BRITISH ORTHOPTIC SOCIETY (TRADE UNION)

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

STATEMENT ACCOUNTS

For the year ended 31 December 2019

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 2019

BOS TU Report

The role of the BOSTU advisor continues to be a challenging and rewarding post and BOSTU continues to be as busy as always.

In January 2019 the employment relations contract, formally held by the CSP, came back in- house to be run by the BOSTU Advisor. In a six month review between the Chair, Vice Chair, BOSTU advisor and the advisor's employer, it was deemed that holding the employment relations in house was of benefit to members with TU queries being dealt with more efficiently and effectively and the number of escalations to formal procedures reduced due to resources being used for early mediation and support. At a local level we have represented and supported members with issues such as capability, ill health, retirement, redundancy, consultations, disciplinary procedures and Gross misconduct.

Nationally BOS is represented at NHS TU leads, which this year continued to work on and deliver the new pay deal, changes to the Agenda for Change Handbook and changes to the pension scheme.

We also hold a seat on the same level as much larger unions such as Unison or Unite at national group meetings with ministers in terms of the Social Partnership Forum and the Public Services Liaison Group.

The 2nd year of the new pay deal was implemented in April 2019 across England, Scotland and Wales with a resolution for the pay deal in NI still yet to be achieved, this was resolved later after many of the health unions including BOSTU, began the procedure of industrial action. In December 2019 members were asked if they would support being balloted for Industrial action concerning the lack of resolution over the pay deal in NI. A very high proportion of members supported the decision to go out to ballot so in January 2020 all NI members eligible were balloted alongside members from other health care Unions. Fortunately, industrial action did not need to take place as a formal deal was finally agreed for NI.

In September BOSTU attended the 151st TUC congress in Brighton. Congress is a platform to enable BOSTU to promote our profession at a national level alongside our fellow AHPs and other unions. This year the BOSTU Advisor was accompanied by a local Brighton member and our Policy officer Rich Huzzey.

Following the launch of the BOSTU Local representative induction manual in 2018 delivery of regional or country l level basic training was a priority. During 2019, over 70 BOSTU reps benefited from this training which increased confidence to become active in their role. In 2020 the focus will move to a higher level of training to include dealing with mental health, benefits of Unionline to members, support for BME members and Job evaluation. This will continue to give all our local reps, both new and experienced, up to date information on work place issues enabling them to support members confidently and competently. The plan was to deliver the second phase of TU rep training to all regions in person. This

unfortunately will not be possible to do, so we are looking at alternative ways of doing this so that our reps receive the important training they require in order to support each and everyone of our members going forward.
In 2020, COVID-19 has, and will continue to, provide challenges but BOSTU will continue to adapt to provide representation to our members. Through Lockdown, Orthoptic work as we knew it stopped and many Orthoptists were redeployed into positions alien to them, but through all of this Union work continued. The NHS TU leads and other national groups held Zoom meetings on a weekly basis to discuss the challenges our members faced during this time, calling for adequate PPE, overtime payments and protection of our members rights throughout this period. Similarly, throughout this period, the BOSTU advisor and our local reps have continued to provide support and advice to our members remotely.

A major focus for the coming year will continue to be engaging members more in union matters. Each Orthoptic department will be contacted to try and gain an understanding of what BOSTU can do to help maximise engagement within their department. We plan, by the end of 2020, to have appointed a local rep in every department, who can help to support members in the workplace. Nationally, BOSTU is at the table, alongside other health unions, involved in the discussions for the next pay deal, talks that are going to be difficult given our economic state at present, but we will be doing all we can to secure a fair deal for those who have been on the front line during these difficult times.

BRITISH ORTHOPTIC SOCIETY (TRADE UNION)

INCOME AND EXPENDITURE ACCOUNT
For the year ended 31 December 2019

	2019		2018	
	£	£	£	£
Income		113,616		80,500
Expenditure	46,552		66,078	
		(46,552)		(66,078)
Surplus/(deficit) for the year		**67,064**		**14,422**

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 2015) - (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

	2019	2018
	£	£
Due from British and Irish Orthoptic Society	97,336	30,272