BRITISH ORTHOPTIC SOCIETY (TRADE UNION)

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

STATEMENT ACCOUNTS

For the year ended 31 December 2022

BRITISH ORTHOPTIC SOCIETY (TRADE UNION)

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BRITISH ORTHOPTIC SOCIETY (TRADE UNION)

ADVISOR'S REPORT
For the year ended 31 December 2022

BOS TU Report

The Executive board has now been in place for 2 years.
The General secretary and the President are both 2 years into their first 5-year term of office. The Northern and Southern Executive board members finished their first 2-year term of office in June 23, and have both accepted to run for a second term of office for a further 2 years. We still have vacancies for a Northern Ireland, Scottish and Welsh Executive board member. This structure has enabled us to provide advice and support to members in a timelier manner and with a physical presence closer to them. The Local regional officers have held meetings throughout the year with our reps to discuss matters arising in their area and have continued to build the network of support required for our reps to undertake their responsibilities to the best of their capabilities. Any concerns arising from these meetings are then fed into the Executive board.

Most employment relation work is still happening on a virtual platform, but some has occurred face to face. On average the BOSTU receives approximately 20 requests for support per month and these requests are answered in an appropriate timely manner by one of the team. The team has supported 21 formal cases and 3 HCPC cases in the last year.

The website has been updated with documents to help assist local reps who are supporting a member through a formal process.
Nationally both the General Secretary and the President are attending virtual and face to face meetings alongside our fellow NHS trade union colleagues.

In September 2022 colleagues in England and Wales received the pay award which was a disappointing outcome to the negotiations and evidence we provided to the PRB. Members were surveyed across England and Wales to see if there was an appetite for industrial action regarding the pay offer that was forced upon them. The majority of members voted against industrial action. Members were given guidance on how to support fellow colleagues who would be taking strike action.

The Scottish government increased their 22 pay offer to Scottish NHS workers and the Scottish members voted to accept their offer. Scotland were also offered an average of 6.5% for 23/24 which was accepted by the Unions.

With no active government in Northern Ireland, BOSTU surveyed members in February 23 to see if they wanted to take industrial action regarding the pay situation, members voted against industrial action at that time.
In February 23 the Welsh members received a revised increased pay offer from the Welsh Government of an additional 3% on top of the increase paid earlier in the year. At the time of writing this, negotiations are still ongoing with a formal offer anticipated over the next few weeks. Members will be balloted to see if they accept or reject the offer.

ADVISOR'S REPORT (continued)
For the year ended 31 December 2022

BOSTU entered talks in March to discuss the 2023 pay offer alongside our fellow health unions and English members were offered a revised 22 pay offer and a pay offer for 23/24. members were consulted on the deal with a recommendation from BOSTU to accept. The majority of members voted to accept the offer. In January 2023 after extensive negotiations by NHS TU leads the milage rate was increased to reflect the raise in petrol prices.

In November local reps and Heads of service had the opportunity to attend online training about professionalism in the workplace. This was accessed by over 80 delegates and well received by all. The training is now available to access on the TU webpage.

In February the General Secretary alongside the New Grad rep visited all 4 university courses to talk with the 3rd year students about the benefits and workings of the Union and professional body, and what extra support we offer new grads. The talks were well received by the students, and we look forward to welcoming our new grads into our departments up and down the country later in the year.

In May the General secretary talked to delegates at the LOOP meeting in Glasgow explaining the importance of support within their team and especially support of the New grads as they transition into the workplace.

It has been a busy year for the Trade Union with many challenges and this has been facilitated only by the determination and hard work of the Executive team and all our local reps.

If any departments do not have an active local rep, please can I encourage the Heads of service to talk with members about the benefits of having a local rep and encourage a member of staff to take up this important role.

BRITISH ORTHOPTIC SOCIETY (TRADE UNION)

INCOME AND EXPENDITURE ACCOUNT
For the year ended 31 December 2022

	2022		2021	
	£	£	£	£
Income		126,759		119,416
Expenditure	26,951		48,110	
		(26,951)		(48,110)
Surplus/(deficit) for the year		**99,808**		**71,306**

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

	2022	2021
	£	£
Due from British and Irish Orthoptic Society	349,106	249,298