# BRITISH ORTHOPTIC SOCIETY (TRADE UNION)

(A company having no share capital and limited by guarantee)

## STATEMENT ACCOUNTS

## For the year ended 31 December 2021

## BRITISH ORTHOPTIC SOCIETY (TRADE UNION)

## CONTENTS


| | Page |
|---|---|
| **Advisor's Report** | 1 - 2 |
| **Income and expenditure account** | 3 |

## BRITISH ORTHOPTIC SOCIETY (TRADE UNION)

## ADVISOR'S REPORT
## For the year ended 31 December 2021

**BOS TU Report**

2020 was definitely a year that will go down in history but hopefully, as we address you today, the light at the end of the tunnel shines brightly and we can look forward to returning to our new normal lives.

With TU reps being grounded for the majority of the last year, we as the Union have had to enter into the virtual world in order to maintain the support for our members and to participate in National trade union matters.

There have been both benefits and challenges to this new way of working. During the last year NHS TU leads have held virtual meetings on a weekly basis to discuss all matters relating to Covid and as a result of those meetings we have been able to provide guidance to employers in order to protect the health and safety of all NHS staff in the work place who have all worked diligently throughout this pandemic.

As the 3-year pay deal entered into its final year the NHS TU leads started the campaign for an early and significant pay rise in the year 2021, to recognise the sacrifices that each and every member of NHS staff had made during the incredibly tough working conditions we faced over the last year. The evidence for England was submitted to the PBR on behalf of the Health Unions, but we had to wait until March when we learnt that the governments offer would be that of just 1%, a disappointing blow to staff who had gone above and beyond in times of adversity. Scotland received an offer of 4% which was voted by the majority of Scottish BIOS members to be accepted. As I write this, it is still to be decided on if these will be the rewards that the staff will eventually receive.

The technology of the virtual world has helped us support numerous members during the last year from grievances to consultations, the call for support has been high and with the magic of technology we have been able to participate in these processes, supporting members when they need it the most and ensuring the process runs efficiently and appropriately from beginning to end.

In October and December all BOSTU reps were given the opportunity to participate virtually, in Mental health and Equality and Diversity training. The uptake for this was pleasing with over two-thirds of our reps attending, the mental health and wellbeing of our members has never been more important than it is now, so hopefully now our reps feel more equipped to deal with any situations that may arise.

Alongside the Mental health information, new resources have been uploaded to the TU page in order to support reps in their role. Reps can now find information on processes such as grievance, disciplinary action, TUPE, reasonable adjustments and unfair dismissal, which will help guide them through the process with any members needing support.

## ADVISOR'S REPORT (continued)
## For the year ended 31 December 2021

At the beginning of 2021, it was decided in order to further strengthen and future proof our Union, we needed to appoint a new structure. The Union will now be governed by a General Secretary and an Executive Board, alongside the Regional Trade Union groups which have been re-established.

At the time of writing, we are still accepting applications for these roles but are hoping to appoint a General Secretary, President and representatives for England, Northern Ireland, Scotland and Wales this year. The future of our Union depends upon the success of this new structure so I would encourage reps to contemplate standing for one of these positions so that all corners of the UK can be represented, full support and training will be given for reps to develop into the role, and together we can build a Union that is strong and supportive of all our members.

Looking forward to the remainder of 2021 hopefully travel around the country will become easier enabling our reps to offer that vital face to face support to our members. The Virtual platform will still be utilised for training events for our reps later in the year. 2021 will be the year we embed the new structure and hopefully build up the regional networks needed to support our local reps, Sam Aitkenhead will travel to all regions during the next year to facilitate this process. The NHS TU leads will enter into discussions on the 2022 pay deal early this summer, and as always will be striving to secure the best deal possible for our members.

## BRITISH ORTHOPTIC SOCIETY (TRADE UNION)

## INCOME AND EXPENDITURE ACCOUNT
## For the year ended 31 December 2021

| | 2021 | | 2020 | |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| **Income** | | 119,417 | | 114,774 |
| **Expenditure** | 48,110 | | 34,119 | |
| | | (48,110) | | (34,119) |
| **Surplus/(deficit) for the year** | | **71,306** | | **80,655** |

### 1. Accounting policies

#### 1.1 Basis of preparation of financial statements
The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

#### 1.2 Going Concern
The Executive Committee have a reasonable expectation that the Trade Union has adequate resources to continue in operational existence for the foreseeable future. Accordingly, the financial statements continue to be prepared on the going concern basis.

#### 1.3 Income
Member subscriptions are recognised in the period to which they relate.

### 2. Debtors

| | 2021 | 2020 |
|---|---|---|
| | £ | £ |
| Due from British and Irish Orthoptic Society | 249,298 | 177,991 |