



Conference 2024

PEC paper 1

Finance

Accord policy & internal matters:

[Motion 1](#)

This Conference approves PEC paper 1/2024 on Accord's finances and subscriptions.

Principal Executive Council

Finance report to Conference 2024

At the close of Conference 2022, the challenge for Accord was to grow back stronger after the pandemic and rebuild union membership after that period of relative stagnation in membership terms – even though the demands on the union and never been higher than during the Covid crisis.

In the two years since then, around 8000 new members have been recruited into the union.

However, redundancies resumed after the pandemic and normal resignations and retirements meant that we lost members in the same period.

Nevertheless, net membership growth of 6% over the two years in declining employment markets is a testament to the hard work of recruiters and reps. It also shows the support for trade union services amongst employees of today and tomorrow.

These membership trends follow through into finance. The union's only source of income is members' subscriptions.

We have recognised that we should manage members money carefully and never ask for more than we need to provide the services that members want and rely upon.

A demonstration of this approach is the fact that subscriptions have only been increased once since 2014. That was in 2019.

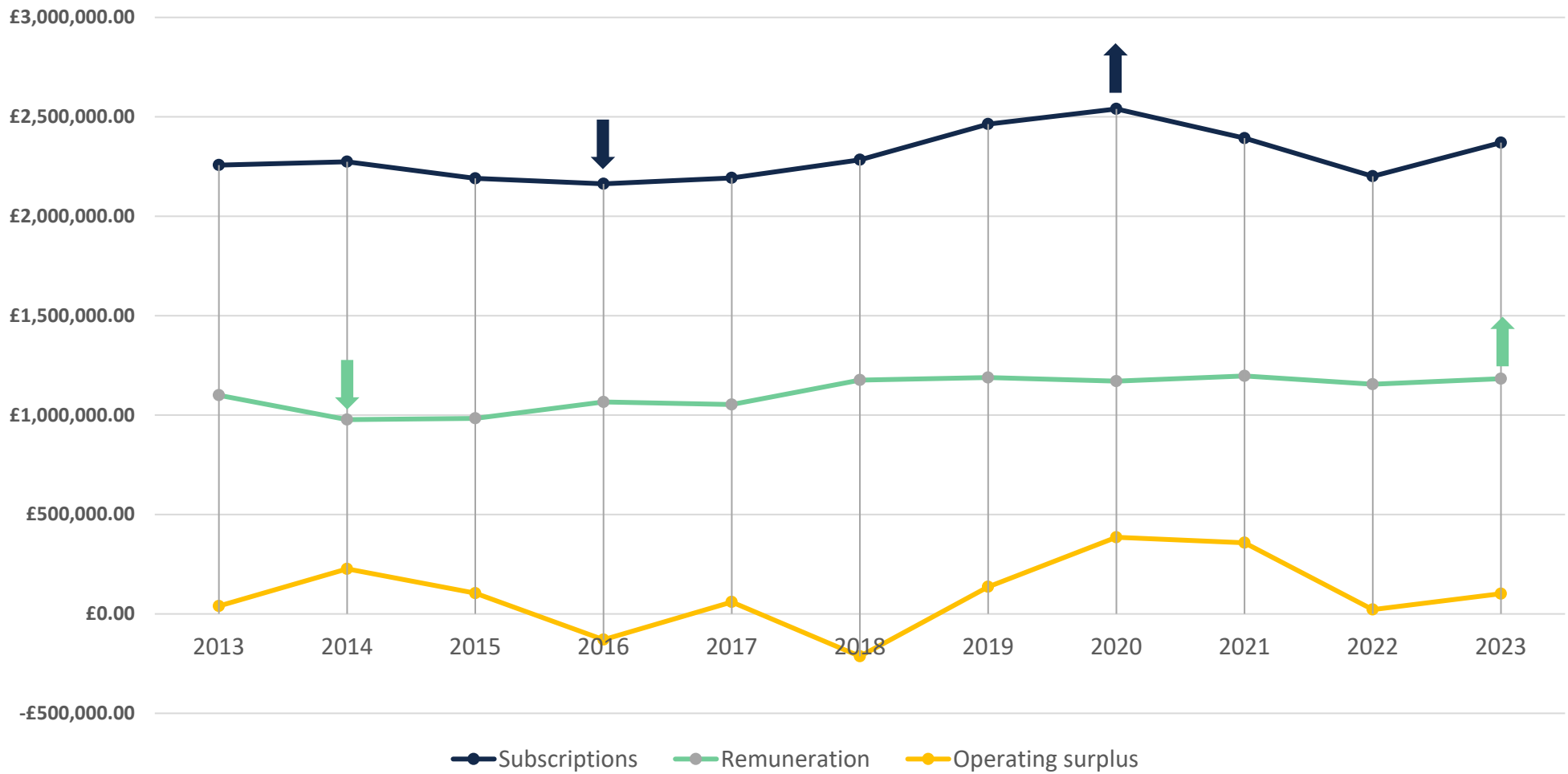
The Principal Executive Council, when approving the union's audited accounts for 2023, was pleased to recommend no increase in subscriptions in 2024.


However, given future uncertainties the PEC seeks the support of Conference, reps and members if an increase is necessary from April 2025.



The charts below show the trends in subscription income & union payroll costs since 2015. This demonstrates control of our main cost item.

We also chart the trends in employment in LBG & TSB against Accord membership over the period. This shows that, while employment numbers have been falling, union membership has declined at a significantly slower rate proving the importance of recruiting new members in all parts of the employing companies we have relationships with.

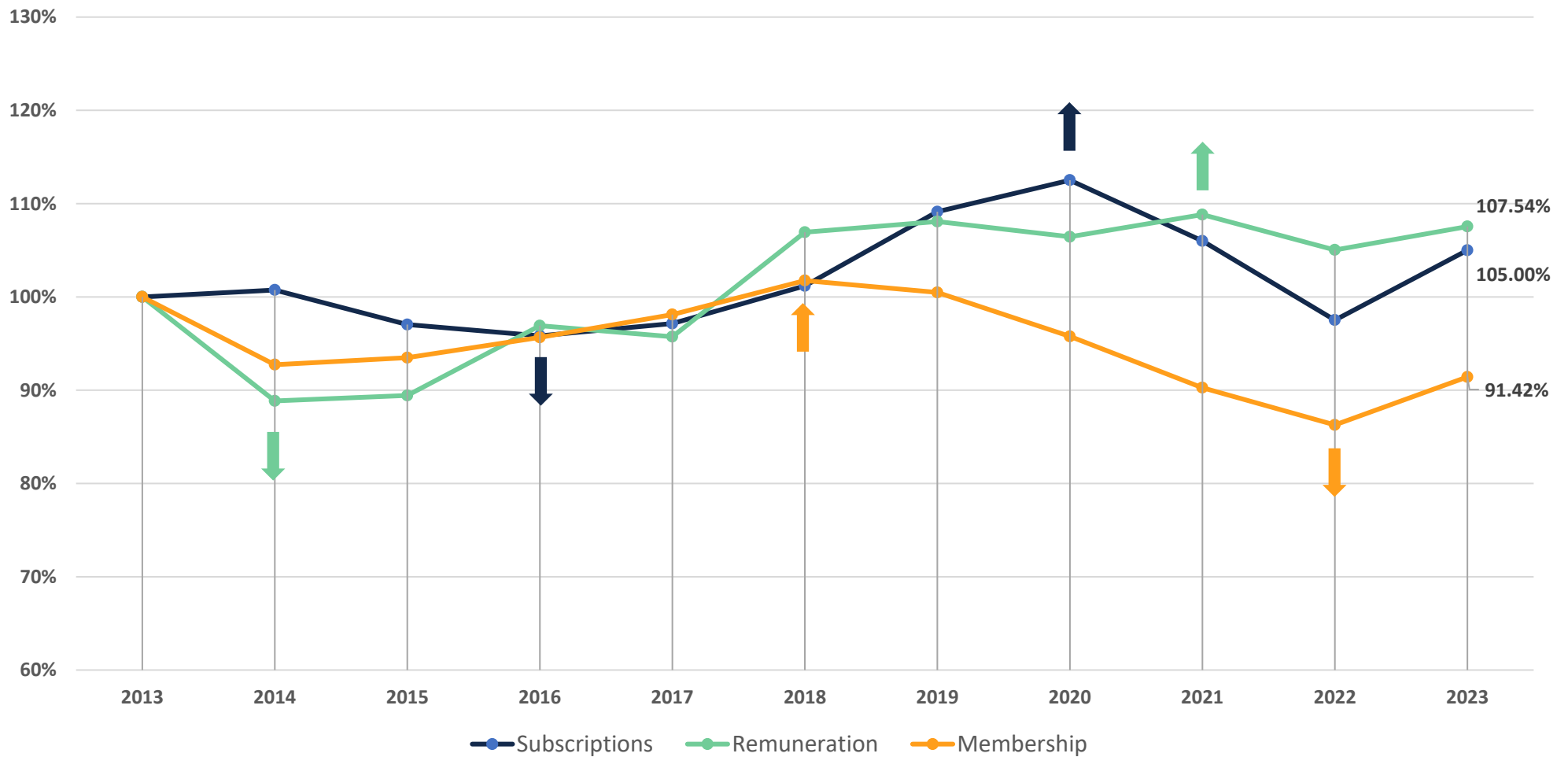
Accord subscriptions, remuneration & operating surplus trends (2013 – 2023)



 Highest point in subscriptions
 Lowest point in subscriptions

 Highest point in remuneration
 Lowest point in remuneration

Accord subscriptions, remuneration & membership trends (2013 – 2023)



- Highest point in subscriptions
- Highest point in remuneration
- Highest point in membership
- Lowest point in subscriptions
- Lowest point in remuneration
- Lowest point in membership

Headcount/membership: Accord, LBG & TSB (2015 – 2023)

