



prospect

2009

annual report





# annual report 2009

union for  
professionals

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# INTRODUCTION

2009 was a year of significant achievement for Prospect. We successfully took forward a number of union mergers involving Connect, the Association of Licensed Aircraft Engineers and the Jersey Civil Service Association. These are exciting developments which mean that we start 2010 with a total membership of 122,546 and as Britain's fastest-growing union.

Prospect was created in 2001 from the merger of the former Institution of Professionals, Managers and Specialists and the Engineers and Managers Association. Our objective was to create a genuinely cross-sectoral union with no political affiliation, giving the best possible level of representation to professional, managerial and specialist staff on both individual and collective issues. We deliberately created a sectoral structure and set a policy of giving the maximum possible level of delegation to branches on issues relating to employers in order to be attractive to other unions representing specialist grades. We have never aspired to growth for its own sake, but to give the most effective basis for delivering a first-class service to members. Although the process of merger and integration with Connect, ALAE and the JCSA has not been without its challenges, our basic structure allowed us to make swift and steady progress and we look forward to Biennial National Conference in 2010 and seeing the new branches from these areas fully represented.

In 2009 we were also successful in recruiting in areas where we already have recognition. Seven thousand new members joined Prospect last year, 43% of them via the union website. Although job losses and staff reductions in many areas meant that there was a higher than normal turnover, we showed in 2009 that it is still possible to

attract people to the trade union movement. In keeping with the theme of recruiting young members set by the 2008 national conference, a further Young Professionals Convention was held in 2009, including delegates from Connect. A big vote of thanks must go to our branch representatives, organisers and indeed everyone involved in Prospect for achieving such fine results during the year.

This annual report is the main vehicle by which the National Executive Committee, myself and the senior officers account for our stewardship of the union during the last 12 months. It is not intended to be a comprehensive account of all Prospect's work, particularly as the day-to-day responsibility for dealing with employers lies with branches, sectors and groups and they are accountable to you through their own reporting processes. The NEC rarely gets involved in branch or employment issues unless invited to do so, because we believe that the members and representatives in each employment area are best placed to determine their own policies and actions.

The NEC was, however, called on to approve requests to ballot or to authorise industrial action on a record number of occasions during the past 12 months. This is not because we seek conflict with employers, indeed our preferred way of industrial relations is by partnership and agreement. But it is clear that some employers have tried to use the recession and the squeeze on public sector finances to attack terms and conditions and reduce jobs. In many cases members have shown their determination to oppose unjustified or imposed change and on every occasion the branches concerned have received the full and wholehearted support of the NEC.

During the year Prospect continued to play a full role and to engage in policy debate across a wide range of issues. In particular, Prospect's involvement in energy policy included a number of submissions and representations to government in support of a balanced energy policy, including investment in renewables and nuclear new build, and avoiding over-reliance on imported gas and oil. We have argued that the way in which the energy market is currently structured means that there is too much focus on short-term measures, designed to provide the highest possible rate of commercial return for companies and their shareholders rather than the longer-term public interest and the delivery of secure, sustainable and affordable energy supplies. Certainly this argument is now receiving far more attention from the regulator and government and we look for further progress in 2010.

At national level Prospect has been deeply involved in defence policy, and in the spring we held a successful seminar attended by representatives from the main political parties, industry experts and other unions. We have also made major contributions to science policy, aviation policy at national and European level, arts and heritage policy and in other areas. Prospect can rightly lay claim to have given a lead to the British trade union movement on sustainability and climate change issues. This resonates with the concerns of many Prospect members and branches about the dangerous effects of man-made climate change and the need for urgent action in respect of both mitigation and adaptation. Although I was pleased to attend the Copenhagen summit on behalf of Prospect and the TUC, it was a major disappointment that this failed to produce the binding framework for carbon reductions which would limit global warming to no more than 2°C and which is so urgently required.

Prospect recorded a healthy operational surplus during 2009, both before and after investment operations. The end of year accounts show a loss, but it must be stressed that this is after the application of the FRS17 valuation of our staff pension scheme. This is the accounting standard we are required to adopt and showed a

negative movement in the assets against the liabilities of the Prospect pension scheme. The FRS17 valuation is different to the formal valuation of the Prospect scheme, which was conducted in 2009 on the position of the scheme as at 31 December 2008. This showed a significant deficit in the scheme despite previous remedial actions by the NEC and the negotiation of revised arrangements with staff. During the year a revised schedule of repayments was agreed between the trustees of the Prospect pension scheme and Prospect as an employer. This means that we have to budget for deficits in the forthcoming years but Prospect still has a healthy level of assets to underwrite our continuing financial operation.

I would like to take this opportunity to thank everyone who has worked so hard for Prospect during 2009. This includes our representatives at all levels who give up their own time to take part in Prospect activities and to support their colleagues in Prospect campaigns. It also includes the Prospect National Executive Committee, who individually and collectively have always shown an extraordinary level of commitment and energy in support of the union and our members.

Finally, I should like to thank and pay tribute to all Prospect staff, whether as frontline negotiators or organisers, in communications, finance, membership or research and specialist services. It is a real team effort and for so many of us working for Prospect is more than a job. Representatives and full-time staff have the knowledge that working together we make a real difference to the working lives of our members, as well as supporting trade union principles in the UK and internationally.

**Paul Noon**  
**General Secretary**

# 1

# MEMBERSHIP, RECRUITMENT AND ORGANISATION

## RECRUITMENT AND RETENTION

1. Prospect's total and working membership rose again in 2009, following the increase in working membership in 2008. Total membership at the end of 2009 stood at 103,611. The changes on the 2008 figures are shown below:

### 2. Membership

<b>At 31 December 2008</b>	<b>101,979</b>
<b>Plus new members</b>	<b>9,090</b>
<b>Less members died, left or written off</b>	<b>7,458</b>
<b>At 31 December 2009</b>	<b>103,611</b>
<b>Working members</b>	<b>81,255</b>
<b>Retired members</b>	<b>21,232</b>
<b>Unemployed</b>	<b>1,124</b>

3. The total of 6,981 new and reinstated members in existing areas was the highest since 2002. The transfer, following a ballot in favour, of 2,109 members from the

Association of Licensed Aircraft Engineers in November further boosted the new members' figure to 9,090, the highest since Prospect was formed. A chart detailing the monthly figures for 2009 is shown below. Of membership applications in existing areas, 43% (2,998) were made electronically, via the union website.

4. The number of leavers improved greatly in 2009 after the cleansing exercise the previous year. However, the removal of the Gibraltar branch meant there were still more than would normally be expected. If those members are excluded, 6,530 members left Prospect during 2009. The major reasons given for leaving were moves to new employment and retirement.

### MERGERS WITH OTHER UNIONS

5. Throughout 2009 a substantial amount of work was done on a series of mergers and transfers of members from other unions. The most significant initiative was with Connect, the union for professionals in



communications, who opened merger talks with Prospect early in the year. Connect and Prospect had previously enjoyed close working relations because of their compatible membership base and common approach to representation.

**6.** Building on this established relationship, swift progress was achieved in the negotiations and by early summer the National Executive Committees of Prospect and Connect reached agreement to effect the transfer. This was followed by a vote in favour of merger at the Connect National Conference, leading to a formal ballot of Connect members in the autumn. After an overwhelmingly positive result from its 18,500 members, Connect was due to become the third sector of Prospect with effect from 1 January 2010. Branches were kept aware of developments throughout the process and the feedback on the merger was overwhelmingly positive.

**7.** Prospect also successfully completed merger discussions with two other organisations during the year. The Association of Licensed Aircraft Engineers (ALAE) has long represented key technical staff in civil aviation and sought to build on that platform by developing relations with a compatible but larger trade union. After exploratory discussions with the ALAE Executive Committee, the two parties made rapid progress in agreeing a series of commitments that enabled ALAE to become a Prospect branch after a ballot of members in August. Late in the year, work was undertaken to integrate ALAE's 2,100 members into Prospect structures.

**8.** The Jersey Civil Service Association (JCSA) also began merger talks with Prospect in early 2009. These discussions in large part reflected the successful merger of the Association of Guernsey Civil Servants into Prospect at the beginning of 2008. JCSA was experiencing similar changes in their employment structures and relations with the Jersey States, and had learnt from colleagues in AGCS about the value of Prospect support. JCSA concluded that it too required greater support as their work on behalf of members became more complex and demanding. In line with the different legal background on

the island to the rest of the UK, agreement was reached with JCSA to enable its 850 members to become a branch of Prospect from 1 January 2010.

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## NEW AREAS

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**9.** 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. During 2009, Prospect continued to seek to organise and secure recognition in new areas.

**10.** Prospect was approached by the Institute of Groundsmanship about representation of their members, who maintain sports grounds in a wide variety of facilities, from major football clubs to local parks. Talks were continuing at the end of 2009 into how Prospect and IOG could work together, given the range of bodies employing IOG members, including some who already recognise trade unions.

**11.** Under the Concordat with the Public and Commercial Services union, agreement was reached for the transfer of their membership in the Forensic Science Service to Prospect. Over 50 new members were recruited as a result.

**12.** Agreements on recognition by Prospect were reached in:

- Atlas Elektronik
- BAE Systems (Operations) Ltd
- Care Quality Commission
- Dounreay Site Restoration Ltd
- Research Sites Restoration Ltd
- UKAEA Ltd

**13.** Prospect continues to look at potential new areas such as greenfield sites and transfers from other like-minded organisations.

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## ORGANISATION

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**14.** The Prospect Young Professionals Network made further progress in 2009 and a second convention was held at New Prospect House in September. Thirty-five members from 24 branches attended, including four members from future partners Connect. The agenda featured a workshop on climate

change, a talk by the Labour Research Department, a Prospect for Beginners course, a presentation on employment law, a learning lounge, and a workshop on the slave trade.

**15.** A questionnaire given out to participants showed a highly positive response to the convention. Many expressed an interest in attending similar events in future and becoming more actively involved with the network. A meeting of the steering group is planned for early 2010 to discuss how to take the network forward as well as integration with the Connect Sector's Young Members Network.

**16.** The Young Professionals eNetwork was launched in October 2009, enabling network members to access useful documents and take part in discussions on the online forum.

**17.** In the Ministry of Defence, an initiative among members of the graduate trainee scheme produced good results and the group now has its own Prospect organisation within the department.

**18.** Organisers continued to be managed within Prospect negotiating teams, with an emphasis on team recruitment and organising plans. Lead organisers continued to co-ordinate recruitment.

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## RETIRED MEMBERS' GROUP

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**19.** 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. The National Committee continues to be the focus of RMG activity across the union; the area structure, with local committees supporting regional activities, provides the basis for interaction between retired members across Prospect.

**20.** The RMG also has several 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.

# 2 MANAGING THE UNION

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## SUBSCRIPTIONS

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**1.** In line with Resolutions 63 and 64 from Biennial National Conference 2008, subscription rates and thresholds for members covered by the Prospect banded structure, and for retired members, were increased by 3% from 1 January 2009.

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## PRESIDENTIAL/ NEC ELECTIONS

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**2.** In accordance with Prospect rules, at the end of 2008 branches were invited to provide nominations for the posts of President, Vice-President and Deputy Vice-President. Catherine Donaldson (Environment, Food and Rural Affairs) was the only nomination for President and was, therefore, elected unopposed. Nigel Titchen (Biotechnology and Biological Sciences Research Council) was the only nomination for Vice-President and was, therefore, elected unopposed. Alan Grey (Ministry of Defence (Navy) Scotland) and Tasos Zodiates (British Energy) were nominated for Deputy Vice-President and following a ballot, Alan Grey was elected.

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## PROPERTY

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**3.** During the course of the year, a final financial settlement was reached on the building contract for New Prospect House with the contractors Costain, following the resolution of a number of outstanding matters, including an insurance claim over damage to a neighbouring building during its construction. There were no major developments relating to New Prospect House during the year although professional advisers were obtained to conduct an energy audit. Some final works relating to the gate and metalwork on the front

façade were completed after discussions with the developers of the adjoining York Road building.

**4.** During the year the old Prospect HQ building at 75-79 York Road was let by the new owner, Scottish Widows, to Guy's and St Thomas' NHS Trust. Under the terms of the contract for sale of the York Road building (which took into account the amount of lettable area and the rental achieved), this triggered an overage payment to Prospect of £1.1 million. Given the current depressed state of the commercial property market in London, this payment was not anticipated but was very welcome. Following the signing of the lease with St Thomas', fitting out work took place in the York Road building, which is due for completion in the spring of 2010. Prospect will then be able to make better use of the common areas that lie between New Prospect House and 75-79 York Road.

**5.** There were no major developments in 2009 relating to regional offices. However, with the transfer into Prospect of the Association of Licensed Aircraft Engineers (ALAE) in November, Prospect is now the leaseholder of the ALAE office in Bagshot, Surrey. Similarly, following Connect members' vote for merger with Prospect, the Connect HQ in Wimbledon and a leased office in Birmingham will also form part of Prospect from 1 January 2010.

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## HEALTH, SAFETY AND THE ENVIRONMENT

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**6.** A programme of work was instituted to ensure there are appropriate risk assessments for all Prospect properties taking into account the inward transfer of properties from Connect and ALAE at the year end. An outside contractor was appointed to carry out

risk assessments and Disability Discrimination Act audits of all the offices owned by Prospect and Connect. All landlords or their agents, where Prospect is the tenant, were asked to provide their risk assessments of those premises. The Facilities Officer at New Prospect House received further health and safety training to help improve the service offered to staff.

**7.** The original environment action plan drafted to implement the union's environmental policy was revised and endorsed by the NEC during 2009. The action plan continues to be taken forward by the network of environment champions and others. This involved a range of initiatives relating to waste, recycling, energy use, transport, and fair and sustainable purchasing. Investigations have also been made into ways in which video-, web- and tele-conferencing can be used both to reduce travel costs and Prospect's carbon footprint, while maintaining or improving services to members.

**8.** An energy efficiency certificate was obtained for Flaxman House in Chertsey, with a favourable result given the age and type of construction of the building. An energy consumption report was also commissioned from private consultants for New Prospect House. The aim was to review consumption and ascertain if there were any areas which could be improved upon, either by adjustments to plant or changes in behaviour. Some improvements were made following receipt of the report and ongoing monitoring continues.

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## INFORMATION SYSTEMS

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**9.** Many of the new systems brought online through the Electronic Information Systems project were embedded into the organisation during 2009. The library system in particular took hold in 2009, with all published documents sharing a single numbering system from the start of the year.

**10.** The eBranch system was expanded to allow private and public areas for branch sections, networks, groups, committees

and sectors. The system was developed through the summer and was launched in the autumn.

**11.** Other developments include the start of a 'virtualisation' project for the main Prospect servers, the movement to a much faster and more robust area-wide network for all Prospect offices, and a new system that allows member to see their union contacts through the website.

**12.** The final part of the year was taken up with the first phase of the systems merger with Connect. Connect data was added to the Prospect intranet, and Connect members were provided with access to the Prospect website as from January. A Prospect email address was set up to be the primary email address for former Connect staff from the start of 2010.

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## OFFICER CHANGES

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**13.** During 2009 the following external appointments were made:

- Jane Rodger, Negotiations Officer (Agriculture) – secondment

**14.** Other staff movements included:

- Andy Bye, Negotiations Officer (Heritage)
- Richard Hardy, Negotiations Officer (Defence)/Lead Organiser – secondment
- Mary Robinson, Organiser (North West)
- Louise Staniforth, Organiser (Heritage)
- Richard Tabbner, Negotiations Officer (South-East Regional Office 2)
- Linda Wall, Organiser (South-East Regional Office 1 & 2)
- Rose Willis, Negotiations Officer (Midlands) – secondment

**15.** 2009 saw the retirement of:

- Peter Rowe, Negotiations Officer (Midlands)

**16.** Other leavers from Prospect during 2009 were:

- Catherine Myles, Organiser (Scotland)
- Joe Pilkington, Negotiations Officer (South-East Regional Office 2)

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## APPEALS COMMITTEE

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**17.** The committee was not called upon to consider any cases in 2009. The committee's five members are: Gwyneth Marsden, Tod Burns, Richard Grant, Robin Morris and Terry Anne Boxshall.

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## BIENNIAL NATIONAL CONFERENCE

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**18.** Prospect's Biennial National Conference 2010 will be held at the BT Convention Centre, Liverpool, from Wednesday 2 June to Friday 4 June.

**19.** At the time of writing, venues were still being looked at for the 2012 conference.

# 3 RIGHTS AT WORK

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## EMPLOYMENT LAW

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- 1.** As ever in recent years, 2009 saw significant changes to employment law, both through new statutory provisions and developing case law. The most noteworthy change was the repeal of the dispute resolution provisions that had been introduced in 2004, which meant a further major upheaval in the rules on employment tribunal claims and workers' rights. Prospect provided information and training on the new rules and the complicated transitional provisions to officers and representatives.
- 2.** Prospect responded to several government consultations on potential changes to the law. Detailed submissions were made on the proposed new rights for agency workers, the review of civil litigation costs, whistleblowing and tribunal procedures, and changes to disability discrimination law. We also made a joint submission with Connect on the proposed laws to protect union activists against blacklisting. Copies of these submissions are available from the Research and Specialist Services department.
- 3.** Training of officers and representatives is a key part of the union's work on employment law issues. During 2009, in addition to the Introduction to Employment Law courses run as part of Prospect's core education programme, training was delivered on discrimination law, compensation calculations, tribunal procedures, disability discrimination, transfers of undertakings, and contracts of employment. Briefings and training were also produced on the Equality Bill, which is likely to come into force during 2010.

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## LEGAL CASES

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- 4.** In last year's Annual Report we reported on Prospect's successful employment tribunal test case taken under the Age Discrimination Regulations, which held that the tapering of redundancy payments in the Civil Service Compensation Scheme for those over 57 was unlawful. Following the test case, many more applications to tribunals were submitted in respect of both public and private sector employees. Most of these cases have been successfully settled, with overall compensation recovered for Prospect members estimated to be close to £500,000.
- 5.** Equal pay continued to dominate Prospect's tribunal casework during 2009. A major victory was secured in the Court of Appeal in the latest round of the union's very long-running cases against the Health and Safety Executive, challenging the discriminatory effect of length of service on pay. In the case of *Christine Wilson v HSE*, the Court of Appeal held that where seniority-based pay systems disproportionately disadvantage women, and the employee can show that there is some basis for considering a scale to be inappropriate (for instance, because of its length), the employer will be required to fully justify its use. Around 80 Prospect cases against other employers were stayed pending the Court of Appeal decision, and these will now start to be heard in tribunals.
- 6.** Prospect also succeeded in a multiple equal pay claim against the Audit Commission, where a group of women members won their claim for equality with higher paid men in the same grade. In this case the women were earning up to £11,000 a year less than male colleagues doing

substantially the same work. It was calculated that because of the pay system and limited progression provisions that were in place, it could have taken 30 years to equalise their pay.

**7.** Prospect is currently running two other large multiple equal pay claims. In the Prison Service, tribunal claims have been submitted for over 100 members working as trainee psychologists and psychological assistants who should be paid the same as prison officer and industrial grades, who are predominantly men. A case is also running for 34 women in the British Nuclear Group, where part-time workers were denied additional payments under an annualised hours scheme.

**8.** The union 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.

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## HEALTH AND SAFETY

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**9.** The 2009 health and safety agenda carried forward the themes developed in 2008: building the capacity of the union's health and safety structure and inspiring and motivating representatives. Prospect's third health and safety conference was held on International Workers' Memorial Day on 28 April, with an opening address from the safety minister Lord McKenzie, a theme of 'change' and the launch of 'Fair Change', Prospect's new guidance on organisational change. Good attendance and participation ensured the event was a success and Fair Change was welcomed across the membership, as well as by our industry and academic networks.

**10.** Mental health and well-being at work are gaining increasing recognition as a priority for the UK. Prospect worked closely in the Council of Civil Service Unions and with the Cabinet Office to develop agreed good practice for the civil service. It is also building links on this agenda within the energy supply industry and a pilot of our own Tackling Stress training course was completed in 2009.

This course provides practical tools and targets experienced reps to ensure the most effective use of our resources.

**11.** Prospect continued to push the health and safety agenda within the energy supply industry, directly raising several concerns with Ofgem and via the industry's national HESAC safety committee. Members were encouraged to participate in the Health and Safety Laboratory's research into the impact of human factors on health and safety, and Prospect led a successful lobby for full disclosure of the findings. These provide a strong basis for taking forward the right priorities beyond the industry's SAFELEC 2010 programme.

**12.** The NEC Health and Safety Advisory Committee continued to oversee progress in respect of national conference motions and regulatory consultations; and later in the year steered Prospect's asbestos campaign.

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## EQUALITIES

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**13.** After the continuing success of the union's Working Against Racism project, the Equal Opportunities Advisory Committee used the lessons learnt from that project to raise the profile of other areas of equality. The committee set up a small working group from among its members and co-opted members from the disability network to look at ways in which the union could meet the commitments of the Trade Union Charter for Disability, as published by the Trade Union Disability Alliance.

**14.** The National Executive Committee agreed the group's recommendations and an action plan for taking forward disability equality in Prospect. Work progressed throughout the year on its implementation, which included the publication of an access policy for union events.

**15.** Other activities during 2009 included a successful seminar for equality reps and members of equality networks, which was held during the autumn. Among the speakers was Sarah Veale, head of equality and employment rights at the TUC, who outlined the implications of the forthcoming Equality Bill, which will bring together all existing discrimination law into one Act. Workshops at

the seminar gave participants the opportunity to discuss how to ensure that equalities issues are included on the bargaining agenda, how to develop equality reps, and organising and developing members from under-represented groups in the union.

# 4 BENEFITS AND SERVICES

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## PERSONAL INJURY SCHEME

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- 1.** More than £4 million in compensation was recovered in 2009 for 117 Prospect members through the union's personal injury scheme. This ranged from a few very high compensation payments of over a quarter of a million pounds in respect of extremely serious injuries or diseases, to many more modest sums in respect of more minor injuries such as trips and slips.
- 2.** Prospect submitted 237 new applications for legal advice to its solicitors in 2009. At the end of the year there were 343 ongoing cases, involving a range of issues such as asbestos-related illness, stress, repetitive strain injury, deafness, occupational diseases and accidents at work.
- 3.** Prospect worked with its main firm of solicitors, Russell Jones & Walker, to ensure that members continue to receive a high quality, efficient and responsive service.

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## LEGAL SERVICES

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- 4.** In addition to the key legal services on employment rights and personal injury there are other general legal services 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.
- 5.** One of the most popular services is LegalLine. This is a 24-hour advice line service run by our solicitors RJW 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.

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## ASBESTOS REGISTER

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- 6.** 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 1,288 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.

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## RADIATION-LINKED DISEASES

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- 7.** The compensation scheme for radiation-linked diseases is a joint initiative between 15 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.
- 8.** The scheme continued to take steps to ensure that employees of organisations affected by the creation of the Nuclear Decommissioning Authority and the newly created nuclear site licence companies have access to the scheme.
- 9.** The scheme had assessed both the US National Research Council BEIRVII and UNSCEAR reports, which reviewed the health effects of ionising radiation. As a

consequence, the technical basis for assessing claims and scheme schedules were revised from January 2009. A retrospective exercise to review previous claims in the light of the latest science is now being undertaken.

**10.** Five claims qualified for payment in 2009 and 50 new eligible applications were received. There have been over 1,500 cases since the scheme began in 1982 and compensation totalling £6.8 million has been paid in respect of 122 successful claims.

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## SERVICES TO MEMBERS

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**11.** Prospect continued to work closely with all its service providers. Regular review meetings continued to provide essential platforms for strengthening relationships between the union, service providers and members.

**12.** As a result of these partnerships, Prospect received £67,372 from commission payments. It should be noted that this figure does not include the last quarter payments of 2009. Overall, activities from Prospect's members' services portfolio yielded income for the union of £98,474.

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## CREDIT CARD

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**13.** In January, Prospect's credit card provider, Halifax Bank of Scotland, was acquired by Lloyds TSB Group, which was then renamed Lloyds Banking Group. As a result of restructuring within Lloyds Banking Group, the marketing plans and budget for the year were put on hold and as a consequence there was a decline in commission income to the union.

**14.** However, Prospect's credit cards continue to be used by members and in line with the contract, the union received £31,102 in commission from the use of these cards.

**15.** Towards the end of 2009 it became apparent that Lloyds Banking Group would be seeking to re-negotiate terms for the Prospect card in 2010.

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## BENEVOLENT FUND

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**16.** During the year, 25 grants were made to the beneficiaries of members in financial need, to a total value of £35,926.

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## DEATH BENEFIT

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**17.** Death in service benefit was paid to the beneficiaries of 76 members during the year, to a total value of £71,604.

# 5 TRAINING AND SKILLS

## PROSPECT LEARNING

**1.** In 2009 Prospect continued the quest to make its national education programme as accessible as possible. In addition to adding new UK cities to its training provision, the union brought its training offer back to Northern Ireland, the Isle of Man and Guernsey. Bad weather in February caused significant disruption to operations but the situation was recovered so that all applicants were re-accommodated on alternative courses later in the year.

**2.** 2009 saw the introduction of several new courses to the programme. After extensive piloting, the Handling Personal Cases and Bargaining and Negotiations suites of courses were re-launched. A new Presentation Skills course was added to the national programme while a new one-day Getting Organised course is now available to be run as a branch-specific training option.

**3.** Prospect welcomed several new faces to its tutor base in 2009. Joining as guest tutors from South Thames College were Darren O'Grady, Graham Peterson, Samantha Ward-Crossley, John Mulrenan and Angie Birtill.

**4. Branch and regional learning.** Participation in branch, section and regional training events broke all records during 2009, with more than 700 Prospect members taking part in such events. Of particular note were major branch-specific training events run by the Health and Safety Executive and the Ordnance Survey branches.

**5. Formal accreditation.** In response to member demand, the following Prospect training courses now benefit from formal external accreditation:

- Handling Personal Cases – Accompanying the member
- Handling Personal Cases – Representing the member
- Bargaining and Negotiations Stages 1, 2 and 3
- Health and Safety (not all courses in 2009 were accredited)
- Presentation Skills
- Trade Unions and the Environment
- Union Learning Representatives Stages 1, 2 and 3

**6.** The awarding body is the National Open College Network (NOCN) and the accreditation process is administered by South Thames College, London.

### **7. Membership participation.**

Participation in Prospect learning and development activities saw a significant increase during 2009 with upwards of 1,200 members taking part in a Prospect-run or Prospect-sponsored learning/development activity, including courses delivered by TUC/unionlearn. These figures do not include learner participation in Prospect's portfolio of externally funded learning and development programmes.

**8.** The drive to reduce the number of people who fail to show up for courses for which they have a confirmed place continued in 2009. The number of course 'no shows' continued to reduce from an all-time high of 100 in 2007 to 22 in 2009.

**9. Data management.** The PIMS education data management system is now fully operational. A rolling programme to raise awareness among colleagues was embarked on throughout 2009. The learning services team visited Prospect offices and teams

around the country to demonstrate the functionality of the system and encourage colleagues to get the most from the newly improved data management software.

**10.** All training course applications are now routinely copied to the relevant Prospect negotiations officer, organiser and branch or section secretary. This gives these colleagues an opportunity to identify new and potential reps and also to assess whether the training course applied for is appropriate for the member concerned.

**11. Organisation.** In line with recommendations agreed by the National Executive Committee, work is continuing to integrate organising more closely with work on members' education, wider learning and skills development. This is being taken forward jointly by the Members' Education and Development Committee and the Recruitment, Organisation and Members' Services Advisory Committee. Initiatives include a training needs analysis tool for branches, piloted over the course of the year, and a review of accreditation for Prospect training.

**12.** Options are being developed for larger and more well-organised branches to share their experience with smaller and less well-organised branches. Consideration is also being given to a programme of mentoring training for representatives who would be prepared to use these skills to support the development of other reps. In December, a successful pilot development programme for experienced lay reps was held at Ruskin College with support from the TUC's National Organiser. These initiatives will all be evaluated in the new year and a report made to National Conference in 2010.

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## ORGANISING FOR SKILLS

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**13.** The solid foundations established in 2008 paid dividends during 2009. The two key streams of work were the promotion and opportunities associated with the learning and skills agenda, and the training of Prospect union learning reps (ULRs). During the year, 29 members undertook Prospect's

initial three-day ULR training programme and received accreditation from the Open College Network in the ULR role.

**14.** In April, Prospect was awarded another two-year project, 'Consolidating and supporting learners' by the Union Learning Fund and the Department for Business, Innovation and Skills. This bid works in three regions across four sectors, including Cogent, Semta, Lantra and Government Skills. A key aim is to explore and identify ways of supporting older learners and workers who may face redundancy or retirement.

**15.** Three dedicated associates, Nikki Simpson, Lin Martin Haugh and Kate Antoniou, worked with the project manager, Rachel Bennett, and together achieved 368 learning interventions with members. Among these were themed workshops, seminars, accredited courses and the use of the expanding CD skills library covering IT, languages, lifestyle, business and personal skills.

**16.** Working with Prospect ULRs, the project team secured additional regional funds from Unionlearn to deliver six 'Learning at work events' during the spring. These included a World Book Day at Cefas; and a 'Spring' themed event at the John Innes Centre in Norwich, where participants enjoyed a range of activities, including pilates, CPD taster sessions, sign and French language lessons and craft sessions. Local providers, such as the Open University, were on hand to discuss training and adult careers services. Almost 1,000 staff took part in the events nationwide and new members and ULRs were recruited as a result.

**17.** In October, Prospect again succeeded in attracting additional funds via the 'Festival of Learning' fund. This enabled events to be delivered in four workplaces which resulted in 63 people enjoying a range of learning activities and experiences at the Big Lottery, Ordnance Survey, the Home Office and JIC.

**18.** At Ordnance Survey, Prospect ULRs were instrumental in the rewrite of the joint employer-union learning agreement. In September, the first Prospect Scottish conference was held in Inverness, which led to a protocol of support for ULRs in Scotland.

In December, Prospect submitted a further two-year project bid to the ULF to augment the current ULF project.

**19.** Throughout 2009, Prospect took the lead in another multi-union, ULF-funded project, valued at £240,000, to develop a web-based climbing frame tool to support ULRs and learners to plan and track their own development. The Valuation Office Agency is the main Prospect branch and employer participating in this project. The tool will be trialled in January 2010 across a number of work-based sites.

**20.** Development of the ULR role and skills is key to its continued success and attraction to other potential members. In September, a number of experienced and new ULRs assisted in research, leading to the current review and development of a tiered progression route of technical and soft skill support and training for ULRs.

**21.** 2009 ended with recognition for the efforts and hard work of ULRs across the country. Stephanie Lambeth (Big Lottery Fund), won ULR of the Year award for her work in promoting learning at her workplace and across multiple locations. Ordnance Survey branch received the Branch ULR Team award for championing learning across the agency and for formalising learning practices through a learning agreement.

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## SKILLS AGENDA

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**22.** Prospect policy and campaign work highlighted the continued and potential loss of world-class skills in science, engineering and technology (SET), for example from WHRI (formerly Horticulture Research International, Wellesbourne) and the National Physical Laboratory, and the need for a major expansion of skills investment to meet economic and societal needs.

**23.** With a major focus on green jobs and skills throughout the year, Prospect emphasised the importance of technical and specialist knowledge – an approach reflected in the government report ‘New Industry, New Jobs’, published in April. However, Prospect warned that government action is just as important on skills as it is on the finance and planning issues surrounding the expansion

of low-carbon energy sources. To this end Prospect welcomed the government’s plan, announced in December, to launch a £25million centrally funded nuclear engineering skills facility to co-ordinate work on new materials and components in Rotherham.

**24.** In April and June, Prospect contributed to TUC conferences addressing skill requirements for a just transition to a low-carbon economy. Skills issues were also raised at meetings with the Secretary of State for Energy and Climate Change and in discussions convened by the Aldersgate Group, resulting in publication of a report in November on ‘Mind the gap: skills for transition to a low-carbon economy’. In June, Prospect contributed to TUC evidence to the inquiry by the House of Commons Environmental Audit Committee on ‘Green jobs and skills’. The select committee report, published in December, called for immediate government investment to create green jobs and ensure the UK’s position as a world leader in the growing global market for green technologies.

**25.** In November, the government published a new Skills Strategy, encompassing a switch in direction towards higher-level skills and technical apprenticeships. Prospect welcomed the White Paper’s focus on meeting the needs of high-tech, low-carbon growth, but expressed concern about how this approach would be funded. It highlighted the importance of maintaining and increasing investment in skills based on proper long-term consultation and planning.

**26.** Prospect’s work on skills continued to highlight the need for action to improve the diversity of the SET workforce, including new entrants. Prospect continued to work with the UK Resource Centre for Women in SET and the WISE campaign (Women into Science, Engineering and Construction). In September, Prospect sponsored the 90th anniversary conference of the Women’s Engineering Society. In July, Prospect co-sponsored a World Skills UK environmental science competition, devised by Prospect members at the Natural Environment Research Council. A team from Newcastle College won the competition.

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## SECTOR SKILLS COUNCILS

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**27.** Prospect continued to work with Sector Skills Councils (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, Government Skills, Lantra, Lifelong Learning, SEMTA and Skills for Justice.

**28.** The SSCs all faced relicensing during 2009 and, at the time of writing, the outcome of this process for Government Skills was awaited. However, Prospect continued to meet with Government Skills under the auspices of the Council of Civil Service Unions and to press for higher priority to be given to the development of specialist skills. Our concerns were also raised with the government's Chief Scientific Adviser, Professor John Beddington, with Sir Gus O'Donnell in his capacity as Head of the Home Civil Service, and with science minister Lord Drayson. A useful framework agreement on the use of apprenticeships in the civil service was concluded in November, and some progress has been made towards a new framework agreement on learning and skills which will supersede the Model Learning Agreement concluded several years ago.

**29.** Prospect continued to work constructively with other Sector Skills Councils, including Lantra on our Union Learning Fund project, and on Semta's Science Skills Forum, which has a cross-SSC remit. However, it is clear from the new Skills Strategy that the government intends to cut the number of public bodies associated with skills delivery, including Sector Skills Councils. Prospect has warned that any such cuts must not undermine skills delivery.

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## CSR AND INTERNATIONAL DEVELOPMENT

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**30.** The National Executive Committee supported a growing range of international development activities – most of which fall under the umbrella of the DFID Development Awareness Fund, Bargaining for International Development project that aims to

demonstrate the links between organisational activities, core labour standards and the Millennium Development Goals.

**31.** A Negotiator's Guide to Corporate Social Responsibility and the Members' Guide on the Millennium Development Goals were well received by Prospect members, the wider UK trade union movement and global union federations, including Public Services International and UNI.

**32.** The BID project has allowed Prospect branches to undertake pilot projects in a number of workplaces, ranging from working with employers on responsible procurement/supply chain practices and CSR policies, to supporting NGOs financially by way of fund raising and by sharing specialist expertise.

**33.** Prospect engages regularly with the TUC in forums such as the International Development Officers Group, the Decent Work and Labour Standards forum and with DFID ministers.

**34.** We have met with and hosted trade union visitors from Ghana, Zimbabwe, Zambia and Thailand and supported NGOs such as Anti-Slavery International, Justice for Colombia, War on Want, Vision Aid, ACTSA and TUC Aid.

**35.** During the year, 21 people attended pilot training on the BID project. Twenty-seven members are registered as development advocates.

# 6 AWARDS

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## DISTINGUISHED MEMBER'S AWARD

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The National Executive Committee approved a Distinguished Member's Award for Ernie Buckeridge, from the Defence Acquisition and Maritime (South) branch.

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## LONG SERVICE AWARDS

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The following members were granted a Long Service Award by the National Executive Committee during 2009:

**Roger Mann**  
Forensic Science Service

**Nigel Start**  
RAGT branch

**Andrew Waters**  
Environment, Food and Rural Affairs

**Gordon Lewthwaite**  
Sellafield

**Susan Smith**  
Daresbury

**Sue Gregory**  
GE Healthcare

**Simon James**  
GE Healthcare

**Bob Avery**  
The Stationery Office

**Terry Grundy**  
Sellafield

**Dave Scott**  
National Grid

**Jim Probert**  
Ordnance Survey

**Kathie Beattie**  
Ordnance Survey

**Graham Clarkson**  
NATS Air Traffic Control Officers

**Bob Neville**  
NATS Air Traffic Control Officers



# OTHER ORGANISATIONS

1. The 2009 Trades Union Congress took place for the first time in Liverpool, at the Arena Convention Centre. The Prospect delegation made numerous interventions – on trade union membership, public sector pensions, maritime and aviation safety, privatisation of forensic science, carbon capture and storage, and the role of specialists in government.
2. Prospect’s own motion, on the need for trade unions to modernise their appeal to young people and reform their recruitment practices, was moved by the General Secretary. It won wide support across the movement for facing up to the actions needed to reverse the long-term decline in both trade union membership and density.
3. Along with the other civil service unions, Prospect also put forward an emergency motion on the Civil Service Compensation Scheme, calling on the government to stop discriminating against civil servants and to reopen negotiations. Reports of all the Prospect interventions were made in depth in the October issue of Profile. Nuclear industry speakers and the General Secretary spoke at a fringe meeting organised by Prospect on the importance of the UK supply chain for building new nuclear power stations and creating new jobs. In addition, Prospect organised several fringe meetings under the umbrella of Unions 21 and was asked to speak at a number of fringe meetings organised by other unions.
4. Paul Noon was re-appointed to the TUC General Council and Executive Committee and Sue Ferns was re-elected to the General Council. Anne Douglas maintained her position on the STUC General Council and Gareth Howells on the General Council of the Wales TUC.

## OXFAM

5. Prospect members continued to support the Oxfam Appeal through donations and covenants to the Third World Trust. By the end of the year, the total received from members was just under £17,000. Projects supported by the Appeal included the Kenya education programme, a report of which was made in the June issue of Profile. At its meeting in September, the National Executive Committee decided to support a food security/irrigation project in Zimbabwe – more details at <http://www.prospect.org.uk/international/developmentprojects>

## INTERNATIONAL BODIES

6. Prospect continued to maintain its affiliations to the Public Services International (PSI), the International Transport Workers Federation (ITF) and Union Network International (UNI) as well as to the European arms of these organisations.

## AFFILIATED ORGANISATIONS

7. Prospect remains affiliated to a number of external organisations as agreed by conference decisions and the need to maintain links to exchange information and views. A list of current affiliations is detailed below, together with the NEC or headquarters contact in each case.

ORGANISATION	NEC/HQ CONTACT
Action for Southern Africa	Mike Sparham
Amnesty International	Alan Leighton
British Association for the Advancement of Science	Sue Ferns
Chartered Institute of Personnel and Development	David Pelly

ORGANISATION	NEC/HQ CONTACT
Confederation of Shipbuilding and Engineering Unions	Mike Clancy
Council of Civil Service Unions	Dai Hudd
Disability Alliance	Dai Hudd/ Sandie Maile
Engineering Technology Board	Mike Clancy
Eurocadres	Mike Clancy
European Public Service Union	Dai Hudd
International Federation of Air Traffic Safety Electronics Associations (IFATSEA)	Garry Graham
International Transport Workers Federation	Paul Noon
Irish Congress of Trade Unions	Paul Noon
Labour Research Department	Sue Ferns
Mechanics Centre Trust	Mike Graham
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

ORGANISATION	NEC/HQ CONTACT
The Work Foundation	Sue Ferns
Trades Union Congress and related bodies	Paul Noon Sue Ferns
Trade Union International Research and Education Group	Sue Ferns
Union Network International (Worldwide)	Paul Noon
Union Network International Europa	Mike Clancy

#### 8. Other bodies to which Prospect is linked:

ORGANISATION	NEC/HQ CONTACT
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

**1.** Total income for the year was £14,347,000 of which subscription income was £12,995,000, including income from investments and other non-operating income (net of losses and provisions) which was £1,352,000.

**2.** Total expenditure in 2009 was £12,746,000. The difference between total income and total expenditure resulted in recording a net surplus for the year of £1,601,000, before taking into account changes in pension scheme liabilities. There was an operating surplus (before investment operations) for 2009 of £249,000 compared with a deficit of £338,000 in 2008.

**3.** Prospect operates a defined benefit pension scheme for its staff. To comply with the FRS17 standard, we are required to show the position of the scheme within Prospect's accounts every year. The pension scheme at the end of 2009 showed a deficit calculated on the FRS17 basis of £2,700,000, a negative movement from a surplus of £600,000 at the end of 2008. This resulted in a negative movement in the pension scheme liability of £3,300,000 which was transferred to the general fund. It should be noted that the valuation on an FRS17 basis is not the same as a full actuarial valuation. The last full valuation at 31 December 2008 showed a deficit of £12,500,000 (see also para 17).

**4.** In addition to this, £154,000 was transferred to the general fund as a result of the transfer of engagements of ALAE to Prospect.

**5.** 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.

**6.** The detailed report on income and expenditure for the year and balances as at 31 December 2009 is set out below.

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## INCOME

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**7.** Income from subscriptions was £12,995,000 after the transfer of £48,000 to the Prospect Political Fund. Subscription income was 3.3% higher than in 2008 (£12,575,000).

**8.** Income from investment operations and other sources – total income from investment operations was £726,000 (excluding losses and provisions) compared with £1,040,000 in 2008. This included: dividends and interest received amounting to £285,000, rental income of £194,000 and other income of £247,000, which mainly consisted of £31,000 from credit card royalties; £67,000 from Membership Services; £80,000 from the net VAT refund for 2008-09; and £58,000 from net journal income. Total investment income included the release on the provision against investments of £677,000 reflecting the change in the market value of investments in the past year; and a net loss from sales of investments of £62,000, leaving a net income figure for investment operations of £1,341,000.

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## EXPENDITURE

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**9. Total expenditure (excluding other non-operating/income [expenditure])** was £12,746,000. This compared with £12,913,000 in 2008. Excluding costs of £284,000 for the Biennial National Conference in 2008 and sector conferences, total expenditure in 2009 was 0.5% more

than 2008. Additional pension contributions of £712,000 were made in the year to address the pension scheme deficit included under employment costs.

**10. Committees and conferences** – £146,000. For 2009 this comprised the cost of Prospect's national committees £91,000 (£95,000 in 2008), and the Civil Service and Energy Supply Industry Sector Conferences £55,000. There was no national conference in 2009.

**11. Local democratic organisation and education** – £1,190,000. The figure includes expenditure for professional, departmental and other groups of £125,000, a 17.9% increase from 2008 (£106,000); branch and section expenditure of £841,000, a 2.3% increase from 2008 (£822,000); and £224,000 for the members' education and training programme, a 40.9% increase from 2008 (£159,000).

**12. Employment costs** – £8,175,000. The figure mainly comprises £6,713,000 for the cost of staff salaries, employer's national insurance and contributions to the staff pension scheme. This was a 1.96% increase from 2008 (£6,584,000). It also includes £712,000 for the additional employer's contributions to the staff pension scheme (£712,000 in 2008); £507,000 for the cost of staff travel, subsistence and mobile phones (£638,000 in 2008); and £243,000 for other staffing costs (£232,000 in 2008).

**13. Property costs** – £928,000. Costs under this heading are for the general upkeep of all Prospect properties and running costs, including rents and provision for property depreciation. Costs fell by 11.2% from £1,045,000 in 2008.

**14. Administration and other supplies** – £968,000. Costs under this heading include equipment, printing, stationery and telephones; computer services, research publications and subscriptions; editorial publishing and publicity; general legal and professional fees. Costs decreased by 4.9% from over £1,018,000 in 2008.

**15. Benefits to members** – £1,339,000. Costs include affiliation fees of £400,000 and donations of £28,000 (a 12.6% increase over

2008); £467,000 being the cost of Prospect's journals (£485,000 in 2008); £74,000 being death benefit (£69,000 in 2008); £162,000 being costs associated with the running of the members' legal, medical and professional aid scheme (£69,000 in 2008); and £120,000 being recruitment/organisational expenditure (£109,000 in 2008).

**16. Other non-operating income/ (expenditure)**. Other income of £1,111,000 was received, which was an overage payment from the purchasers of the old headquarters building at York Road. It arises from the agreement made at the time of the sale with regards to the refurbishment of the building and the final rental value obtained by the new owner. There was also other expenditure of £1,100,000, which was a payment made to the Prospect pension scheme as part of a recovery plan agreed with the trustees to address the pension scheme deficit.

**17. Surplus for the period** – £1,601,000. This is the surplus for the year (deficit of £158,000 in 2008). After taking into account the negative pension movement of £3,300,000 and the transfer of engagements of the Association of Licensed Aircraft Engineers (£154,000), the net deficit for the year of £1,545,000 has been set against the general fund.

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## BALANCE SHEET

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**18. Fixed assets** – £14,193,000. This includes £13,576,000 for land and buildings (including Flaxman House in Chertsey and New Prospect House in Waterloo, London); £317,000 for office equipment and £300,000 for motor vehicles.

**19. Investments (net book value)** – £13,196,000. The historical cost of investments is £13,602,000, but after provision for the diminution in carrying value of investments since purchase, the net book value is £13,196,000. It includes £6,706,000 invested in the money market. A schedule of investments is set out on pages 39–40 of the Financial Statement.

**20. Current assets** – £2,357,000. The main items contained in this figure are debtors and prepayments (£1,409,000). 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 (£948,000) is held in a deposit account and earns interest. This includes monies for the Disaster Fund and the Prospect Political Fund bank balance.

**21. Current liabilities** – £639,000.

The main item contained in this figure is creditors and accruals (£565,000). This mainly comprises the amount due to various suppliers at the end of December 2009.

**22. General fund** – £25,907,000. 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 £1,601,000 transferred from the income and expenditure account, along with the transfer of ALAE and the negative pension scheme movement of £3,300,000, resulted in an overall decrease in the general fund from £27,452,000 to £25,907,000.

**23. Political fund** – is a separate fund set up on 1 January 2004 which receives income from members who opt to contribute to it. A total of 1,702 members did not contribute in 2009. A total of £48,000 was transferred to the fund being income for 2009 from 79,138 members who contribute to it.

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## PROSPECT BENEVOLENT FUND

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**24.** The Prospect Benevolent Fund is not included in the Prospect balance sheet and has its own bank account.

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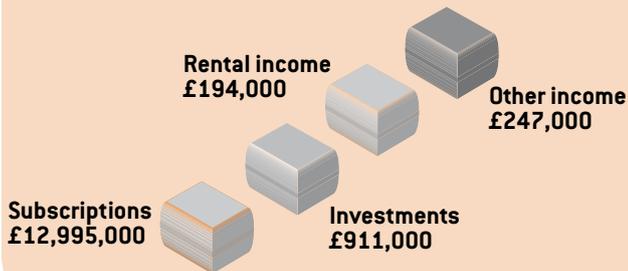
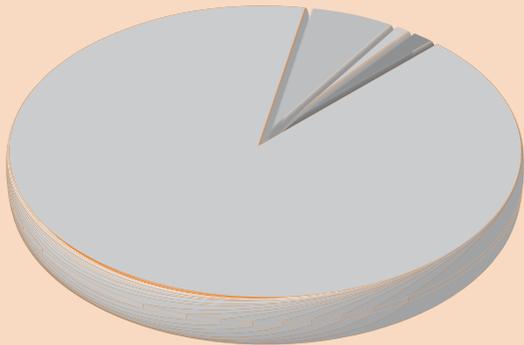
## IPMS (PROSPECT) EDUCATIONAL TRUST

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

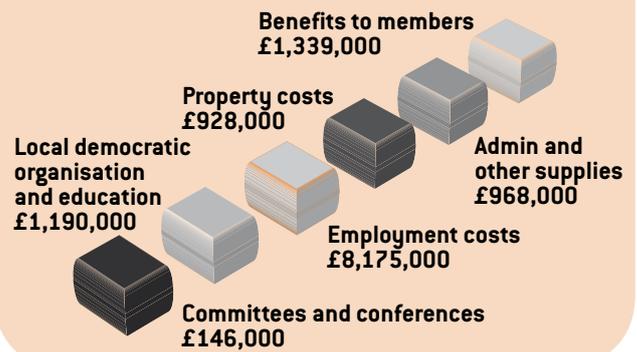
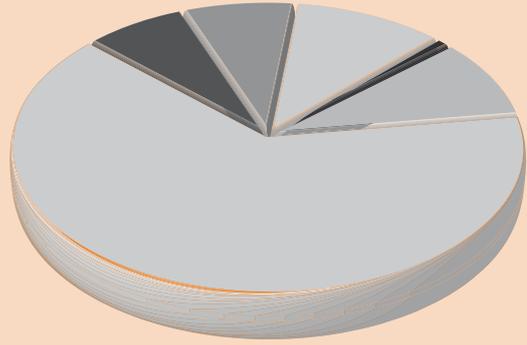
## Income

Total £14,347,000



## Expenditure

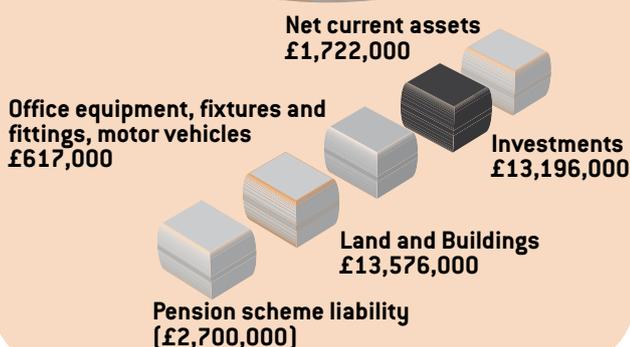
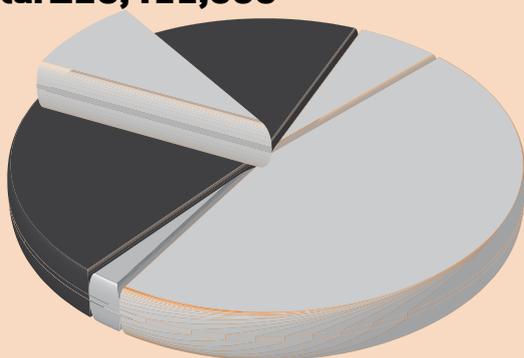
Total £12,746,000



Total income	£14,347,000
Total expenditure	£12,746,000
The surplus for the year was	£1,601,000
Transfer of engagements	£154,000
Movement in pension scheme liability	(£3,300,000)
Deficit	(£1,545,000)

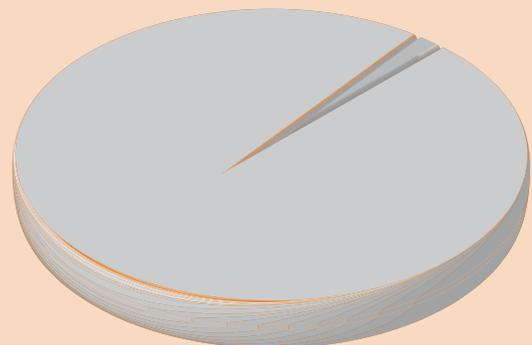
## Assets

Total £26,411,000



## Reserves

Total £26,411,000



# 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 accounts of Prospect for the year ended 31 December 2009 set out on pages 26 to 40. These accounts have been prepared under the accounting policies set out on page 30.

This report is made solely to the union members, as a body. Our audit work has been undertaken so that we might state to the union members those matters we are required to state to them in an auditors' 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 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 described above, the union's National Executive Committee is responsible for preparing the accounts in accordance with applicable law and United Kingdom accounting standards (United Kingdom generally accepted accounting practice). Our responsibility is to audit the accounts in accordance with relevant legal and regulatory requirements and

international standards on auditing (UK and Ireland).

We report to you our opinion as to whether the accounts give a true and fair view. We also report to you whether, in our opinion, the union has not kept proper accounting records, or if we have not received all the information and explanations we require for our audit.

We read other information relating to the accounts contained within the finance chapter of the annual report and consider whether it is consistent with the audited accounts. We consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies within the accounts. Our responsibilities do not extend to any other information.

### Basis of audit opinion

We conducted our audit in accordance with international standards on auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the accounts. It also includes an assessment of the significant estimates and judgements made in the preparation of the accounts, and

of whether the accounting policies are appropriate to the union's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the accounts are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the accounts.

### Opinion

In our opinion the accounts give a true and fair view, in accordance with United Kingdom generally accepted accounting practice, of the state of the union's affairs as at 31 December 2009 and of its transactions for the year then ended.

**H W FISHER & COMPANY**

Chartered Accountants, Registered Auditor

Dated: 25 February 2010

Acre House, 11/15 William Road  
London NW1 3ER

# PROSPECT INCOME AND EXPENDITURE ACCOUNT

## GENERAL FUND – Year Ended 31 December 2009

	Note	2009		2008	
		£'000	£'000	£'000	£'000
<b>INCOME</b>					
Subscriptions			12,995		12,575
<b>EXPENDITURE</b>					
Committees and conferences	1	146		379	
Local democratic organisation and education	2	1,190		1,087	
Employment costs	3	8,175		8,166	
Property costs	4	928		1,045	
Administration and other supplies	5	968		1,018	
Benefits to members	6	<u>1,339</u>		<u>1,218</u>	
			<u>(12,746)</u>		<u>(12,913)</u>
<b>OPERATING SURPLUS/(DEFICIT) BEFORE INVESTMENT OPERATIONS</b>			249		(338)
<b>INCOME FROM INVESTMENT OPERATIONS</b>					
Investment income		285		559	
Rental income		194		193	
Other income	7	247		288	
(Deficit) on sale of investments		(62)		(111)	
Decrease/(Increase) in provision against investments	10	<u>677</u>		<u>(856)</u>	
			<u>1,341</u>		<u>73</u>
<b>OPERATING SURPLUS/(LOSS) AFTER INVESTMENT OPERATIONS</b>			1,590		(265)
<b>OTHER NON-OPERATING INCOME/(EXPENDITURE)</b>					
Other income	8	1,111		107	
Further pension contribution		<u>(1,100)</u>		<u>—</u>	
			<u>11</u>		<u>7</u>
<b>SURPLUS/(DEFICIT) FOR THE YEAR</b>			1,601		(158)
<b>PENSION SCHEME LIABILITY</b>					
FRS17 Movement	16		1,800		900
Actuarial loss			(5,100)		(3,000)
<b>GENERAL FUND AT 1 JANUARY 2009</b>			11	27,452	29,710
Transfer of Engagements (ALAE)			<u>154</u>		<u>—</u>
<b>GENERAL FUND AT 31 DECEMBER 2009</b>				<b><u>25,907</u></b>	<b><u>27,452</u></b>

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

# PROSPECT INCOME AND EXPENDITURE ACCOUNT POLITICAL FUND – Year Ended 31 December 2009

	<b>2009</b> <b>£'000</b>	<b>2008</b> <b>£'000</b>
<b>INCOME</b>		
Subscriptions	48	47
Interest received	—	9
	<hr/> 48	<hr/> 56
<b>EXPENDITURE</b>	<hr/> (22)	<hr/> (10)
<b>SURPLUS FOR THE YEAR</b>	26	46
<b>POLITICAL FUND AT 1 JANUARY 2009</b>	<hr/> 478	<hr/> 432
<b>POLITICAL FUND AT 31 DECEMBER 2009</b>	<hr/> <b>504</b> .....	<hr/> <b>478</b> .....

# PROSPECT BALANCE SHEET

## At 31 December 2009

		2009		2008	
	Note	£'000	£'000	£'000	£'000
<b>FIXED ASSETS</b>					
Tangible fixed assets	9		14,193		14,282
Investments	10		<u>13,196</u>		<u>11,430</u>
			27,389		25,712
<b>CURRENT ASSETS</b>					
Debtors and prepayments		1,413		1,230	
Cash in bank and in hand		<u>948</u>		<u>973</u>	
		<u>2,361</u>		<u>2,203</u>	
<b>CURRENT LIABILITIES</b>					
Creditors and accruals		<u>639</u>		<u>585</u>	
<b>NET CURRENT ASSETS</b>					
			<u>1,722</u>		<u>1,618</u>
<b>NET ASSETS EXCLUDING PENSION LIABILITY</b>					
Net pension scheme (liability)/asset	16		29,111		27,330
			<u>(2,700)</u>		<u>600</u>
			<b>26,411</b>		<b>27,930</b>
Represented by:					
.....					
<b>GENERAL FUND</b>	11		25,907		27,452
<b>POLITICAL FUND</b>			<u>504</u>		<u>478</u>
			<b>26,411</b>		<b>27,930</b>
.....					

Approved for issue to members on 25 February 2010

**Paul Noon**

General Secretary

**Catherine Donaldson**

President

# PROSPECT CASH FLOW STATEMENT

## Year Ended 31 December 2009

		2009		2008	
	Note	£'000	£'000	£'000	£'000
<b>NET CASH INFLOW FROM OPERATING ACTIVITIES</b>	12		737		613
<b>RETURNS ON INVESTMENTS AND SERVICING OF FINANCE</b>					
Investment income		285		559	
Rent receivable		<u>194</u>		<u>193</u>	
Net cash inflow from returns on investments and servicing of finance			479		752
<b>CAPITAL EXPENDITURE AND FINANCIAL INVESTMENT</b>					
Payments to acquire tangible fixed assets		(382)		(553)	
Payments to acquire fixed asset investments		(2,566)		(2,412)	
Receipts from sale of tangible fixed assets		31		35	
Receipts from sale of fixed asset investments		<u>1,676</u>		<u>1,709</u>	
Net cash outflow from capital expenditure and financial investments			<u>(1,241)</u>		<u>(1,221)</u>
<b>(DECREASE)/INCREASE IN CASH</b>	13		<b>(25)</b>		<b>144</b>
			.....		.....

# PROSPECT ACCOUNTING POLICIES

## Year Ended 31 December 2009

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 movement in the pension fund is transferred to the general fund and is made up of the following: the increase in the present value of the Association's defined benefit pension scheme expected to arise from employee service in the period; finance charges which include the expected return on the scheme's assets and the increase during the period in the present value of the scheme's 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 2009

	<b>2009</b> <b>£'000</b>	<b>2008</b> <b>£'000</b>
<b>1. COMMITTEES AND CONFERENCES</b>		
National committees	91	95
National and sector conferences	55	284
	<u>146</u>	<u>379</u>
<b>2. LOCAL DEMOCRATIC ORGANISATION AND EDUCATION</b>		
Professional, departmental and other groups	125	106
Branches and sections	841	822
Education and training	224	159
	<u>1,190</u>	<u>1,087</u>
<b>3. EMPLOYMENT COSTS</b>		
Staff salary costs	6,713	6,584
Additional pension contributions	712	712
Travel, subsistence and mobile phones	507	638
Other staffing costs	243	232
	<u>8,175</u>	<u>8,166</u>
<b>4. PROPERTY COSTS</b>		
Rent, rates and service charges	375	366
Light and heat	66	76
Decoration, repairs and maintenance	78	207
Cleaning and security	134	131
Property depreciation	224	205
Insurance and health and safety	51	60
	<u>928</u>	<u>1,045</u>
<b>5. ADMINISTRATION &amp; OTHER SUPPLIES</b>		
Equipment maintenance and repairs	52	55
Printing, stationery and postage	348	377
Telephone	56	63
Computer services	224	239
Other office services	71	64
Bank charges and collection of subscriptions	12	12
Research, publications and subscriptions	30	37
Editorial publishing and publicity	104	102
Legal, professional and audit fees	71	69
	<u>968</u>	<u>1,018</u>
<b>6. BENEFITS TO MEMBERS</b>		
Affiliations and donations	428	380
Members benefits	791	729
Recruitment and organisation	120	109
	<u>1,339</u>	<u>1,218</u>
<b>7. OTHER INCOME</b>		
Membership services/net VAT recovered	179	136
Net journal income	58	83
Other income	10	69
	<u>247</u>	<u>288</u>
<b>8. OTHER NON-OPERATING INCOME/(EXPENDITURE)</b>		
Overage payment (old headquarters building at York Road)	1,111	—

# PROSPECT NOTES TO THE ACCOUNTS

## Year Ended 31 December 2009

### 9. TANGIBLE FIXED ASSETS

	Land and buildings £'000	Office equipment £'000	Motor vehicles £'000	Total £'000
<b>COST</b>				
At 1 January 2009	14,133	1,145	695	15,973
Additions	161	99	122	382
Disposals	—	(37)	(138)	(175)
<b>AT 31 DECEMBER 2009</b>	<b>14,294</b>	<b>1,207</b>	<b>679</b>	<b>16,180</b>
<b>Depreciation</b>				
At 1 January 2009	494	813	384	1,691
Charge for the year	224	114	99	437
Disposals	—	(37)	(104)	(141)
<b>At 31 December 2009</b>	<b>718</b>	<b>890</b>	<b>379</b>	<b>1,987</b>
<b>Net book value</b>				
<b>At 31 December 2009</b>	<b>13,576</b>	<b>317</b>	<b>300</b>	<b>14,193</b>
At 31 December 2008	13,639	332	311	14,282

### 10. INVESTMENTS

	2009 £'000
<b>Cost</b>	
At 1 January 2009	12,513
Additions	2,566
Disposals	(1,477)
<b>At 31 December 2009</b>	<b>13,602</b>
<b>Provision for diminution in value</b>	
At 1 January 2009	1,083
Decrease in provision	(677)
<b>At 31 December 2009</b>	<b>406</b>
<b>Net book value</b>	
At 31 December 2009	<b>13,196</b>
At 31 December 2008	11,430

	2009 Net book value £'000	2009 Cost value £'000	Market value £'000
Quoted equities and gilts	3,786	4,150	4,944
Unit trusts	2,596	2,638	4,454
Bank deposits	6,706	6,706	6,706
Unquoted shares	108	108	108
	<b>13,196</b>	<b>13,602</b>	<b>16,212</b>

# PROSPECT NOTES TO THE ACCOUNTS

## Year Ended 31 December 2009

### 11. GENERAL FUND

	<b>2009</b> <b>£'000</b>	<b>2008</b> <b>£'000</b>
Balance at 1 January	27,452	29,710
Surplus/(deficit) for the year	1,601	(158)
FRS17 movement	1,800	900
Actuarial loss	(5,100)	(3,000)
Transfer of Engagements (ALAE)	154	—
Balance at 31 December	<u>25,907</u>	<u>27,452</u>
	:.....:	:.....:
<b>Represented by:</b> Prospect General Fund	28,607	26,852
Pension scheme (deficit)/surplus	(2,700)	600
	<u><b>25,907</b></u>	<u><b>27,452</b></u>
	:.....:	:.....:

### 12. NET CASH INFLOW FROM OPERATING ACTIVITIES

	<b>2009</b> <b>£'000</b>	<b>2008</b> <b>£'000</b>
Surplus/(deficit) for the year:		
General fund	1,601	(158)
Political fund	26	46
Investment income	(285)	(559)
Rent receivable	(194)	(193)
Depreciation	437	480
(Decrease)/increase on provision on investments	(677)	856
Loss on disposal of fixed assets	4	17
Loss on disposal of investments	62	111
Movements in:		
Sundry debtors and prepayments	(183)	212
Sundry creditors and accrued expenses	(54)	(199)
Net cash inflow from operating activities	<u>737</u>	<u>613</u>
	:.....:	:.....:

### 13. DECREASE IN CASH

	<b>At 1 January 2009</b> <b>£'000</b>	<b>Cashflow</b> <b>£'000</b>	<b>At 31 December 2009</b> <b>£'000</b>
Cash at bank	973	(25)	948
	:.....:	:.....:	:.....:

### 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. POST BALANCE SHEET EVENTS

1 January 2010 – merger by transfer of engagements of Connect and Jersey Civil Service Association to Prospect.

# PROSPECT NOTES TO THE ACCOUNTS

## Year Ended 31 December 2009

### 16. STAFF PENSION SCHEME

The union operates a defined benefit pension scheme for its employees and officials. The assets 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 2009.

Prospect 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 2009, rounded to the nearest 0.25% per annum.

The last full actuarial valuation of the pension scheme was carried out using the projected unit method on 31 December 2008. This showed an actuarial deficit of £12,500,000. The next full valuation is scheduled for 31 December 2011.

Regular employer contributions to the scheme in 2010 are estimated to be £2.5m including deficit contributions.

The pension charge for the year was as follows:

2009 £'000	2008 £'000	2007 £'000
1,517	1,496	1,836

There were no contributions outstanding at the year end.

The main financial assumptions used were:

	2009 %	2008 %	2007 %
Rate of increase in pensionable salaries	4.5	4.2	4.8
Rate of increase in pensions in payments	3.3	2.8	3.4
Discount rate for scheme liabilities	6.0	6.0	5.8
Rate of inflation	3.3	2.8	3.4

### Mortality assumption

The mortality assumptions are based on standard mortality tables which allow for future mortality improvements. The assumptions are that a member currently age 60 will live on average for a further 28.3 years if they are male and for a further 30.3 years if they are female. For a member aged 50 in 2009, the assumptions are that they will live an average for a further 29.6 years after retirement at 60 if they are male and a further 31.6 years after retirement if they are female.

### Net assets of the scheme

The net pension liability recognised in the union's balance sheet as at 31 December 2009 is as follows:

	2009 £'000	2008 £'000	2007 £'000
Equities	20,900	16,200	26,100
Government bonds	23,400	22,700	21,300
Corporate bonds	0	0	400
Cash/other	5,800	5,100	1,700
Total market value of assets	50,100	44,000	49,500
Present value of liabilities	(52,800)	(43,400)	(46,800)
Scheme surplus/(deficit)	(2,700)	600	2,700
	.....	.....	.....

# PROSPECT NOTES TO THE ACCOUNTS

## Year Ended 31 December 2009

The expected long-term rate of return was:

	2009 %	2008 %	2007 %
Equities	8.25	7.75	7.75
Property	0	6.75	6.75
Government bonds	4.50	4.00	4.28
Corporate bonds	5.30	5.70	4.70
Cash/other	1.00	2.70	5.90

### Analysis of FRS17 movement:

	2009 £'000	2008 £'000	2007 £'000
Current service cost	(600)	(700)	(700)
Past service cost	—	—	—
Contributions	2,700	1,400	1,800
Return on scheme assets	2,300	2,900	2,700
Interest on scheme liabilities	<u>(2,600)</u>	<u>(2,700)</u>	<u>(2,400)</u>
Net finance cost	(300)	200	300
FRS17 movement	1,800	900	1,400
Actuarial gain/(loss)	<u>(5,100)</u>	<u>(3,000)</u>	<u>2,900</u>
	(3,300)	(2,100)	4,300
FRS17 asset/(liability) brought forward	600	2,700	(1,600)
FRS17 asset/(liability) carried forward	<u>(2,700)</u>	<u>600</u>	<u>2,700</u>
	.....	.....	.....

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

	2009 £'000	2008 £'000	2007 £'000
Actual return less expected return on pension scheme assets	2,800	(8,200)	1,900
– As percentage of year-end scheme assets	5.59%	(18.6%)	3.8%
Experience gains and (losses) arising on the scheme liabilities	0	0	(300)
– As percentage of present value of year-end scheme liabilities	(0%)	(0%)	(0.6%)
Changes in assumptions underlying the present value of the scheme liabilities	<u>(7,900)</u>	<u>5,200</u>	<u>1,300</u>
ACTUARIAL (LOSS)/GAIN RECOGNISED	<u>(5,100)</u>	<u>(3,000)</u>	<u>2,900</u>
	.....	.....	.....
– As percentage of present value of year-end scheme liabilities	(9.6%)	(6.9%)	6.2%

# PROSPECT NOTES TO THE ACCOUNTS

## Year Ended 31 December 2009

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

	Year ending 31 December 2009 £'000	Year ending 31 December 2008 £'000
Opening defined benefit obligation	43,400	46,800
Current service cost	600	700
Interest cost	2,600	2,700
Contributions by scheme participants	300	300
Actuarial losses/(gains) on scheme liabilities	7,900	(5,200)
Net benefits paid out	(2,000)	(1,900)
Past service cost	0	0
Closing defined benefit obligation	<u>52,800</u>	<u>43,400</u>
	: : : : : :	: : : : : :

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

	Year ending 31 December 2009 £'000	Year ending 31 December 2008 £'000
Opening fair value of scheme assets	44,000	49,500
Expected return on scheme assets	2,300	2,900
Actuarial gains/(losses) on scheme assets	2,800	(8,200)
Contributions by the employer	2,700	1,400
Contributions by scheme participants	300	300
Net benefits paid out	(2,000)	(1,900)
Closing fair value of scheme assets	<u>50,100</u>	<u>44,000</u>
	: : : : : :	: : : : : :

### History of experience gains and losses

	Year ending 31 December 2009 £'000	Year ending 31 December 2008 £'000	Year ending 31 December 2007 £'000	Year ending 31 December 2006 £'000	Year ending 31 December 2005 £'000
Experience gains/(losses) on scheme assets	2,800	(8,200)	1,900	900	3,600
Experience gains/(losses) on scheme liabilities	(2,800)	100	(300)	1,400	500

### 17. COMMITMENTS UNDER OPERATING LEASES

At 31 December 2009, Prospect had annual commitments under non—cancellable operating leases/hire agreements as follows:

	Land and Buildings		Other	
	2009 £	2008 £	2009 £	2008 £
Expiry date:				
Within one year	—	—	—	—
Between one and two years		3,517	145,400	148,500
Between two and five years	27,887	—	—	—
More than five years	67,339	95,983	—	—

# PROSPECT NOTES TO THE ACCOUNTS

## Year Ended 31 December 2009

### **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.

<b>Name</b>	<b>Position</b>	<b>Details</b>	<b>Amount</b>
P Noon	General Secretary	Salary	£101,976
		Pension contributions	£16,112
		Taxable benefit (car)	£3,245

### **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 2009

<b>AFFILIATION AND MEMBERSHIP FEES</b>	<b>£</b>	<b>DONATIONS AND APPEALS</b>	<b>£</b>
Action for Southern Africa	350	Abbey Wood Memorial Fund	500
Amnesty International	240	Age Concern	250
British Association for Advancement of Science	171	Breast Cancer Care	257
CCSU Departmental	1,617	Crisis for Christmas	500
CCSU National	35,063	Civil Service Benevolent Fund	6,850
Confederation of Shipbuilding and Engineering Unions (CSEU)	1,950	Electrical and Electronics Industries Benevolent Association	6,850
Disability Alliance	501	TUC Black Workers Conference	100
European Federation of Public Service Unions (EPSU)	19,295	Greenock Glenpark Harriers	100
European Transport Federation (ETF)	1,676	Hazards Campaign	200
IFATSEA	1,500	Faith, Homophobia, Transphobia and Human Rights Conference	100
Institute of Employment Rights	713	Justice for Colombia	1,000
International Transport Workers Federation	6,276	Macmillan Cancer Support	100
Irish TUC	3,658	Mechanics Centre Trust	25
Justice for Colombia	250	MS Society	284
National Association of Pension Funds	261	PSI Appeal	924
National Campaign for the Arts	105	Show Racism The Red Card	2,500
National Pensioners Convention	1,000	Tolpuddle in Islington	100
Parliamentary and Scientific Committee	300	TUC Aid – Give for Gaza	2,000
Public Service Pensioners Council	183	TUC Aid – Honduras Appeal	1,000
Public Services International (PSI)	48,096	TUC Pride	1,200
Scottish TUC	13,071	TUC LGBT Conference Social	100
Scottish Pensions Forum	30	UK Black Pride Event	100
Trades Union Congress	243,730	Unions 21	2,000
Union Network International	14,518	Women's Engineering Society	1,000
Uni Europa	3,685		<b>28,040</b>
Wales TUC	523		.....
Work Foundation	1,679		
	<b>400,441</b>		
	.....		





# PROSPECT BENEVOLENT FUND Statement of Financial Activities – Year Ended 31 December 2009

	Unrestricted funds 31.12.2009 £	Unrestricted funds 31.12.2008 £
<b><u>Incoming resources from generated funds</u></b>		
Voluntary Income	176	31,145
Investment income	14,276	17,295
<b>Total incoming resources</b>	<u>14,452</u>	<u>48,440</u>
<b><u>Resources expended</u></b>		
<b>Costs of generating funds</b>		
Investment management costs	2,471	2,791
<b>Net incoming resources available</b>	<u>11,981</u>	<u>45,649</u>
<b>Charitable activities</b>		
Welfare	35,984	30,688
<b>Total resources expended</b>	<u>38,455</u>	<u>33,479</u>
<b>Net (outgoing)/incoming resources</b>	(24,003)	14,961
<b>Other recognised gains and losses</b>		
Gains/(losses) on investment assets	62,246	(119,566)
<b>Net movement in funds</b>	38,243	(104,605)
Fund balances at 1 January 2009	383,264	487,869
<b>Fund balances at 31 December 2009</b>	<b>421,507</b> :.....:	<b>383,264</b> :.....:

## BALANCE SHEET AS AT 31 DECEMBER 2009

	2009		2008	
	£	£	£	£
Investments		397,748		332,372
Current assets	24,396		51,513	
Creditors: amounts falling due within one year	(637)		(621)	
NET CURRENT ASSETS		<u>23,759</u>		<u>50,892</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<b>421,507</b> :.....:		<b>383,264</b> :.....:
Represented by:				
<b>FUNDS</b>				
Unrestricted funds		<u>421,507</u>		<u>383,264</u>
		<b>421,507</b> :.....:		<b>383,264</b> :.....:

# PROSPECT BENEVOLENT FUND Statement of Financial Activities – Year Ended 31 December 2009

## **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

25 February 2010

C Donaldson

N Titchen

A Grey

R Arrowsmith

M Dhamrait

## **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 41.

### **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 statement's consistency with the full financial statements, on which we reported to you on 25 February 2010.

### **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 2009.

H W Fisher & Company

Chartered Accountants

Registered Auditor

25 February 2010

# PROSPECT BENEVOLENT FUND

## Schedule of Investments at 31 December 2009

		HISTORIC COST £	MARKET VALUE £
<b>Managed by Sarasin &amp; Partners</b>			
£30,500	5% Treasury Stock 2012	30,613	32,734
82	AEA Technology plc	374	22
17,250	City of London Investment Tr	42,940	42,547
1,400	Edinburgh Investment Trust	3,970	5,205
12,400	Fidelity UK Growth-ACC	25,182	29,512
43,900	HSBC Inv OEIC UK G & I-Inc	27,385	24,733
9,600	JPM Premier Eq Growth-A-Acc	29,990	26,630
3,500	JP Morgan Overseas Investment	17,822	24,579
1948.45	M & G UK Growth-GBP-A-Inc	3,164	36,107
246.66	Sarasin CI Equisar Sterling Global Acc Units	4,962	5,270
		<u>186,402</u>	<u>227,339</u>
<b>Managed by Rathbones</b>			
30,000	Artemis Fund Managers High Income Fund	20,895	20,591
200	Astrazeneca plc	7,175	5,821
1,600	BAE Systems plc	5,482	5,752
10,000	Bears Stearns Cos Inc 4.75% 2012	10,001	10,443
600	BG Group plc	6,710	6,732
3,700	BNY Mellon Asset Mgmt	3,802	5,063
1,200	BP plc	6,641	7,200
3,000	BT Group 5p plc	11,271	4,050
2,200	Carillion plc	5,563	6,684
850	Close Bros Group plc	6,689	5,865
500	ENI Spa	8,524	7,908
1,600	First State Investments (UK)	3,807	4,764
500	Glaxo SmithKline plc	9,133	6,598
10,000	GE Capital UK Fund 5.125% 2015 GBP	10,265	10,626
500	HSBC Holdings plc	3,707	3,544
2,000	Invista European Real Estate	4,265	490
3,000	Legal & General Group plc	4,422	2,418
1,000	M&G Securities Ltd	5,642	5,581
1,404	National Grid plc	7,510	9,533
450	Scottish & Southern Energy plc	5,838	5,225
1,800	Tesco plc	4,724	7,704
5,769	3I Infrastructure Ltd	5,864	5,861
7,864	UK Commercial Property Trust	7,901	6,173
450	Unilever plc	5,225	8,973
2,625	Vodafone Group plc	8,923	3,772
1,500	Wincanton plc	4,113	3,038
		<u>184,092</u>	<u>170,409</u>
<b>TOTALS</b>		<b><u>370,494</u></b>	<b><u>397,748</u></b>

# IPMS (PROSPECT) EDUCATIONAL TRUST

## Balance Sheet For Year Ended 31 December 2009

	<b>2009</b> <b>£</b>	<b>2008</b> <b>£</b>
Balance brought forward 1 January 2009	12,221	16,452
<b>INCOME</b>		
Interest	—	349
<b>EXPENDITURE</b>		
Grants	—	(4,580)
Balance carried forward 31 December 2009	<u>12,221</u>	<u>12,221</u>
	:.....:	:.....:
<b>Represented by:</b>		
Balance at bank	<u>12,221</u>	<u>12,221</u>
	:.....:	:.....:

# 9 EXECUTIVE, OFFICERS AND COMMITTEES

## NATIONAL EXECUTIVE COMMITTEE

**1 January – 31 December 2009**

NEC meetings held: 6

Name	Meetings attended
A Bell	3
W Bennett	5
F Brown	5
V Butler	4
D Carty	5
I Clark	5
M Collins	4
C Donaldson	6
A Grey	6
G Henderson	5
N Hope-Collins	4
C Marshall	6
A Mooney	4
S Ner	3
D Northcott	4
M Pennycook	4
D Simpson	5
N Titchen	6
K Trapp	6
M Upfield	4
A Uppington	3
N Wadge	5
T Zodiates	4
<b>Retired Members' Group Representatives</b>	
M Wastall	4
G Perks	4

## PRESIDENTIAL TEAM

**1 January – 31 December 2009**

**President**

C Donaldson

**Vice-President**

N Titchen

**Deputy Vice-President**

A Grey

## OFFICERS

**General Secretary**

P Noon

**Deputy General Secretary**

M Clancy

**Deputy General Secretary**

D Hudd

**Resource Director**

D Pelly

## TRUSTEES

**1 January – 31 December 2009**

**J Longworth (chair)**

**M Dhamrait**

**P Kemball**

## AUDITORS

**H W Fisher**

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## NEC ADVISORY SUB-COMMITTEES

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The presidential team are ex-officio members of all sub-committees, group 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**

N Titchen (*chair*)  
W Bennett  
G Henderson  
C Marshall  
D Simpson  
A Mooney  
T Zodiates

### **Recruitment, Organisation and Members' Services Advisory Committee (ROMSAC)**

C Donaldson (*chair*)  
D Hudd (*secretary*)  
D Carty  
I Clark  
K Trapp  
A Uppington

**Lay representatives**

T Briggs (Audit Commission)  
D Hyam (Department for Environment, Food and Rural Affairs)  
J Lines (Ordnance Survey)  
J Henderson (Department for Transport)

### **Members' Education and Development**

A Grey (*chair*)  
S Ferns (*secretary*)  
A Bell  
F Brown  
N Hope-Collins  
N Titchen  
M Upfield

### **Lay Representatives**

R Brown (Burnham Lecturers)  
J Davies (Ordnance Survey)  
G Fletcher (Health and Safety Executive)  
J Schofield (Valuation Office Agency)  
Y Turner (Forensic Science Service)

### **Equal Opportunities**

F Brown (*chair*)  
D Hudd (*secretary*)  
A Bell  
M Collins  
S Ner  
N Titchen

### **Lay representatives**

T Briggs (Audit Commission)  
H Kenny (Forensic Science Service)  
S Khan (British Energy)  
C Pabla (Defence Acquisition and Maritime South)  
S Stelfox (United Utilities)  
S Tewari (Air Traffic Systems Specialists)

## Health and Safety

C Donaldson (*chair*)

M Clancy (*secretary*)

W Bennett

V Butler

N Freeman

K Trapp

N Wadge

### Lay representatives

C Davey (Scottish Agricultural College)

K Evans (Department for Communities and Local Government)

N Hope-Collins (Health and Safety Executive)

M Mullins (British Energy)

B Pye (Department for Environment, Food and Rural Affairs)

J Weyman (Ordnance Survey)

## Pensions

D Simpson (*chair*)

N Walsh (*secretary*)

W Bennett

M Pennycook

A Uppington

### Lay representatives

K Dean (Air Traffic Systems Specialists)

A Clayton (North East Regional)

M Moriarty (Retired Members Group)

J Rowlinson (Scottish and Southern Energy)

R Watts (Forensic Science)

P Mercer (Ordnance Survey)

## Nuclear Decommissioning Group

I Clark (*chair*)

M Clancy (*secretary*)

D Addison

A Bickley

C Branthwaite

F Butler

C Cummings

C Fisher

G Ennevor

N Griffiths

R Hill

M Hynes

J Jenkinson

R Knight

D Lamb

S Laycock

S Lewis

D Livesey

G Moorcroft

S Norris

N Palmer

R Pascoe

P Simpson

V Stokes

A Uppington

T Wickett

C Wilkins

## Defence, Maritime and Logistics Group

A Grey (*chair*)

D Northcott (*vice-chair*)

S M Barber

K Baxter

B Bennett

R Brown

E Buckeridge

J W Campbell

A Clarke

J Dockery

D Farrell

N Forgham

S Finney

S Higgins

K Hodson

N Hogg

T James

S Jenkins

M Jordan

G Mallalieu

C McGarraghy

M McKibbens

S Ner

F Pote

D Pollard

M Reading

J Riglar

G Robinson

S Robson

N Sadler

J Streeter

A Talmage

R Taylor

E Turney

N Wadge

J Warner

### Branch Rules Working Party

R Smith (*secretary*)

W Bennett

A Mooney

N Titchen

N Wadge

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## PROFESSIONAL GROUPS

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The following groups report to the National Executive Committee

### Health

R Shannon (*chair*)

G O'Connell (*secretary*)

### Heritage

A Bell (*chair*)

A Leighton (*secretary*)

### Librarians and Information Professionals

J Denmead (*chair*)

P Hill (*secretary*)

### Photographers

M Hesketh-Roberts (*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

N Hope-Collins

B Lewthwaite

K Maxwell

R Miles

C Pabla

M Pennycook

S Power

D Roberts

D Simpson

T Simpson

C Wilkins

S Wilson

P Yeomans

T Zodiates

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## RETIRED MEMBERS' GROUP

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M Wastall (*president*)

G Perks (*vice-president*)

M Clancy (*secretary*)

# PROSPECT BRANCHES

As at 31 December 2009

Code	Name
M402	ABB Services and Solutions
M187	ADAS
M235	Advantage West Midlands
J180	AEA Technology
J024	Agriculture and Horticulture Development Board
A011	Air Traffic Systems Specialists
M413	Alfred McAlpine Infrastructure Services
K405	Alstom
K026	AMEC NNC
A184	Amey
K167	Aqumen Services
F181	Archaeologists
A233	Aspentech
M258	Association of Guernsey Civil Servants
J285	Atlas Elektronik UK Ltd
J124	Atomic Weapons Establishment
E217	Atos Origin
M061	Audit Commission Staff
A204	Aviation
A182	BAA
M176	Babcock HCS
S219	Babcock Naval Services
K133	BAE Land Systems
K448	BAE Systems (Vickers)
M198	Big Lottery Fund (NOF)
H002	Biotechnology and Biological Sciences Research Council
K183	BML Health Services
E042	British Board of Agrément
S457	British Energy
F006	British Library
A043	British Maritime Technology
F192	British Museum
J149	British Potato Council
E214	British Veterinary Association
E200	Building Research Establishment
A276	BVT (BAE Vosper Thornycroft)

Code	Name
A010	CAA General
A012	CAA Safety Regulation Group
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)
C143	Defence Estates
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
K145	Department for Work and Pensions
E274	Department of Communities and Local Government
E063	Department of Health

Code	Name
H132	Devonport Royal Dockyard
H254	Diamond Light Source
S282	Dounreay
K404	Drax Power
E078	DTI Insolvency Service
K414	EA Technology
F416	EDF Energy
K415	Edison Mission Energy
K459	Electricity North West
H174	Engineering and Physical Sciences Research Council
F194	English Heritage (RCHME)
H164	Environment Agency
M436	E.On UK
K262	ESR Technology
A243	Flagship Training
F128	Foreign and Commonwealth Office (HQ)
F185	Forensic Science Service
S019	Forestry Commission
K417	Freedom
K418	Futaba Tenneco UK
B130	GCHQ
E003	GE Healthcare Biosciences
S162	Glasgow Prestwick International Airport
E062	Government Actuary's Department
M419	Guernsey Electricity
K050	Health and Safety Executive
J027	Health Protection Agency
S227	Highlands and Islands Airports
S226	Historic Scotland
F065	Home Office
J022	HR Wallingford
K046	HSE/Nuclear Installations Inspectorate
H111	Hydrographic Office
K255	Iggesund Paperboard
F221	Imperial War Museum
K458	Intergen (UK)
K423	International Power
A165	Interserve
K137	Isle of Man Government Officers Association
M425	Jersey Electricity
M238	JNCC
J173	Johnson Controls
M237	JohnsonDiversey
F203	Justices' Clerks/Chief Executives
K432	Killingholme Power (Centrica)
J153	Laboratory of the Government Chemist
K268	Land Instruments
A240	Landmarc Support Systems
M426	Logica
P271	London Fire and Emergency Planning Authority

Code	Name
F068	London Magistrates' Clerks Association
E428	London Waste
K281	Low Level Waste Repository Ltd – Drigg
K408	Magnox Nuclear
K424	Manx Electricity Authority
K251	Menter Mon
H115	Met Office
F070	Metropolitan Police
C104	MOD Air
C263	MOD Central
C105	MOD Fire Service Officers
C092	MOD Information Systems and Services
C239	MOD Land
C094	MOD (Navy) Scotland
C117	MOD Royal Corps of Naval Constructors
F025	Museum of London
M197	Museums Libraries and Archives Council
F241	National Archive
S230	National Galleries of Scotland
F260	National Gallery
M429	National Grid
A430	National Inspection Council
S232	National Library of Scotland
F212	National Maritime Museum
E156	National Measurement Office
K158	National Museums Liverpool
S231	National Museums Scotland
K008	National Nuclear Laboratory
J155	National Physical Laboratory
H220	National Trust
S205	National Trust for Scotland
M151	National Unilever Managers Association
K008	National Nuclear Laboratory
A009	NATS Air Traffic Control Officers
H028	Natural Environment Research Council
F007	Natural History Museum
K273	Nord Anglia
S225	Northern Lighthouse Board
M245	Nottingham East Midlands Airport
K257	Nuclear Decommissioning Authority
J211	Nukem
E077	Ofcom
H072	Office for National Statistics
K267	Office of Rail Regulation
A073	Ordnance Survey
H150	Ortho-Clinical Diagnostics
K030	Overseas Contract Teachers and Advisers
E074	Parliamentary
K256	Peel Holdings Airport
S437	Premier Power
F186	Prison Service
J172	QinetiQ

Code	Name
E041	RAGT (formerly Plant Breeding Institute)
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
H422	RWE npower
H035	Science and Technology Facilities Council
S409	Science Applications International Corporation
F189	Science Museum
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
J261	Serco General
K210	Serco Technical and Assurance Services
J099	SERCO/Denholm Marine Staffs
F208	Serious Fraud Office
C088	Services Sound and Vision Corporation
M443	Siemens
S460	SONI
K084	Sutcliffe Catering
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
E190	UK Accreditation Service
J004	UK Atomic Energy Authority
H079	UK Intellectual Property Office
A196	Unicorn/Babcock
K447	United Utilities
F269	Universities UK
A031	University of Greenwich
K178	Urenco (Capenhurst)
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)

Code	Name
K283	VT Environment
H246	Wales Audit Office
J259	Waste Management Technology
H087	Welsh Assembly Government
H451	Western Power Distribution
K284	Westinghouse
K253	Westlakes
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

# 2009 PAY SETTLEMENTS NEGOTIATED BY PROSPECT

SETTLEMENT		
Employer	Date	Amount (%)
ADAS	1/4/09	0.00*
Alfred McAlpine Infrastructure Services	31/3/09	2.00
Aspentech	1/8/09	0.00*
Atos Origin Medical Services	1/10/09	1.50*
Audit Commission	1/4/09†	4.90
BAA	1/4/09	0.00
Babcock BES (Rosyth Royal Dockyard) Stage 2	1/4/09†	4.00
BAE Land Systems Munitions	1/1/09†	5.60
British Energy – Eggborough Power Station	1/4/09†	3.66
British Energy Generation	1/7/09	3.00
British Veterinary Association	1/7/09	0.00*
Cabinet Office	1/8/09	3.75
CE Electric UK	1/4/09†	3.83
Central Office of Information	1/8/09†	3.50
Centre for Environment, Fisheries, Aquaculture Science	1/4/09	2.60
Chelton Defence Communications	1/4/09	1.50
Cottam Power	1/4/09	2.70
Defence Science & Technology Laboratory	1/6/09	2.57
Dental Reference Service	1/4/09	1.50
Department for Business, Innovation and Skills	1/8/09	2.38*
Department for Children, Schools and Families	1/4/09†	4.00*
Department for Communities and Local Government	1/8/09	3.20*
Department for Energy and Climate Change	1/8/09	4.36
Department for Environment, Food and Rural Affairs	1/7/09	2.30
Department of Health	1/8/09†	3.68*
Department for Transport	1/8/09	2.20*
Devonport Royal Dockyard	1/10/09†	2.00
Diamond Light Source	1/10/09	2.25
Drax Power	1/4/09	3.50

SETTLEMENT		
Employer	Date	Amount (%)
East Midlands Airport	1/4/09	0.00*
Energy Solutions Magnox Electric	1/4/09	1.80
Environment Agency	1/7/09	3.60
E.On-CHP	1/4/09	1.00
E.On Central Networks (East)	1/4/09	1.00
E.On Central Networks (West)	1/4/09	1.00
E.On Energy Services	1/4/09	1.00
E.On Generation	1/4/09	1.00
E.On IS UK	1/4/09	0.90
E.On Retail Industrial and Commercial	1/4/09	1.00
FCO Services	1/4/09	2.50
Flagship Training Ltd	1/4/09	2.70
Forestry Commission	1/10/09†	3.87*
GE Healthcare Biosciences (Amersham plc)	1/4/09	0.00*
Government Actuary's Department	1/8/09	2.50
Government Car and Despatch Agency	1/8/09†	3.50
Government Offices	1/8/09†	3.80
Health and Safety Executive	1/10/09†	2.00
Highlands and Islands Airports	1/10/09†	4.50
Highways Agency	1/8/09†	4.49
Historic Scotland	1/8/09†	3.87*
House of Commons	1/4/09†	3.95
House of Lords	1/4/09	2.20
Insolvency Service	1/8/09†	3.50
Intellectual Property Office	1/8/09†	3.74
International Power (Rugeley)	1/4/09	1.00
Joint Nature Conservation Committee	1/8/09†	2.90
Killingholme Power	1/4/09†	2.50
Kilroot Power Station	1/1/09†	3.00
Landmarc Support Services	1/4/09	5.00
Low Level Waste Repository	1/4/09	1.50
Maritime and Coastguard Agency	1/8/09	2.40*
Ministry of Defence	1/8/09†	3.72
National Galleries of Scotland	1/8/09†	2.20

SETTLEMENT		
Employer	Date	Amount (%)
National Library of Scotland	1/8/09†	2.99
National Maritime Museum	1/4/09	2.80*
National Measurements Office	1/8/09	2.73
National Museum of Science and Industry	1/4/09	2.70
National Museum of Scotland	1/8/09†	3.40
National Nuclear Laboratory	1/4/09	2.00
National Trust (England)	1/4/09	3.30
National Trust for Scotland	1/6/09	0.00*
Natural England	1/7/09†	2.47
NICEIC	1/4/09	4.00
Northern Ireland Electricity	1/4/09†	0.00
Norwich International Airport	1/4/09	1.50
Npower Generation and Renewables	1/6/09	0.00*
OFCOM	1/7/09	0.00*
Office for National Statistics HQ	1/8/09†	4.00
ONS Interviewers	1/8/09†	4.00
Ordnance Survey	1/8/09†	3.90
Planning Inspectorate	1/8/09	2.93
Plymouth Marine Laboratory	1/4/09	5.60
Premier Power Ltd	1/4/09†	5.00
Royal Botanic Gardens (Edinburgh)	1/8/09	3.00
Royal Commission on the Ancient and Historical Monuments of Scotland	1/8/09†	4.50
Research Councils	1/7/09†	3.60
Royal Parks Agency	1/9/09	2.85
RPA-Horticultural Marketing Inspectorate	1/7/09	2.41
Science Applications International Corporation	1/4/09	0.00*
Scottish Agricultural College	1/4/09	2.50*
Scottish and Southern Energy	1/4/09†	3.25
Scottish Criminal Cases Review Commission	1/4/09†	4.1
Scottish Government	1/8/09†	4.50
Scottish Natural Heritage	1/8/09†	3.00
Scottish Parliament	1/8/09†	1.50
Scottish Prison Service	1/10/09†	3.00
Sellafield	1/4/09†	1.00
Serco Assurance	1/1/09	4.25
Serco DSTL FM Services	1/4/09	1.99
Serious Fraud Office	1/8/09†	3.50
SONI	1/4/09	0.00
Transport for London	1/4/09†	1.50
Trinity House	1/8/09	1.50
UK Accreditation Service	1/4/09	2.00
Valuation Office Agency	1/8/09	2.65*

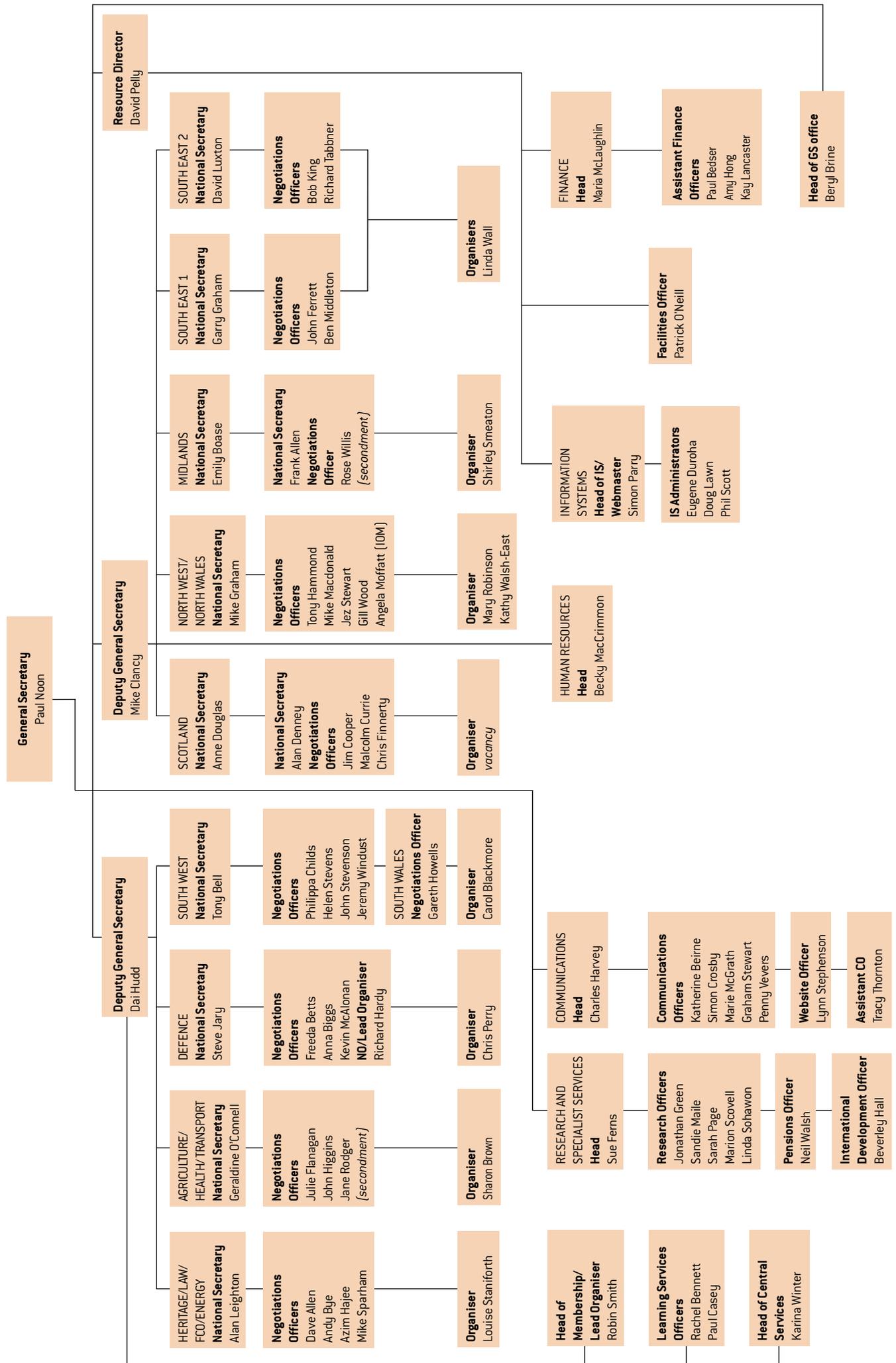
SETTLEMENT		
Employer	Date	Amount (%)
Vehicle Certification Agency	1/8/09	2.90
Veolia Birmingham	1/4/09†	2.75
Veterinary Laboratories Agency	1/4/09	2.50
VT Critical Services	1/8/09	2.50
West Burton Power	1/4/09†	4.70
Western Power Distribution	1/4/09	4.32

\* imposed pay settlement

† multi-year deal

AVERAGE INCREASES (%)	
Overall average	2.60
Public sector	3.09
Private sector	2.06

# PROSPECT STRUCTURE





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