BRITISH ORTHOPTIC SOCIETY (TRADE UNION)

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

STATEMENT ACCOUNTS

For the year ended 31 December 2023

BRITISH ORTHOPTIC SOCIETY (TRADE UNION)

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BRITISH ORTHOPTIC SOCIETY (TRADE UNION)

ADVISOR'S REPORT
For the year ended 31 December 2023

BOS TU Report

The Executive board has now been in place for three years.
The General secretary and the President are both three years into their first five year term of office. The Northern and Southern Executive board members are both in their second term of office. We still have vacancies for a Northern Ireland, Scottish and Welsh Executive board member. Having an executive board continues to enable us to provide timely and relevant advice and support to all members.
Local meetings are held by the Local Regional Officers who have good networks with the workplace representatives of the local orthoptic departments enabling speedy support and understanding of local issues.

Employment relation work is conducted both virtually and in face to face meetings, tailoring to the needs of the member. On average the BOSTU receives between five and ten enquiries and requests for support per week and these requests are answered in an appropriate timely manner by one of the team. The executive team have directly supported 16 formal cases and, in addition, advised local reps who have managed cases themselves. Our General Secretary has conducted three mediated conversations and provided team building sessions to three departments.

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 regularly attend virtual and face to face meetings alongside our fellow NHS trade union colleagues. The General Secretary and Northern and Southern executive members all attended the 2023 Trade Union Congress in Liverpool voting on behalf of BOSTU. We are determined to ensure BOSTU and our members are visible and our voices are heard despite being a small union.

The collective Health Unions continued to negotiate for improved pay for their members a number of Unions were mandated to strike, BOSTU surveyed our members in England , Scotland and Wales but at that time there was no appetite for industrial action. In June 23 an additional 'recovery payment' of between £900 and £1190 was awarded to NHS staff working in 2022/23 and 5% consolidated pay award made for 2023/24.

AfC staff employed in Wales also received the 5% pay award for 2023/24 which maintains the slight differential between England and Wales as the Welsh staff received a higher consolidated award in 2022/23.
Scottish AfC staff continue to receive the best pay in the UK, having accepted an average 6.5% consolidated rise plus a non-consolidated payment of between £387 and £939 for 23/23.

ADVISOR'S REPORT (continued)
For the year ended 31 December 2023

With no active government in Northern Ireland members were falling behind the rest of the UK and getting increasingly unhappy about their very poor pay, in November 2023 we balloted our NI members on whether they would wish to take industrial action and for the first time a group of orthoptists voted to strike. On 18th January Orthoptists in NI joined other union members on the picket lines in a generalised strike across the country. They demanded equity with pay in England and they won.
Despite the successes we are still aware that the pay increases have been very disappointing and in no way address the relative drop in pay experienced by all NHS staff over the past 14 years so alongside the other health unions BOSTU has been involved in negotiations for 2024/25.
On 1st February our President joined the Health unions leaders in a meeting with the Secretary of State for Health, Victoria Atkins, this was an opportunity to raise the BOSTU profile and present issues specific to our members. Negotiations are ongoing.

Our General Secretary supported by executive members delivered training to local reps across the UK, unfortunately as we had so few applicants for the training in Wales this had to be cancelled. To reach those reps who were unable to access face to face training a virtual session has been arranged and a programme of short on-line training is planned. Our General Secretary delivered at talk to clinical tutors regarding reasonable adjustments for students on placement.

It has again 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 2023

	2023		2022	
	£	£	£	£
Income		125,511		126,759
Expenditure	41,161		26,951	
Surplus/(deficit) for the year		**84,350**		**99,808**

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

	2023	2022
	£	£
Due from British and Irish Orthoptic Society	433,457	349,106