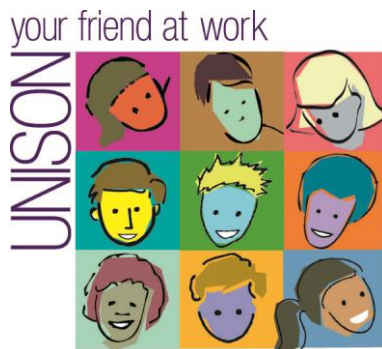




# UNISON - FAREHAM BRANCH 2016/17 ANNUAL REPORT

[www.farehamunison.org.uk](http://www.farehamunison.org.uk)



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## Executive Summary – Charlie Dacke

The last year has been incredibly positive for the Branch, as we continue to grow in numbers and have more committee members than we have for a long time. I am particularly pleased that a number of our new committee members are young members. We still struggle to recruit young people into our movement and this is something that we are working hard on changing, as they will continue to play a vital role in the movement in future years. Our new young committee members are excited and enthusiastic, and along with us older members of the Branch, we are keen to grow and modernise the Branch. To that extent, I try to send any interested members on valuable training courses, which do not only help the Branch develop, but helps individuals to grow.

We do still face some challenges. Within the workplace, many of us are under increasing pressure with heavy workloads and a lack of resources. We have noticed higher levels of sickness due to stress related issues, and we have questioned the employer on how they will continue to respond to this. The restructures that have taken place across the organisation due to financial pressures and also due to the Vanguard Systems Thinking process have been unsettling, and we have been sad to lose some members and colleagues. But we know that Unison's support and involvement has been welcomed by many.

Nationally, pay has not been on the agenda this year as last year, you accepted a two year pay deal. We are starting to consider the claim for next year, and will feed back to you when we receive further information on what that might look like. We are hearing that there are further proposals to change how our pensions are funded, and we will be keeping a close eye on this. We are also facing some of the most challenging times politically across the globe, and it will be interesting to see how the people, and movements for change continue to respond

Lastly, I would like to thank the members of your Branch Executive Committee, past and future, for putting themselves forward for the role and continuing to play an important part in our Branch. In these difficult political times, your courage and conviction is inspiring to me, and to our members. As you know, the Branch appreciates as little or as much as a person can give, and we are all very busy. I am always grateful to you.

**Charlie Dacke**

**Branch Secretary**

## **Objective 1: Recruiting, Organising, Representing Members and Retaining Members**

### **Recruitment**

The Branch was able to hold an event in October outside the Civic Offices. Regional Officers attended and were able to speak to a number of staff passing by. The Branch must continue to recruit new members and retain our existing members as this is what makes us strong. We do find that when we lose members, it is nearly always due to members leaving their employment rather than choosing to leave the Branch. We have been able to produce and distribute a newsletter this year and improve on our electronic communications.

### **Membership Services**

#### **MEMBERSHIP SERVICES OFFICER REPORT**

The period between 09/02/2016 and 08/02/2017 has seen 19 new members join the branch. This is a slight reduction on last year when we had 21 new members.

In addition we have had 2 members who have transferred to Fareham from another Branch compared to 5 members who transferred last year.

Despite the slightly disappointing figures for new members and transfers this year compared to last year, it is good note that only 15 members left the Branch this year compared to 32 in the previous 12 months and 2 members have transferred to other branches (compared to only 3 in 2015/2016).

Of the 15 members who have left the branch in the last 12 months 13 of these have left the Council's employ altogether, 1 has sadly passed away and only 1 person has chosen to leave the branch, while still working for FBC. This is promising as it indicates that the majority of members recognise the importance of remaining in UNISON and only a minority leave for reasons other than the fact that they are no longer employed by the Council. .

Overall the figures show that there has been an increase in the numbers of joiners this year compared to the number of leavers. As in previous years we need to continue to work hard to retain existing members, including retired members as well as endeavouring to recruit new members whenever possible.

**Karen Brett**

**Membership Services Officer**

### **Young Members**

#### **YOUNG MEMBERS OFFICER REPORT**

2016 was a positive year in terms of drawing more attention to our Branch and growing our membership. I am very pleased that we have managed to recruit some new members. In the last year I have completed my Stewards Training; attended Regional Women's Forum and attended National Women's Conference. I feel that this has had a hugely positive impact on my confidence as

an individual and in turn makes me feel more confident in supporting/advising our members. In 2017 I intend on carrying out more training; more activism and hopefully encouraging more young members to join our union and take part in training themselves. Unison has given me so much more than just a trade union 'insurance policy' in the workplace, it has enabled me to develop myself and I want our members to feel that as well. I want to continue to advocate training and networking for our young members which I am hoping will encourage a growth in our membership.

**Pearl Gillies**

**Young Members Officer**

## Retired Members

### RETIRED MEMBERS GROUP REPORT

The Retired Members' group continues to meet on a bi-monthly basis, and our meetings give us a chance to catch up on current news of friends and colleagues. Attendance has varied between 9 and 25 with an average attendance of 22, which is about 30% of our retired members, and we would be pleased to welcome more of our retired members to our meetings.

At last year's AGM, John and Malc were elected as Secretary of the group on a job-share basis. Malc has been able to attend most of the Branch Executive Committee meetings this past year, helping us to maintain a link between the retired members and the working members of the branch.

We have had an interesting programme of speakers in the last year. In March, Peter Wyles gave an interesting talk on the subject of 'The Ark before Noah', in which he demonstrated the historical evidence for some kind of Ark, drawn from a number of different sources. In May, Madeline Close from Hampshire Healthwatch, came to update the group on progress in this area of concern. A number of our members took away survey forms to enable them to report how things are at their local surgery.

In July, we had a social gathering without a speaker. This was poorly attended but there were a number of factors which led to this. In September, Rona Doyle came to give a very entertaining talk about her experiences as a guide at Stansted House, East Sussex, entitled 'Stories of a Stansted Maid.' She brought with her a number of items and after asking the group to suggest their purpose, she shared some of the suggestions made by visiting school parties, which were highly amusing. This was one of the best meetings we had last year.

In November, David Francis, an expert on the life and works of Gilbert and Sullivan, gave us a brief history of their partnership and their collaboration with Richard D'Oyly Carte, which he illustrated with musical excerpts from their works. And finally, in January 2016, Malc gave us one of his legendary music quizzes, which focused on the music of the 1960s and was enjoyed by one of our best attendances of the year, despite the weather.

We did try to arrange some outings for members of the group this year. The first one, to the Watercress Line heritage steam railway, was very poorly attended, although much enjoyed by those who did go (4 of us in total) and there was little enthusiasm for the next planned visit, to the Tolpuddle Martyrs' Museum in Dorset, so the trip was cancelled.

Thanks as always go to Pat Longstaff and Joy Grace who provide tea/ coffee and biscuits at every meeting.

This year we changed the time and venue for our Christmas meal. Having previously been to the Bowling Club in the evening, we went instead to the Lysses Hotel for a Christmas lunch. This was well supported, and the food and service were of a good standard.

Elaine Emery again attended the South East Region Retired Members Group AGM in London as a representative for the group, and our thanks go to Elaine not just for attending but also for producing a report of the meeting which has been shared with the members.

We have an email contact list of retired members which numbers 56 and we send out an email reminder just before each meeting and a newsletter after each meeting. We are also able to share with these members the periodic email newsletter from the National Pensioner's Convention to which the branch is affiliated.

We have a full programme of speakers booked for the remainder of the calendar year, which promises to be equally interesting and entertaining. The venue is Holy Trinity church hall in West Street, Fareham. The meetings begin at 11:00 and we usually finish by 12:30. We would be pleased to welcome new members into the Retired Members group, so if anyone is leaving Fareham Borough Council this year, we would encourage you to consider taking out Retired Membership. An application form is available from our Branch Secretary and we hope you will consider it well worth joining.

**John Upton and Malc Stevens**

**Joint Retired Members' Secretaries**

## **Objective 2: Negotiating and Bargaining on behalf of Members and Promoting Equality**

### **Equal Pay, Job Evaluation & Appeals**

Charlie Dacke, Annie Britton and Jenny Moses are the trained Unison representatives able to sit on JE panels. A number of Jobs were evaluated this year due to restructures and changes to posts. The employer has proposed a cut down method of evaluating jobs, but Unison will insist on continuing to be involved in the JE process. In April this year, 3 new Unison representatives will be trained on the Greater London Job Evaluation scheme. A group of members were successful this year in a grading appeal.

### **Joint Consultative Committee (JCC)**

The branch representatives on the Joint Consultative Committee have been consistent this year, including Charlie Dacke, Lee Sprake and Rob White. Matters which have been subject of discussion and negotiation in that forum have included; Job Evaluation, Vanguard, Monitoring of staff and Sickness Absence.

The Branch has continued to benefit from the assistance and advice of our Regional Officers, although we were sad to hear that our Regional Organiser Andy Straker was taken very ill last year

and is still having tests and treatment. The Officers have provided support and advice at the Joint Consultative Committee meetings, to the Branch Executive and to members on grievance and other personal work matters. Another regional restructure will take place shortly. In addition, we have had a lot of support with producing materials and organising events from Area Organisers producing promotional materials and helping to hold a Branch event in the autumn.

## Equalities

### **EQUALITIES OFFICER REPORT**

I was approached to join Unison & was very keen to do so when I saw the post of equalities was vacant; a position I feel is vital. I was nominated and accepted in the role at our annual AGM meeting in 2016.

No reported instances have occurred to members during my time and none to potential-members, which may have led to recruitment if show the support we can offer.

I attended training in May to further understand the issues that protected characteristic members could face & how to deal with and prevent them. From this I felt a wider understanding of the protected groups is needed by all.

My only other activity was to try and push some agendas by our acting Equalities Officer in the building & try and make apparent my presence on these issues. Updated equalities monitoring is on the horizon for our employees. Work had been carried out to see how our services of the council affect equalities amongst our customers rather than a focus on our employees, something I welcome, as long as no less attention is being spent on equalities within our branch.

**Chris Motherwell**

**Equalities Officer**

## Casework

Throughout the year the branch has continued to represent members for various issues including; sick reviews, investigatory meetings, work related issues and restructures resulting in redundancies. The branch urges any member to contact their floor rep or the Branch for any help, guidance or assistance that they require. When members are called to meetings with Management and a Personnel representative it is important not to forget the UNISON steward, it is always better to involve UNISON at the outset rather than waiting until a matter perhaps becomes more serious. By raising issues with your Steward or the Secretary the Branch Executive can discuss the problems and hopefully try and resolve them amicably to the benefit of all parties concerned.

Fareham UNISON is committed to helping its members and to have a good working relationship with Management, we would far rather be involved with things at an early stage than being consulted when decisions have already been made.

## Health & Safety

### HEALTH & SAFETY REPORT

My first year as health and safety secretary has been a busy one. I have attended corporate health and safety meetings and even managed to get a few issues resolved through this platform. One of which was an issue with the green panic button at reception. There was an issue with the button where if others were still logged on the button wouldn't be available, also there had been at least one incident where the button had been pressed but no one had responded. I spoke to the members and potential members involved and then took this to the corporate health and safety officer. An investigation took place and found that with all the floor moves, the links to the button hadn't been replaced. This has now been rectified along with the button not being available when other people hadn't logged off. There is also now regular testing of the button in place as a result of this.

During my first walk around with the corporate health and safety officer at the parking office, we found that one of the fire escapes was inadequate and not operating as it should of been. We have now had an adequate fire escape door fitted leaving everyone working at the officer safer

As you can see positive action can be taken and our employer is willing to work with us on any matters that arise. In fact, Peter Grimwood is eager for this partnership to continue.

I am always available to listen to any concerns or even just ideas that members and potential members may have just drop me an email or give me a call and I look forward to hearing from you in the coming year.

**Lee Sprake**

**Health and Safety Secretary**

### Objective 3: Campaigning and Promoting UNISON on behalf of Members

## International/LGBT

### INTERNATIONAL OFFICER REPORT

I have been a member of unison for some years now and last year I decided that it was time to get more involved, so in August last year I approached Charlie to discuss how I can help.

On 23<sup>rd</sup> August 2016 I was appointed as International Officer and LGBT Officer.

Since then I have attended a 5 day Organising Stewards Course in October and November to learn how best to represent our members and dealing with disciplinary, grievance and equality issues.

I will be looking to do further stewards training later in the year and also any forthcoming LGBT officer training which may be available.

**Andy Lynch**

**International Officer and LGBT Officer**



## Welfare

### WELFARE REPORT

The branch continues to send a small gift, often flowers, and/or a card of good wishes to members that are on long term sick leave or have faced difficult circumstances. The feedback from recipients tells us how welcome these gifts have been, and the knowledge that their colleagues are thinking of them have lifted their spirits. I am pleased to say that the incidents this past year have been thankfully low.

The branch will continue to do this, but does need to be alerted when a member is in need. So should a member in your work area be off for long term or other extenuating circumstances please let me know so I can arrange something for them.

Also available to members and their families are the wide range of various types of welfare support that is available through Unisons main website. There is a whole host of various types of help available from school uniform grants, heating grants, debt advice, respite holidays to full blown financial assistance. Members can access this help directly themselves or come and see me to help access the appropriate team. All information provided or any help received by members is totally confidential, even the branch is not told of any help members have accessed or received.

**Jenny Moses**

**Branch Welfare Officer**

## Social Club

### SPORT & SOCIAL SECRETARY REPORT

I have been Sports & Social Officer this year. The panto this year was Sleeping Beauty and we sold 54 tickets including the tickets we sold linking with Gosport.

Last financial year, some more social events were suggested in an attempt to increase the sustainability for the Social Club. Unfortunately, these did not happen due to lack of interest from members. This financial year, I hope to review the sustainability of the Social Club, as funds have decreased over the last few years. We may have to look at the way we run the monthly draw for Social Club members. It may be we review the frequency of draws and prize funds. I will also be looking at ways to increase the amount of members we have. I welcome all ideas for any social events you may suggest and hope to arrange events such as a Christmas Shopping trip/ Winter Wonderland day out.

**Sarah Bryant**

**Sports and Social Secretary**

## Objective 4: Developing an Efficient and Effective union

### Education & Training

#### EDUCATION OFFICER REPORT

This year I organised an in house training course for our new stewards along with two colleagues from the Portsmouth and Gosport Unison Branch.

This saw Southampton City College come into the Civic offices to deliver training over 5 days so that all our Branch officers and Stewards can now legally represent members and accompany them to meetings with HR and Management.

I have continued to offer support to Members on Floor 5 and have attended as many Branch meetings as workload has allowed.

I look forward to continuing as Education officer if elected.

**Jacqueline McMain**

**Education Officer**

### Communications, Website and Social Media

#### COMMUNICATIONS OFFICER REPORT

Over the past year, I have been focusing on the Online aspects of Communication. Social media is a very powerful tool which has gripped just about everyone with a computer, tablet or smartphone. We now have a new website, Facebook and Twitter Profiles which I hope to develop into an interactive platform for communication between Officers and members.

While work has started on generating a regular newsletter, they are not being produced regularly. Options are being reviewed on how to better manage the workload and combine multiple social media services to ensure the best distribution of information to members and potential members.

Over the next year, I hope to share the role so that our online presence and Newsletters will have equal attention. This would allow for a regular newsletter and permit time to develop more online options such as Officer updates on the website, wider branch specific email and discussion forums/chat facilities. Also, watch this space for online polls and better feedback options to allow our members to have an active part in discussions and raising issues/awareness to both members and officers alike.

**Cian Wagstaffe**

**Branch Communications Officer**

You can access the site at [www.farehamunison.org.uk](http://www.farehamunison.org.uk) There are planned improvements to the site for the coming year and would welcome any member with website skills to assist with the website.

## **Branch Accounts**

### **TREASURERS REPORT**

We continue to maintain the three Branch accounts through Unity Trust Bank;

The Hardship Account which maintains a reasonable balance that can only be used by members in times of strike action.

The Social account is under review currently as monthly subscriptions have fallen, but for the time being it continues to pay out a monthly prize draw and subsidise the Christmas Panto trip.

The General account expenditure over the past two years has exceeded income. In 2016 expenditure has mainly been for officers attending conferences and meetings and training new branch officers and stewards, ensuring your branch officers are up to date with the support and advice they can offer you.

Plus the branch continues to support the Retired Members meetings which take place monthly at the Holy Trinity Church Hall with regular guest speakers providing an insight into interesting and varied topics.

Following the motions carried at National Delegate Conference 2016 regarding sustainable branch resources, head office have asked Branches to carry out a branch review including a submission of a work plan and budget for the coming year. We at Fareham have carried out this exercise which demonstrated a predicted overspend again for 2017.

I am pleased to say we have met the criteria to receive top up funding from the regional pool. The details and amount of this top up is yet unknown but it is brilliant news to see that Head Office recognise and are taking action to address the disparity of finances between branches.

The Branch Accounts are to be found as an appendix 1 to The Annual Report.

**Jenny Moses**

**Branch Treasurer**

### **Attendance at Training Courses**

**The following officers have attended training;**

**Charlie Dacke – Branch Secretary, Regional Women’s Forum**

**Lee Sprake – Branch Chairperson**

**Chris Motherwell – Equalities Officer, New stewards training**

**Cian Wagstaffe – Communications Officer, New stewards training**

**Pearl Gillies – Regional Women’s Forum, New stewards training**

**Jess Wicks - Regional Women’s Forum, New stewards training**

**Rob White – Refresher stewards training**

**Richard Gustar – New stewards training**

**Andy Lynch - New stewards training**

**Rob Eckstein - New stewards training**

## Representatives for Regional Council

The Branch was not represented at Regional Council this year, although Charlie did attend the February 2017 AGM through the regional LGBT group.

## Delegates to National Local Government Service Group Conference June 2015

The Branch was represented by Jenny Moses and Sarah Bryant at Local Government Conference this year.

## Delegates to National Delegate Conference June 2015

The Branch was represented by Lee Sprake, Jess Wicks, Steve Saywell and Charlie Dacke at National Delegate Conference this year.

## Delegates to Regional Local Government Conferences 2015/16

The Branch was represented at the Autumn and Spring Regional Local Government Conference by Richard Gustar.

## Delegate to Women's Conference February 2016

The Branch was represented at Women's Conference by Jess wicks and Pearl Gillies.

## Who's Who

### Branch Officers:

Branch Secretary	Charlie Dacke
Branch Chair	Lee Sprake
Branch Vice-Chair	Jacqueline McMain
Branch Treasurer	Jenny Moses
Health & Safety Secretary	Lee Sprake
Membership Services Officer	Karen Brett
Equalities Officer	Chris Motherwell
Education Officer	Jacqueline McMain
Communication Officer	Cian Wagstaffe
Welfare Officer	Jenny Moses
International Officer/LGBT Officer	Andy Lynch
Sports and Social Secretary	Sarah Bryant
Retired Members Secretary	Malc Stevens/John Upton (job share)

### Stewards/Work Place Contacts:

Ground floor/Floor 1	Charlie Dacke
Floor 4	Vacant
Floor 5	Jacqueline McMain/Sarah Bryant

**Floor 6**  
**Floor 7/8/9**  
**Sheltered Housing Officers**  
**Depot**  
**Depot grounds**  
**Gosport EH**  
**MSCP**  
**Ferneham Hall**  
**Leisure Centre**

**Karen Brett**  
**Jess Wicks**  
**Annie Britton**  
**Rob White**  
**Steve Saywell/Rob Eckstein**  
**Richard Gustar**  
**Chris Blatch-Gainey**  
**Vacant**  
**Vacant**

## **Safety Representatives Contacts:**

**Civic Offices**  
**Sheltered Housing**  
**Depot**

**Vacant**  
**Annie Britton**  
**Rob White/Colin Ellis**

## Attendance at Meetings

	23 Mar	19 Apr	18 May	13 Jun	21 Jul	23 Aug	19 Sep	19 Oct	23 Nov	20 Dec	24 Jan	21 Feb	Total out of 12
Chris Blatch-Gainey	-	X	-	-	X	X	X	-	-	-	N/A	N/A	4
Karen Brett	-	X	-	-	-X	-	-	-	-	-	X	-	3
Annie Britton	-	-	-	-	-	-	-	-	-	-	-	-	0
Sarah Bryant	X	-	X	X	-	-	-	X	-	-	-	-	4
Nick Cutler	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	X	1
Charlie Dacke	X	X	X	X	X	X	X	X	X	X	X	X	12
Rob Eckstein	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	X	X	2
Pearl Gillies	-	-	-	-	-	-	X	X	-	-	X	X	4
Richard Gustar	X	X	-	-	X	X	X	X	-	-	X	-	7
Andy Lynch	N/A	N/A	N/A	N/A	N/A	N/A	X	-	X	-	X	X	4
Jacqueline McMain	-	-	X	-	X	X	X	-	X	-	-	X	6
Jenny Moses	X	X	-	-	-	-	X	-	-	-	-	-	3
Chris Motherwell	-	-	-	X	X	X	-	X	X	X	X	X	9
Steve Saywell	X	X	X	X	X	X	N/A	N/A	N/A	N/A	N/A	N/A	6
Lee Sprake	X	X	X	X	X	X	X	X	X	X	X	-	11
Malcolm Stevens/John Upton	-	X	X	X	X	X	X	X	X	X	X	-	10

<b>Cian Wagstaffe</b>	X	X	X	X	X	X	X	-	X	X	X	X	11
<b>Rob White</b>	X	X	X	X	X	X	X	X	X	X	X	X	12
<b>Jess Wicks</b>	X	X	X	-	X	X	X	X	X	X	X	X	11
<b>Andy Straker/Mike Wilson(RO)</b>	-	-	-	-	-	-	-	-	-	-	X	-	1
<b>Phil Hedges/Julie Murdoch/Elizabeth Wagstaffe/Jenny Mason (AO)</b>	-	-	-	-	X	-	-	X	X	X	X	-	5

*Steve Saywell left FBC in September 2016*

*Chris Blatch-Gainey left FBC in December 2016*

# Appendix 1 – Branch Accounts

## FAREHAM BRANCH

### HARDSHIP ACCOUNT FOR PERIOD ENDED 31 DECEMBER 2016

#### STATEMENT OF INCOME AND EXPENDITURE

2015		2016
	<b><u>INCOME</u></b>	
£10.00	DONATIONS	£0.00
£0.00	GENERAL ACCOUNT PAYMENTS	£0.00
	<b><u>£0.00</u></b>	<b><u>£0.00</u></b>
	<b><u>EXPENDITURE</u></b>	
£0.00	HARDSHIP PAYMENTS	£0.00
	<b><u>£0.00</u></b>	<b><u>£0.00</u></b>
	<b><u>£0.00</u></b> BALANCE	<b><u>£0.00</u></b>

#### BALANCE SHEET

2015		2016
	<b><u>CURRENT ASSETS</u></b>	
£1,065.39	CASH AT BANK	£1,065.39
£0.00	DEBTORS	£0.00
	£1,065.39	£1,065.39
	LESS CURRENT LIABILITIES:-	
	<u>£0.00</u> CREDITORS	<u>£0.00</u>
	<b><u>£1,065.39</u></b>	<b><u>£1,065.39</u></b>
	<b><u>REPRESENTED BY:-</u></b>	
	£1,055.39 ACCUMULATED FUNDS	£1,055.39
	<u>£10.00</u> BALANCE	<u>£10.00</u>
	<b><u>£1,065.39</u></b>	<b><u>£1,065.39</u></b>



**FAREHAM BRANCH**

**SOCIAL ACCOUNT FOR PERIOD ENDED 31 DECEMBER 2016**

**STATEMENT OF INCOME AND EXPENDITURE**

**2015**

**2016**

**INCOME**

£622.00  
£481.50  
£0.00

SUBSCRIPTIONS  
PANTOMIME TICKET SALES  
OTHER

£577.00  
£756.00  
£0.00

**£1,103.50**

**£1,333.00**

**EXPENDITURE**

£468.00  
£440.00  
£280.00  
£0.00

CHILDRENS PANTOMIME  
MONTHLY DRAW  
CHRISTMAS DRAW  
OTHER

£756.00  
£280.00  
£440.00  
£0.00

**£1,188.00**

**£1,476.00**

**-£84.50** BALANCE

**-£143.00**

**BALANCE SHEET**

**2015**

**2016**

**CURRENT ASSETS**

£1,127.03  
£0.00

CASH AT BANK  
DEBTORS

£1,009.03  
£0.00

£1,127.03

£1,009.03

**LESS CURRENT LIABILITIES:-**

**£400.00** CREDITORS  
**£727.03**

**£425.00**  
**£584.03**

**REPRESENTED BY:-**

£811.53 ACCUMULATED FUNDS  
**-£84.50** BALANCE  
**£727.03**

£727.03  
**-£143.00**  
**£584.03**

**FAREHAM BRANCH****GENERAL ACCOUNT FOR PERIOD ENDED 31 DECEMBER 2016****STATEMENT OF INCOME AND EXPENDITURE**

<b>2015</b>		<b>2016</b>
	<b><u>INCOME</u></b>	
£0.00	CENTRAL SUBSCRIPTION INCOME 2015	£0.00
£5,384.40	CENTRAL SUBSCRIPTION INCOME 2016	£4,848.51
£0.00	NOTIONAL HONORARIA INCOME	£0.00
£0.00	RETIRED MEMBERS FEES	£30.00
£0.00	INTEREST ON INVESTMENTS	£0.00
£580.00	RETIRED MEMBERS XMAS LUNCH	£617.00
£0.00	UNEMPLOYED MEMBERS SUBS	£0.00
£0.00	APPRENTICE MEMBERS SUBS	£0.00
£0.00	REFUND - CANCELLED COACH	£0.00
£25.00	OTHER	£0.00
<b><u>£5,989.40</u></b>	<b>ANNUAL INCOME</b>	<b><u>£5,495.51</u></b>
	<b><u>EXPENDITURE</u></b>	
	<b><u>HARDSHIP FUND</u></b>	
<u>£0.00</u>	TRANSFER TO HARDSHIP ACCOUNT	<u>£0.00</u>
<b>£0.00</b>		<b>£0.00</b>
	<b><u>HONORARIA</u></b>	
£0.00	SECRETARY	£0.00
£0.00	TREASURER	£0.00
£0.00	RETIRED MEMBERS SECRETARY	£0.00
<u>£0.00</u>	AUDITOR FEE	<u>£0.00</u>
<b>£0.00</b>		<b>£0.00</b>
	<b><u>ADMINISTRATION</u></b>	
£81.36	POSTAGE/TELEPHONE	£192.22
<u>£0.00</u>	PRINTING/STATIONERY	<u>£0.00</u>
<b>£81.36</b>		<b>£192.22</b>
	<b><u>MEETINGS</u></b>	
£1,588.90	ANNUAL CONFERENCE	£0.00
£563.24	OTHER CONFERENCES	£2,353.05
£272.18	AGM	£192.20
£0.00	REGIONAL COMMITTEES	£0.00
£0.00	OTHER MEETINGS	£0.00
<u>£284.00</u>	RETIRED MEMBERS	<u>£414.73</u>
<b>£2,708.32</b>		<b>£2,959.98</b>
	<b><u>WELFARE</u></b>	
£120.00	OCTOPUS WELFARE LOTTERY	£120.00
£11.48	LEAVING GIFTS	£0.00

<u>£180.97</u>	GIFTS TO SICK MEMBERS	<u>£105.75</u>	
	<b>£312.45</b>		<b>£225.75</b>
	<b><u>EDUCATION</u></b>		
£0.00	HEALTH & SAFETY	£0.00	
<u>£1,333.70</u>	GENERAL EDUCATION & TRAINING	<u>£1,661.76</u>	
	<b>£1,333.70</b>		<b>£1,661.76</b>
	<b><u>OFFICE FURNITURE AND EQUIPMENT</u></b>		
£0.00	COMPUTER	£0.00	
<u>£0.00</u>	PRINTER/COPIER	<u>£0.00</u>	
	<b>£0.00</b>		<b>£0.00</b>
	<b><u>OTHER</u></b>		
£269.56	MARCHES AND RALLIES	£0.00	
£15.00	AFFILIATIONS	£0.00	
£730.00	RETIRED MEMBERS FUNCTIONS	£617.00	
£0.00	EXECUTIVE DINNER	£0.00	
£302.70	DONATION	£100.00	
£0.00	MEMBERS SUBSCRIPTIONS TO HQ	£0.00	
£158.06	Branch Activies	£62.07	
£0.00	WEB HOSTING	<u>£100.00</u>	
<u>£660.60</u>	PROMOTION AND RECRUITMENT	<u>£280.80</u>	
	<b><u>£2,135.92</u></b>		<b><u>£1,159.87</u></b>
	<b>£7,005.70 ANNUAL EXPENDITURE</b>		<b>£6,199.58</b>
<b><u>-£1,016.30</u></b>	<b>BALANCE</b>		<b><u>-£704.07</u></b>

**FAREHAM BRANCH**  
**GENERAL ACCOUNT**

**BALANCE SHEET AS AT 31 DECEMBER 2016**

<b>2015</b>		<b>2016</b>
	<b><u>CURRENT ASSETS</u></b>	
£0.00	DEBTORS	£0.00
£3,889.92	CASH AT BANK	£3,119.75
	<u>£3,889.92</u>	<u>£3,119.75</u>
	£3,889.92	£3,119.75
	<b><u>LESS CURRENT LIABILITIES:-</u></b>	
£449.30	CREDITORS	£383.20
	<u>£3,440.62</u>	<u>£2,736.55</u>
	<b><u>REPRESENTED BY:-</u></b>	
	£4,456.92 ACCUMULATED FUNDS	£3,440.62
	<u>-£1,016.30</u> BALANCE	<u>-£704.07</u>
	<u>£3,440.62</u>	<u>£2,736.55</u>

SIGNED



**J. MOSES HONORARY TREASURER**

"We have examined the books and accounts of the FAREHAM branch UNISON and our my opinion the Balance Sheet and the Income and Expenditure account gives a true and fair view of the financial position of the Branch at 31 December 2016 and of the income and expenditure for the period ended on that date"

SIGNED



**L Arthur HONORARY AUDITOR**

