(8,200)	1,900	900
– CPS	(32)	720	(1,932)	(505)	286
Experience					
Gains/(losses) scheme liabilities – PPS	1,600	(2,800)	100	(300)	1,400
– CPS	175	51	(91)	(78)	196

17. COMMITMENTS UNDER OPERATING LEASES

At 31 December 2010, Prospect had annual commitments under non-cancellable operating leases/hire agreements as follows:

	Land & Buildings		Other	
	2010 £	2009 £	2010 £	2009 £
Expiry date:				
Within one year	—	—	—	—
Between one and two years	—	—	—	145,400
Between two and five years	38,004	27,887	—	—
More than five years	35,784	67,339	—	—

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 are the General Secretary.

Name	Position	Details	Amount
P Noon	General Secretary	Salary	£102,996
		Pension contributions	£18,822
		Taxable benefit (car)	£3,432

DECLARATION TO MEMBERS

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

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

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

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

PROSPECT SCHEDULE OF SUBSCRIPTIONS, DONATIONS AND AFFILIATION FEES Year Ended 31 December 2010

AFFILIATION AND MEMBERSHIP FEES	£	DONATIONS AND APPEALS	£
CCSU Departmental	2,137	Civil Service Benevolent Fund	6,850
CCSU National	16,970	DEC Pakistan Floods Appeal	1,000
Confederation of Shipbuilding & Engineering Unions (CSEU)	2,065	Electrical and Electronics Industries Benevolent Fund	6,850
European Federation of Public Service Unions (EPSU)	19,049	Justice for Colombia	2,200
European Transport Federation (ETF)	2,700	Show Racism the Red Card	2,500
General Federation of Trade Unions	15,447	STUC – Better Way	1,000
IFATSEA	1,500	TUC Aid	1,132
International Transport Workers Federation	6,799	TUC Aid – Haiti Earthquake Appeal	1,000
Irish Congress of Trade Unions	5,660	TUC Pride	1,400
Justice for Colombia	1,160	Unions 21	3,000
National Pensioners Convention	1,000	Other donations under £1,000 (22)	4,527
Public Services International (PSI)	47,741		31,459
Scottish TUC	15,298		=====
Trades Union Congress	303,586		
Uni Europa	9,491		
Union Network International	33,967		
Work Foundation	1,741		
Other affiliation & membership fees under £1,000 (16)	4,460		
	490,771		
	=====		

PROSPECT SCHEDULE OF INVESTMENTS

at 31 December 2010

SCHEDULE OF INVESTMENTS AT COST

(a) Equities and Gilts

Managed by Sarasin & Partners

	Cost £'000
448,999 Sarasin Sterling Bond CLS 'B' Inc	429
350 Muzinich Enhances Yield Short Duration Fund	36
30,000 Investec EM LC Debt Inc	34
1,850 Admiral Group plc	18
2,200 Aggreko plc	12
4,250 Amlin plc	15
10,400 Arm Holdings plc	12
1,560 Astrazeneca plc	45
14,655 Barclays plc	53
5,630 BG Group plc	49
1,200 BH Macro Ltd	21
3,310 BHP Billiton plc	51
17,870 BP plc	79
5,680 British Land Co plc	25
36,000 BT Group plc	56
6,810 BTG plc	26
3,000 Cairn Energy plc	12
86,060 Central Rand Gold Ltd	11
11,250 Centrica plc	28
9,700 Ceres Power Holdings plc	18
5,100 Drax Group plc	31
3,800 Enquest plc	1
4,780 Firstgroup plc	19
22,950 F&C Asset Management plc	17
570 Fast Japan Fund –YYen	28
7,700 Fenner plc	8
590 Gold Bullion Securities Ltd	24
5,200 GlaxoSmithKline plc	63
7,579 HSBC Holdings plc	44
6,550 ICAP plc	27
6,900 International Power plc	14
27,000 International Public Partnership Ltd	30
13,200 Invesco Perp UK Smaller Cos	10
4,200 Invensys plc	12
4,522 Jupiter Fund Management plc	9
74,320 Lloyds Banking Group plc	90
904 Lonmin plc	25
6,070 Marks & Spencer Group plc	23
2,240 Pearson plc	15
2,390 Pennon Grp plc	13
3,000 Petrofac Ltd	8
1,652 Premier Oil plc	15
4,510 Prudential plc	21
8,862 PSION plc	14

1,585 Rotork plc	12
1,660 Royal Dutch Shell plc – B shares	28
380 Sabmiller plc	8
2,161 Shire plc	17
1,670 Smiths Grp plc	17
3,180 St James Place plc	8
12,250 Thomas Cook Group plc	26
4,000 Tesco plc	13
4,800 3I Group plc	13
26,700 3I Infrastructure plc	26
2,100 Ultra Electronics Hldgs plc	22
2,400 United Utilities Group plc	13
2,140 Victrex plc	12
33,110 Vodafone Group plc	60
5,620 Xstrata plc	46
	1,912

Managed by Rathbones

40,000 2.5% IL Treasury Stock 26/07/2016	111
100,000 6.0% Barclays Bank plc Var Pref 2017	97
1,900 ABB Ltd	25
75,000 Artemis Fund Managers	57
1,848 BG Group plc	20
5,000 BP plc	25
20,000 BNY Mellon Asset Mgmt	22
12,486 Centrica plc	27
2,600 Close Bros Group plc	20
20,000 Cobham plc	50
757 Ferox Capital Mgmt	83
85,000 Fidelity Investment Instl UK Corporate Bond	88
16,500 First State Investments	39
6,000 Gartmore European Investment Trust plc	11
2,000 GlaxoSmithKline plc	37
4,000 Henderson Global Technology	21
90,000 Henderson Global Strategic Bond 1 Gross Inc	90
3,500 HSBC Holdings plc	24
220,000 HSBC Inv FDS (UK) FTSE 100 IDX Acc	317
4,500 Inmarsat plc	29
85,000 Invesco Perpetual Fund	92
8,607 International Power plc	21
25,200 Legal & General Group plc	34
100,000 Legal & General UnitTst	65
380,438 Legal & General Unit Trust Mgrs UK Index	439

PROSPECT SCHEDULE OF INVESTMENTS

at 31 December 2010

Managed by Rathbones	Cost £'000	Managed by Newtons	Cost £'000
3,000 Mercantile Investment Trust	15	1,400,736 BNY MFM Ltd Newton Phoenix Income 'B'	1,613
5,000 M&G Securities Ltd	28		
10,000 National Express Group plc	28	Total	8,436 =====
5,784 National Grid plc	22		
1,400 Nokia OYJ Euro	20	SCHEDULE OF INVESTMENTS AT COST	Cost
34 PPL Corp	34	(c) Bank deposits	£'000
15,000 Schroder Oriental Income Fund	15	Sarasin & Partners	122
4,941 Scottish & Southern Energy plc	60	Sarasin & Partners Reserve	990
6,250 Tesco plc	24	Rathbones	3
200,000 Threadneedle Investments UK Corp Bond	95	Anglo Irish Bank	1,500
28,846 3I Infrastructure plc	29	Insight Liquidity Funds	2,146
27,524 UK Commercial Property Trust	27	SWIP	1,040
2,025 Unilever plc	24	Co-op	1,000
30 United Utilities plc	16	Total	6,801 =====
20,000 Vodafone Group plc	27		
10,000 Wincanton plc	27	SCHEDULE OF INVESTMENTS AT COST	Cost
Sub Total	2,335	(d) Unquoted shares	£'000
		Unity Trust Bank plc	100
SCHEDULE OF INVESTMENTS AT COST	Cost	Other	20
(b) Unit Trusts	£'000	Total	120 =====
Managed by Sarasin & Partners			
9,000 First State Inv Asia Pacific B Acc	19	TOTAL COST	15,357 =====
13,300 Gartmore Euro SEL OP-RET-Acc	57		
14,000 Henderson Tr Pacific Inv Tr	9		
5,500 IGNIS Pacific Growth Fund-Inc	8		
17,486 Lazard European Alpha Fund Inst.	39		
18,000 Martin Currie Japan-B-Inc	30		
5,675 Neptune Eurpn Opps-B-acc	20		
5,330 Polar Cap Japan Growth Fund	42		
49,325 Sarasin Agrisar Fund CLS X Inc	47		
275 Sarasin Emergingsar Fund (USD) Dist	25		
9,185 Sarasin CI Equisar Star Global Thematic Fd Acc Units	194		
1,977 Sarasin CI Real Estate Equity (GPP) Inc Units	21		
30,000 Threadneedle Amer-GBP	29		
110,884 UBS US Equity Fund B Accum	82		
	622		
Managed by TU Fund Managers	Cost £'000		
146,696 Trade Union British Trust	726		
1,775,728 Trade Union European Trust	1,228		
	1,954		

PROSPECT BENEVOLENT FUND

Statement of financial activities for the year ended 31 December 2010

	Unrestricted funds 31.12.2010 £	Unrestricted funds 31.12.2009 £
<u>Incoming resources from generated funds</u>		
Voluntary income	21,274	176
Investment income	<u>13,072</u>	<u>14,276</u>
Total incoming resources	<u>34,346</u>	<u>14,452</u>
<u>Resources expended</u>		
Costs of generating funds		
Investment management costs	<u>2,836</u>	<u>2,471</u>
Net incoming resources available	<u>31,510</u>	<u>11,981</u>
Charitable activities		
Welfare	<u>18,993</u>	<u>35,984</u>
Total resources expended	<u>21,829</u>	<u>38,455</u>
Net (outgoing)/incoming resources	12,517	(24,003)
Other recognised gains and losses		
Gains/(losses) on investment assets	<u>37,641</u>	<u>62,246</u>
Net movement in funds	50,158	38,243
Fund balances at 1 January 2010	<u>421,507</u>	<u>383,264</u>
Fund balances at 31 December 2010	471,665 =====	421,507 =====

BALANCE SHEET AS AT 31 DECEMBER 2010

	£	2010	£	£	2009	£
Investments			430,297			397,748
Current assets	42,746			24,396		
Creditors: amounts falling due within one year	<u>(1,378)</u>			<u>(637)</u>		
NET CURRENT ASSETS			<u>41,368</u>			<u>23,759</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			471,665 =====			421,507 =====
Represented by:						
FUNDS						
Unrestricted funds			<u>471,665</u>			<u>421,507</u>
			471,665 =====			421,507 =====

PROSPECT BENEVOLENT FUND

Statement of financial activities for the year ended 31 December 2010

TRUSTEES' STATEMENT ON THE SUMMARISED ACCOUNTS

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

Signed on behalf of Trustees

9 March 2011

N Titchen

A Grey

C Marshall

R Arrowsmith

P Kemball

Auditors' report on the summarised accounts

Auditors' statement to the trustees of the Prospect Benevolent Fund

We have examined the summarised financial statements set out on page 42.

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 9 March 2011.

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 2010.

H W Fisher & Company

Chartered Accountants

Registered Auditor

9 March 2011

PROSPECT BENEVOLENT FUND

Schedule of Investments at 31 December 2010

		HISTORIC COST £	MARKET VALUE £
Managed by Sarasin & Partners Associates			
30,500	5% Treasury Stock 2012	30,567	32,514
82	AEA Technology plc	374	5
17,940	City of London Investment Tr	42,940	50,534
12,400	Fidelity UK Growth-ACC	25,182	34,075
43,900	HSBC Inv OEIC UK G & I-Inc	27,385	27,064
9,600	JPM Premier Eq Growth-A-Acc	30,488	30,816
3,500	JP Morgan Overseas Investment	17,822	30,476
1948.45	M & G UK Growth-GBP-A-Inc	3,164	40,788
246.66	Sarasin CI Equisar Sterling Global Acc Units	4,962	6,160
		<u>182,884</u>	<u>252,432</u>
Managed by Rathbones			
30,000	Artemis Fund Managers High Income Fund	20,895	21,377
200	Astrazeneca plc	7,175	5,844
600	BG Group plc	6,710	7,776
3,700	BNY Mellon Asset Mgmt	3,802	6,365
1,200	BP plc	6,641	5,587
2,200	Carillion plc	5,563	8,457
850	Close Bros Group plc	6,689	7,238
2,150	Cogham plc	5,403	4,375
500	ENI Spa	8,524	7,001
1,600	First State Investments (UK)	3,882	6,076
10,000	Glaxosmithkline Capital 5.25% 19/12/2033	10,295	10,161
500	Glaxo SmithKline plc	9,133	6,200
500	HSBC Holdings plc	3,707	3,256
700	Inmarsat plc	4,508	4,715
2,000	Invista European Real Estate	4,265	530
3,000	Legal & General Group plc	4,422	2,903
15,000	Legal & General Unit Tst	9,927	9,662
1,000	M&G Securities Ltd	5,642	7,126
1,965	National Grid plc	9,389	10,866
450	Scottish & Southern Energy plc	5,838	5,513
1,800	Tesco plc	4,724	7,650
5,769	3I Infrastructure Ltd	5,864	6,923
7,864	UK Commercial Property Trust	7,901	6,468
450	Unilever plc	5,225	8,834
2,625	Vodafone Group plc	8,923	4,352
1,500	Wincanton plc	4,113	2,610
		<u>179,160</u>	<u>177,865</u>
TOTALS		362,044 =====	430,297 =====

IPMS (PROSPECT) EDUCATIONAL TRUST

Balance sheet for year ended 31 December 2010

	2010 £	2009 £
Balance brought forward 1 January 2010	12,221	12,221
INCOME		
Interest	—	—
EXPENDITURE		
Grants	—	—
Balance carried forward 31 December 2010	12,221 =====	12,221 =====
Represented by:	_____	_____
Balance at bank	12,221 =====	12,221 =====

9 EXECUTIVE, OFFICERS AND COMMITTEES

NATIONAL EXECUTIVE COMMITTEE

1 January–4 June 2010

NEC meetings held: 3

Name	Meetings attended
A Bell	1
W Bennett	3
F Brown	2
V Butler	2
D Carty	2
I Clark	3
M Collins	1
C Donaldson	3
A Grey	3
G Henderson	3
N Hope-Collins	3
C Marshall	3
D McGuire	3
A Mooney	2
S Ner	2
D Northcott	3
M Pennycook	3
H Phillips	1
G Potter	3
J Schofield	2
D Simpson	3
N Titchen	2
K Trapp	2
M Upfield	3
A Uppington	0
N Wadge	2
B Worth	3
T Zodiates	3
Retired Members' Group Representatives	
G Perks	3
M Wastall	2

5 June–31 December 2010

NEC meetings held: 4

Name	Meetings attended
F Brown	4
V Butler	3
D Carty	3
I Clark	4
P Clements	3
J Colclough	3
M Collins	3
C Donaldson	4
G Fletcher	4
J Halliday	3
A Grey	4
N Hope-Collins	4
G Henderson	4
C Marshall	3
H Kenny	3
D McGuire	3
S Ner	2
A Mooney	4
P O'Rawe	4
D Northcott	3
D Simpson	4
K Trapp	4
H Phillips	4
M Upfield	4
A Uppington	4
N Titchen	4
B Worth	4
T Zodiates	2
Retired Members' Group Representatives	
G Perks	4
M Wastall	3

PRESIDENTIAL TEAM

1 January–4 June 2010

President

C Donaldson

Vice-President

N Titchen

Deputy Vice-President

A Grey

D McGuire

5 June–31 December 2010

President

N Titchen

Vice-President

A Grey

Deputy Vice-President

C Marshall

D McGuire

OFFICERS

General Secretary

P Noon

Deputy General Secretary

M Clancy

Deputy General Secretary

D Hudd

Deputy General Secretary

L Manasseh

Resource Director

D Pelly

TRUSTEES

1 January–4 June 2010

J Longworth (chair)

M Dhamrait

P Kemball

5 June–31 December 2010

J Longworth (chair)

R Humphreys

P 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 Committee

A Grey (chair)

C Donaldson

G Henderson

N Hope-Collins

C Marshall

D McGuire

A Mooney

H Phillips

D Simpson

T Zodiates

Committee for Organisation, Recruitment and Education (CORE)

Formed by the merger of the Recruitment, Organisation and Members' Services Advisory Committee (ROMSAC) and the Members' Education and Development (MED) Committee

C Donaldson (chair)

S Marston (secretary)

I Clark

P Clements

J Colclough

G Fletcher

J Halliday

D Northcott

Lay representatives

D Charman (Environment, Food and Rural Affairs)

C Collins (HSE Nuclear)

J Davis (Ordnance Survey)

J Henderson (Department for Transport)

A Lawson (Advantage West Midlands)

J Lines (Ordnance Survey)

S Roberts (O2 North West)

B Wakely (Prison Service)

Equal Opportunities

F Brown (chair)

L Manasseh (secretary)

M Collins

H Kenny

S Ner

P O'Rawe

H Phillips

B Worth

Lay representatives

S Forde (Environment, Food and Rural Affairs)

L Hibbitt (Ministry of Defence Air)

A Hossain (Valuation Office Agency)

J McGrother (Health and Safety Executive)

S Stelfox (United Utilities)

J Swaney (Scottish Agricultural College)

Health and Safety

V Butler (chair)

M Clancy (secretary)

C Donaldson

N Hope-Collins

K Trapp

Lay representatives

K Evans (Department for Transport)

A Foster (BT Milton Keynes)

C Gourlay (Rosyth Royal Dockyard)

T Mosley (British Energy)

B Pye (Environment, Food and Rural Affairs)

C Richards (Atomic Weapons Establishment)

L Taylor (Ordnance Survey)

T Yates (Joint Nature Conservation Council)

Pensions

D Simpson (chair)

N Walsh (secretary)

F Brown

D McGuire

M Moriarty (Retired Members Group)

S Ner

A Uppington

Lay representatives

B Bennett (Scottish Regional)

G Cairns (NATS)

A Cassy (BT Adastral Park A)

V Fielding (Department for Work and Pensions)

P Mercer (Ordnance Survey)

J Rowlinson (Scottish and Southern Energy)

NUCLEAR DECOMMISSIONING GROUP

I Clark (chair)

A Uppington (vice-chair)

M Clancy (secretary)

D Addison

F Butler

C Cummings

G Ennevor

C Fisher

D Gregory

N Griffiths

R Hill

C Holt

D Hughes

M Hynes

J Jones

R Knight
D Lamb
S Laycock
G McAlpine
G Moorcroft
S Nicholson
S Norris
R Pascoe
A Rigby
B Shepherd
V Stokes
R Taylor
A Wickett
C Wilkins

DEFENCE, MARITIME AND LOGISTICS GROUP

A Grey (chair)
D Northcott (vice-chair)
M Clancy (secretary)
S Barber
W Bennett
R Brown
A Clarke
G Clarke
T Day
J Dockery
R Edwards
D Farrell
S Finney
N Forgham
S Higgins
N Hogg
T James
S Jenkins
M Jordan
B Lewthwaite
J Lush

G Mallalieu
M McKibbens
S Ner
D Pollard
F Pote
M Reading
J Riglar
G Ritchie
G Robinson
N Sadler
D Smith
J Streeter
A Talmage
R Taylor
E Turney
N Wadge
J Warner

BRANCH RULES WORKING PARTY

D McGuire (chair)
R Smith (secretary)
N Hope-Collins
H Kenny
A Mooney

PROFESSIONAL GROUPS

The following groups report to the National Executive Committee:

Health

R Shannon (chair)
G O'Connell (secretary)

Heritage

D Forbes (chair)
A Leighton (secretary)

Librarians and Information Professionals

J Denmead (chair)
P Hill (secretary)

Photographers

P Robins (chair)

A Leighton (secretary)

Science, Engineering and Technology (SET)

N Titchen (president)

M Swift (vice president)

S Ferns (secretary)

A Barnham

A Beckett

D Bennett

W Bennett

A Brannon

P Brough

M Burbage

G Burt

M Collins

J Disbury

R Miles

C Pabla

M Pennycook

S Power

D Roberts

D Simpson

T Simpson

C Wilkins

S Wilson

P Yeomans

T Zodiates

RETIRED MEMBERS' GROUP

National Committee

M Wastall (president)

G Perks (vice-president)

M Clancy (secretary)

A Bavister

R Borthwick

M R Duncalf

M Fitzmaurice

J A Gilthorpe

P M Gilroy

D Halstead

D Harding

E Hayes

A Hedgecock

D Jackson

S Kordys

P Lomasney

M Moriarty

R Morris

A Ruffhead

H Sharrock

P J Welbank

A B S Welch

J Welsh

PROSPECT BRANCHES

As at 31 December 2010

Code	Name
M187	ADAS
M235	Advantage West Midlands
J180	AEA Technology
J024	Agriculture and Horticulture Development Board
A011	Air Traffic Systems Specialists
K405	Alstom
K026	AMEC Power & Process Europe (UK)
K167	Aqumen Services
F181	Archaeologists
A233	Aspentech
M258	Association of Guernsey Civil Servants
H286	Association of Licensed Aircraft Engineers
J285	Atlas Elektronik UK
J124	Atomic Weapons Establishment
E217	Atos Origin
M061	Audit Commission Staff
A204	Aviation
A182	BAA
M176	Babcock HCS
K283	Babcock International Group
S219	Babcock Marine
A276	BAE Surface Ships
K133	BAE Systems - Global Combat Systems
J295	Balfour Beatty Workplace
M198	Big Lottery Fund (NOF)
H002	Biotechnology and Biological Sciences
E042	British Board of Agrément
F457	British Energy
F006	British Library
A043	British Maritime Technology
F192	British Museum
E214	British Veterinary Association
E200	Building Research Establishment
K291	Buying Solutions
A010	CAA General
A012	CAA Safety Regulation Group

Code	Name
J015	CAB International
E069	Cabinet Office/Treasury
S454	Cable and Wireless
J191	Canberra UK
H086	Cangen Treftadaeth Cymru/Wales Heritage
A166	Carillion Services
K431	CE Electric UK
M455	Central Networks
E044	Central Office of Information
K410	Centrica
J249	Civil Nuclear Police Authority
K275	Cobham Defence
J045	Commonwealth War Graves Commission
K250	Computer Sciences Corporation
K160	Countryside Council for Wales
A242	Debut Services
C264	Defence Acquisition and Maritime (South)
C202	Defence Science and Technology Laboratory
C236	Defence Support Group
C112	Defence Training and Education
E064	Dental Reference Service
E018	Department for Business, Innovation and Skills (BIS)
E017	Department for Children, Schools and Families
E001	Department for Environment, Food and Rural Affairs
E188	Department for Transport
E145	Department for Work and Pensions
E274	Department of Communities and Local Government
E063	Department of Health
E279	Department for Energy and Climate Change
H132	Devonport Royal Dockyard
H254	Diamond Light Source

Code	Name	Code	Name
S282	Dounreay	K281	Low Level Waste Repository – Drigg
K404	Drax Power	K408	Magnox Nuclear
E078	DTI Insolvency Service	K424	Manx Electricity Authority
K414	EA Technology	K251	Menter Mon
F416	EDF Energy	H115	Met Office
K459	Electricity North West	F070	Metropolitan Police
H174	Engineering and Physical Sciences Research Council	C104	MOD Air
F194	English Heritage (RCHME)	C263	MOD Central
H164	Environment Agency	C143	MOD Defence Estates
M436	E.On UK	C105	MOD Fire Service Officers
K262	ESR Technology	C092	MOD Information Systems and Services
A243	Flagship Training	C239	MOD Land
C128	Foreign and Commonwealth Office (HQ)	C094	MOD (Navy) Scotland
M185	Forensic Science Service	F025	Museum of London
S019	Forestry Commission	M197	Museums Libraries and Archives Council
K417	Freedom	F241	National Archive
J004	Fusion Energy	S230	National Galleries of Scotland
B130	GCHQ	F260	National Gallery
E003	GE Healthcare Biosciences	M429	National Grid
A294	GIP Gatwick	A430	National Inspection Council
S162	Glasgow Prestwick International Airport	S232	National Library of Scotland
E062	Government Actuary's Department	F212	National Maritime Museum
M419	Guernsey Electricity	E156	National Measurement Office
K050	Health and Safety Executive	F189	National Museum for Science and Industry
A027	Health Protection Agency	K158	National Museums Liverpool
S227	Highlands and Islands Airports	S231	National Museums Scotland
S226	Historic Scotland	K008	National Nuclear Laboratory
F065	Home Office	J155	National Physical Laboratory
J022	HR Wallingford	H220	National Trust
K046	HSE/Nuclear Installations Inspectorate	S205	National Trust for Scotland
H111	Hydrographic Office	M151	National Unilever Managers Association
K255	Iggesund Paperboard	A010	NATS Air Traffic Control Officers
F221	Imperial War Museum	H028	Natural Environment Research Council
K458	Intergen (UK)	F007	Natural History Museum
K423	International Power	K273	Nord Anglia
A165	Interserve	S225	Northern Lighthouse Board
J259	Inutec	M245	Nottingham East Midlands Airport
K137	Isle of Man Government Officers Association	K257	Nuclear Decommissioning Authority
M290	Jersey Civil Service Association	J211	Nuvia
M425	Jersey Electricity	E077	Ofcom
E238	JNCC	H072	Office for National Statistics
J173	Johnson Controls	K267	Office of Rail Regulation
F203	Justices' Clerks/Chief Executives	A073	Ordnance Survey
K432	Killingholme Power (Centrica)	H150	Ortho-Clinical Diagnostics
A153	Laboratory of the Government Chemist	K030	Overseas Contract Teachers and Advisers
K268	Land Instruments	E074	Parliamentary
A240	Landmarc Support Systems	K256	Peel Holdings Airport
P271	London Fire and Emergency Planning Authority	S437	Premier Power
F068	London Magistrates' Clerks Association	F186	Prison Service
E428	London Waste	J172	QinetiQ
		H292	Quotient Bioresearch
		E041	RAGT (formerly Plant Breeding Institute)

Code	Name
E195	Regional Development Agencies
A456	Rolls Royce
S131	Rosyth Royal Dockyard
K248	Royal Armouries
E032	Royal Botanic Gardens
S229	Royal Botanic Gardens Edinburgh
S224	Royal Commission on the Ancient and Historical Monuments of Scotland
H033	Royal Mint
J289	RSRL
H422	RWE npower
H035	Science and Technology Facilities Council
S409	Science Applications International Corporation
S177	Scottish Agricultural College
S438	Scottish and Southern Energy
S037	Scottish Government
S161	Scottish Natural Heritage
S206	Scottish Parliament
S440	Scottish Power
S228	Scottish Prison Service
S036	Scottish Research Establishments
K280	Sellafield
J929	Serco FSE/PME
J261	Serco General
K210	Serco Technical Consulting Services
J099	SERCO/Denholm Marine Staffs
F208	Serious Fraud Office
C088	Services Sound and Vision Corporation
S460	SONI
F247	Tate Gallery
F021	The Stationery Office
E201	Transport for London
J234	Transport Research Laboratory
E039	Trinity House
F040	Trustee Museums and Galleries
S154	TUV NEL
A190	UK Accreditation Service
J288	UK Atomic Energy Authority
H079	UK Intellectual Property Office
A196	Unicorn/Babcock
K447	United Utilities
F269	Universities UK
A031	University of Greenwich
K178	Urenco Chemplants
E067	Valuation Office Agency
S277	Vector Aerospace
K434	Veolia
F213	Victoria and Albert Museum
S449	Viridian
A199	Vosper Thornycroft
A450	Vosper Thornycroft (ex-EMA members)
H246	Wales Audit Office

Code	Name
H087	Welsh Assembly Government
H451	Western Power Distribution
K284	Westinghouse
A085	WRc
A169	WS Atkins
K218	Yorkshire Forward

REGIONAL BRANCHES

K272	Isle of Man
R306	London and South East
R301	Midlands
R303	North West/North Wales
R302	North East
R304	Northern Ireland
R305	Scotland
R307	South West/South Wales
R308	Virtual

RETIRED MEMBERS GROUP AREAS

D330	AGCS Retired Members
D326	Avon Valley
D321	Central Southern
D316	Cheshire, Manchester, Merseyside, Deeside, Isle of Man
D317	East Anglia
D318	East Midlands
D323	London Central
D314	North East
D313	North West
D312	Northern Ireland
D329	Overseas
D309	Scotland North
D310	Scotland South
D325	South East England
D322	South East Midlands
D327	Southern
D328	South West
D320	South West Midlands
D324	Thames Valley
D311	Wales
D319	West Midlands
D315	Yorkshire

2010 PAY SETTLEMENTS NEGOTIATED BY PROSPECT

SETTLEMENT		
Employer	Date	Amount (%)
Accenture Business Support Services	1/9/10	2.50
Accenture HR Services	1/9/10	2.50
Accenture Learning	1/9/10	2.50
AES Ballylumford	1/4/10†	0.00
Airwave	1/3/10	2.50
Aspentech	1/7/10	3.30
ATOS Healthcare	1/7/10	2.00*
BAA	1/1/10	2.00
Babcock BES (Rosyth Royal Dockyard)	1/4/10†	6.90
Bae Land Systems Munitions	1/1/10	2.00
BAE Systems Land Systems Weapons & Vehicles	1/1/10	2.00
British Energy - Eggborough Power Station	1/4/10†	2.50
British Energy Generation	1/7/10	2.00
British Veterinary Association	1/7/10	2.00
Cabinet Office	1/8/10	1.90*
Cable and Wireless Channel Islands	1/7/10	3.40
Canberra UK	1/4/10	2.00
Centrica Energy Operations	1/4/10†	4.30
Chatham House	1/10/10	3.00
Cobham Defence	1/4/10	2.00
Defence Science & Technology Laboratory	1/6/10	1.74
Dental Reference Service	1/4/10	1.00
Department for Children, Schools and Families	1/4/10†	5.30
Department for Transport	1/8/10	3.70*
Department for Work and Pensions	1/7/10	0.00*
Department of Health	1/8/10†	3.68
Devonport Royal Dockyard	1/10/10†	5.20
Diamond Light Source	1/10/10†	Restructuring
Drax Power	1/4/10†	2.70
EnergySolutions Magnox Electric North	1/4/10†	1.80
EnergySolutions Magnox Electric South	1/4/10†	1.80
Environment Agency	1/7/10	0.00

SETTLEMENT		
Employer	Date	Amount (%)
FCO Services	1/4/10	0.00*
Flagship Training	1/8/10	1.25
Flybe	1/6/10	2.00
Food Environment Research Agency	1/7/10	0.00*
Foreign and Commonwealth Office	1/4/10†	3.50
Forensic Science Service	1/9/10	0.00
Forestry Commission	1/10/10†	3.50*
Health and Safety Executive	1/10/10†	2.00
Highways Agency	1/8/10†	4.34
Historic Scotland	1/8/10†	3.87*
House of Commons	1/4/10†	3.95
House of Lords	1/4/10	0.00*
KCOM Group	1/7/10	5.10
Kilroot Power Station	1/1/10†	3.00
Landmarc Support Services	1/4/10	1.50
London Waste	1/1/10	2.00
Low Level Waste Repository	1/4/10	3.00
Maritime and Coastguard Agency	1/8/10	0.00*
Ministry of Defence	1/8/10†	3.71
National Galleries of Scotland	1/8/10†	2.17
National Library of Scotland	1/8/10†	3.00
National Maritime Museum	1/4/10	2.00
National Museums of Scotland	1/8/10†	3.20
National Nuclear Laboratory	1/4/10	1.25
National Physical Laboratory	1/4/10	2.00
National Trust (England)	1/4/10	3.00
Natural England	1/7/10	2.49
Natural Environment Research Council	1/6/10	0.40
Nord Anglia Harrogate	1/1/10	2.50
Northern Ireland Electricity	1/4/10†	4.90
O2	1/3/10	1.25
Ofcom	1/7/10	0.00*
Ordnance Survey	1/8/10†	0.00*
Ortho Clinical Diagnostics	1/3/10	2.40
Patent Office	1/8/10	0.00*
Research Councils	1/7/10	0.40
Rolls-Royce MES	1/3/10	2.00

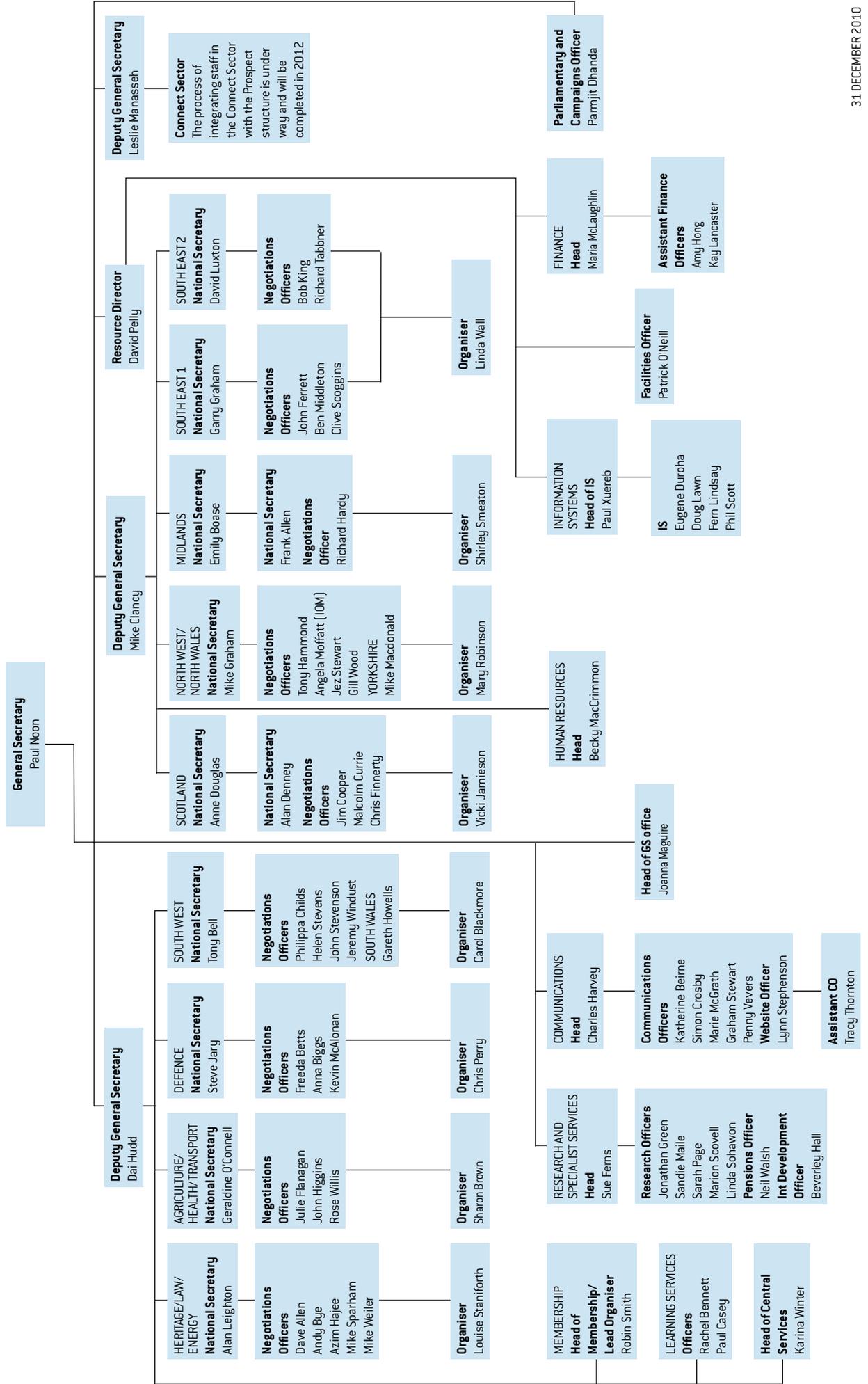
SETTLEMENT		
Employer	Date	Amount (%)
Royal Botanic Gardens (Edinburgh)	1/8/10	1.95
Royal Commission on the Ancient and Historical Monuments of Scotland	1/8/10†	4.50
Royal Parks	1/9/10	0.00*
RWE Innogy	1/7/10	1.50–4.00*
Science Applications International Corporation	1/8/10	2.00
Scottish and Southern Energy	1/4/10†	3.25
Scottish Criminal Cases Review Commission	1/8/10†	3.75
Scottish Government	1/8/10†	4.50
Scottish Natural Heritage	1/8/10†	3.00
Scottish Parliament	1/8/10†	1.50
Sellafield	1/4/10†	4.90
Serco DSTL FM Services	1/4/10	1.50
Springfields Fuels	1/4/10	1.10
System Operators Northern Ireland	1/4/10	4.30
Telereal Trillium	1/7/10	3.20
Transport for London	1/4/10†	4.70
Transport Research Laboratory	1/7/10	3.00
Trinity House	1/8/10	2.00
UK Accreditation Service	1/4/10	2.00
Vehicle and Operator Services Agency	1/8/10	0.00*
Vosper Thornycroft - Arborfield	1/8/10	1.25*
VT Bordon	1/8/10	1.25

* *imposed pay settlement*

† *multi-year deal*

AVERAGE INCREASES (%)	
Overall average	2.41
Private sector	2.56
Public sector	2.20

PROSPECT STRUCTURE



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