



Northern Ireland Public Service Alliance
Annual Report and Financial Statements
for the Year Ended 31 December 2025

NORTHERN IRELAND PUBLIC SERVICE ALLIANCE

INFORMATION

General Council Officers	T Killen (President) P Dale (Vice President) J Scott (Honorary Treasurer)
General Secretary	C Gates
Registered office	54 Wellington Park Belfast Northern Ireland BT9 6DP
Auditor	GMcG LISBURN Century House 40 Crescent Business Park Lisburn BT28 2GN
Business address	54 Wellington Park Belfast Northern Ireland BT9 6DP
Bankers	Unity Trust Bank 4 Brindley Place Birmingham B1 2JB
Solicitors	McCartan Turkington Breen Northern Court 16-18 Gloucester Street Belfast BT1 4LS

NORTHERN IRELAND PUBLIC SERVICE ALLIANCE

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NORTHERN IRELAND PUBLIC SERVICE ALLIANCE

GENERAL COUNCIL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2025

The General Council members present their annual report and financial statements for the year ended 31 December 2025.

Principal activities

The principal activity of the union continued to be that of trade union services to its members.

General Council members

The General Council members who held office during the year and up to the date of signature of the financial statements were as follows:

Anderson, F	
Antal, S	
Barlow, D	01.06.2023 - 31.05.2025
Bell, Si	
Bell, St	01.06.2024 - 31.05.2025
Brooks, W	
Coates, J	01.10.2025
Collins, L	
Conlon, SP	01.11.2022 - 31.05.2025
Creaney, T	
Dale, P	
Doherty, E	01.01.2022 - 31.05.2025
Flemming, E	
Garland, H	01.06.2025
Godfrey, T	01.06.2025
Graham, R	
Hamilton-Toner, D	01.06.2024 - 31.05.2025
Killen, T	
McAtamney, E	
McCann, F	
McConville, S	
McCorry, S	01.06.2025
McKee, M	01.06.2025
McSherry, H	
McVeigh, G	01.10.2025
Morgan, C	
Mulholland, B	
O'Sandair, R	
Scott, J	
Soto-Kelly, P	01.06.2025
Turner, P	
Veighey, J	01.06.2025
Watson, L	01.06.2024 - 31.05.2025

Donations

During the year the union made donations of £33,019 (2024 - £13,900) to charitable organisations.

NORTHERN IRELAND PUBLIC SERVICE ALLIANCE

GENERAL COUNCIL REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2025

Statement of General Council Responsibilities

The General Council are responsible for preparing the annual report and the financial statements in accordance with applicable law and regulations.

The Trade Unions and Labour Relations (Northern Ireland) Order 1995 requires the General Council to prepare financial statements for each financial year. Under that law the General Council have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under Law the General Council members must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the union and of the profit or loss of the union for that period. In preparing these financial statements, the General Council are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the union will continue in business.

The General Council are responsible for keeping adequate accounting records that are sufficient to show and explain the union's transactions and disclose with reasonable accuracy at any time the financial position of the union. They are also responsible for safeguarding the assets of the union and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Statement of disclosure to auditor

So far as each person who was a General Council member at the date of approving this report is aware, there is no relevant audit information of which the union's auditor is unaware. Additionally, the General Council members individually have taken all the necessary steps that they ought to have taken as General Council members in order to make themselves aware of all relevant audit information and to establish that the union's auditor is aware of that information.

By order of the General Council



C Gates
General Secretary



J Scott
Honorary Treasurer

23 April 2026

NORTHERN IRELAND PUBLIC SERVICE ALLIANCE

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF NORTHERN IRELAND PUBLIC SERVICE ALLIANCE

Opinion

We have audited the financial statements of Northern Ireland Public Service Alliance (the 'union') for the year ended 31 December 2025 which comprise the statement of comprehensive income, the statement of financial position and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the union's affairs as at 31 December 2025 and of its profit for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the union in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the General Councils' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the union's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the General Council with respect to going concern are described in the relevant sections of this report.

NORTHERN IRELAND PUBLIC SERVICE ALLIANCE

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF NORTHERN IRELAND PUBLIC SERVICE ALLIANCE

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The General Council are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the union and its environment obtained in the course of the audit, we have not identified material misstatements in the General Councils' report. We have nothing to report in respect of the following matters in relation to which we report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of the General Council

As explained more fully in the General Councils' responsibilities statement, the General Council are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the General Council determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the General Council are responsible for assessing the union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the General Council either intend to liquidate the union or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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NORTHERN IRELAND PUBLIC SERVICE ALLIANCE

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF NORTHERN IRELAND PUBLIC SERVICE ALLIANCE

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

Extent to which the audit was considered capable of detecting irregularities, including fraud

We identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and then design and perform audit procedures responsive to those risks, including obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion.

In identifying and assessing potential risks of material misstatement in respect of irregularities, including fraud and non-compliances with laws and regulations, we considered the following:

- . The nature of the industry and sector, control environment and business performance, including the union's remuneration policies for members, bonus levels and performance targets, if any;
- . Results of our enquiries of management about their own identification and assessment of the risks of irregularities;
- . Any matters we identified having obtained and reviewed the union's documentation of their policies and procedures relating to:
 - Identifying, evaluating and complying with laws and regulations and whether they were aware of any instance of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud; and
 - The internal controls established to mitigate risks of fraud or non-compliance with laws and regulations;
- . The matters discussed among the audit engagement team regarding how and where fraud might occur in the financial statements and potential indicators of fraud.

As a result of these procedures, we considered the opportunities and incentives that may exist within the union for fraud and identified the greatest potential for fraud in revenue recognition. In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override.

We also obtained an understanding of the legal and regulatory frameworks that the union operates in, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which may be fundamental to the union's ability to operate or to avoid a material penalty.

NORTHERN IRELAND PUBLIC SERVICE ALLIANCE

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF NORTHERN IRELAND PUBLIC SERVICE ALLIANCE

Audit response to risks identified

Our procedures to respond to the risks identified included the following:

- Reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- Enquiring of management concerning actual and potential litigation and claims;
- Performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- Reading minutes of meetings of those charged with governance and reviewing correspondence with tax authorities; and
- In addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. In addition, as with any audit, there remains a higher risk of non-detection of irregularities, as they may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

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NORTHERN IRELAND PUBLIC SERVICE ALLIANCE

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF NORTHERN IRELAND PUBLIC SERVICE ALLIANCE

The purpose of our audit work and to whom we owe our responsibilities

This report is made solely to the union's members. Our audit work has been undertaken so that we might state to the union's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the union and the union's members as a body, for our audit work, for this report, or for the opinions we have formed.

Mr Stephen Houston FCA
Senior Statutory Auditor
For and on behalf of GMcG LISBURN

23 April 2026

Chartered Accountants
Statutory Auditor

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NORTHERN IRELAND PUBLIC SERVICE ALLIANCE

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 DECEMBER 2025

	Notes	2025 £	2024 £
Turnover		5,520,591	4,995,376
Administrative expenses		(4,257,937)	(4,088,020)
Other operating income		1,792	13,204
Operating profit	*	1,264,446	920,560
Interest receivable and similar income	3	374,101	339,743
Interest payable and similar expenses		(87)	-
Profit before taxation		1,638,460	1,260,303
Tax on profit		(50,867)	(47,857)
Profit for the financial year		1,587,593	1,212,446
Other comprehensive income			
Actuarial gain/(loss) on defined benefit pension schemes	10	63,000	(776,000)
Total comprehensive income for the year		1,650,593	436,446

* Operating profit is stated after an accounting adjustment under FRS 102, to reflect the Retirement Benefit Scheme, which has resulted in pension costs being reduced by £608,000 (2024 - £520,000).

For information purposes, the operating profit for the year ended 31 December 2025 excluding the FRS 102 pension adjustment is £656,446 (2024 - £400,560).

NORTHERN IRELAND PUBLIC SERVICE ALLIANCE

STATEMENT OF FINANCIAL POSITION

AS AT 31 DECEMBER 2025

	Notes	2025		2024	
		£	£	£	£
Fixed assets					
Tangible assets	4	597,134		593,651	
Investments	5	10,000		10,000	
			<u>607,134</u>		<u>603,651</u>
Current assets					
Debtors	6	540,246		678,882	
Cash at bank and in hand		5,918,767		5,219,533	
			<u>6,459,013</u>		<u>5,898,415</u>
Creditors: amounts falling due within one year	7	(1,539,189)		(1,786,701)	
Net current assets			<u>4,919,824</u>		<u>4,111,714</u>
Total assets less current liabilities			<u>5,526,958</u>		<u>4,715,365</u>
Net assets excluding pension surplus			<u>5,526,958</u>		<u>4,715,365</u>
Defined benefit pension surplus	8	3,971,000		3,132,000	
Net assets			<u><u>9,497,958</u></u>		<u><u>7,847,365</u></u>
Reserves					
Other reserves	9	1,978,672		1,976,880	
Profit and loss reserves	10	7,519,286		5,870,485	
Total equity			<u><u>9,497,958</u></u>		<u><u>7,847,365</u></u>

These financial statements have been prepared in accordance with Section 1A of FRS 102, 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

The financial statements were approved by the General Council and authorised for issue on 23 April 2026 and are signed on its behalf by:



J Scott
Honorary Treasurer



C Gates
General Secretary

NORTHERN IRELAND PUBLIC SERVICE ALLIANCE

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2025

1 Accounting policies

Information

Northern Ireland Public Service Alliance is a trade union, as defined by the Industrial Relations (Northern Ireland) Order 1992 (as amended). The registered office is 54 Wellington Park, Belfast, Northern Ireland, BT9 6DP.

1.1 Accounting convention

These financial statements have been prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102"). The disclosure requirements of section 1A of FRS 102 have been applied other than where additional disclosure is required to show a true and fair view.

The financial statements are prepared in sterling, which is the functional currency of the union. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Turnover

Membership subscriptions income is included in the financial statements on a receivable basis.

1.3 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold land and buildings	0% straight line
Fixtures and fittings	10% straight line
Computer equipment	20% straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is credited or charged to profit or loss.

The General Council reviewed the depreciation policy in the year, and as a result the depreciation rates were changed. The depreciation rate for land and buildings was changed from 4% straight line to 0% straight line, decreasing the depreciation charge in the year by £58,381.

1.4 Fixed asset investments

Fixed asset investments are initially measured at cost and subsequently measured at cost less any accumulated impairment losses. The investments are assessed for impairment at each reporting date and any impairment losses or reversals of impairment losses are recognised immediately in profit or loss.

1.5 Impairment of fixed assets

At each reporting period end date, the union reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any). Where it is not possible to estimate the recoverable amount of an individual asset, the union estimates the recoverable amount of the cash-generating unit to which the asset belongs.

NORTHERN IRELAND PUBLIC SERVICE ALLIANCE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2025

1 Accounting policies (Continued)

Recoverable amount is the higher of fair value less costs to sell and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset for which the estimates of future cash flows have not been adjusted.

If the recoverable amount of an asset (or cash-generating unit) is estimated to be less than its carrying amount, the carrying amount of the asset (or cash-generating unit) is reduced to its recoverable amount. An impairment loss is recognised immediately in profit or loss, unless the relevant asset is carried at a revalued amount, in which case the impairment loss is treated as a revaluation decrease.

Recognised impairment losses are reversed if, and only if, the reasons for the impairment loss have ceased to apply. Where an impairment loss subsequently reverses, the carrying amount of the asset (or cash-generating unit) is increased to the revised estimate of its recoverable amount, but so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset (or cash-generating unit) in prior years. A reversal of an impairment loss is recognised immediately in profit or loss, unless the relevant asset is carried at a revalued amount, in which case the reversal of the impairment loss is treated as a revaluation increase.

1.6 Cash and cash equivalents

Cash and cash equivalents are basic financial assets and include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.7 Financial instruments

The union has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the union's statement of financial position when the union becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Classification of financial liabilities

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the union after deducting all of its liabilities.

NORTHERN IRELAND PUBLIC SERVICE ALLIANCE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2025

1 Accounting policies (Continued)

Basic financial liabilities

Basic financial liabilities, including creditors, bank loans and preference shares that are classified as debt, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

1.8 Taxation

The tax expense represents the sum of the tax currently payable and deferred tax.

Current tax

The tax currently payable is based on taxable profit for the year. Taxable profit differs from net profit as reported in the income statement because it excludes items of income or expense that are taxable or deductible in other years and it further excludes items that are never taxable or deductible. The union's liability for current tax is calculated using tax rates that have been enacted or substantively enacted by the reporting end date.

Deferred tax

Deferred tax liabilities are generally recognised for all timing differences and deferred tax assets are recognised to the extent that it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable profits. Such assets and liabilities are not recognised if the timing difference arises from goodwill or from the initial recognition of other assets and liabilities in a transaction that affects neither the tax profit nor the accounting profit.

The carrying amount of deferred tax assets is reviewed at each reporting end date and reduced to the extent that it is no longer probable that sufficient taxable profits will be available to allow all or part of the asset to be recovered. Deferred tax is calculated at the tax rates that are expected to apply in the period when the liability is settled or the asset is realised. Deferred tax is charged or credited in the income statement, except when it relates to items charged or credited directly to equity, in which case the deferred tax is also dealt with in equity. Deferred tax assets and liabilities are offset when the union has a legally enforceable right to offset current tax assets and liabilities and the deferred tax assets and liabilities relate to taxes levied by the same tax authority.

1.9 Employee benefits

The costs of short-term employee benefits are recognised as a liability and an expense, unless those costs are required to be recognised as part of the cost of stock or fixed assets.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the union is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

NORTHERN IRELAND PUBLIC SERVICE ALLIANCE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2025

1 Accounting policies (Continued)

1.10 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

The cost of providing benefits under defined benefit plans is determined separately for each plan using the projected unit credit method, and is based on actuarial advice.

The change in the net defined benefit liability arising from employee service during the year is recognised as an employee cost. The cost of plan introductions, benefit changes, settlements and curtailments are recognised as an expense in measuring profit or loss in the period in which they arise.

The net interest element is determined by multiplying the net defined benefit liability by the discount rate, taking into account any changes in the net defined benefit liability during the period as a result of contribution and benefit payments. The net interest is recognised in profit or loss as other finance revenue or cost.

Remeasurement changes comprise actuarial gains and losses, the effect of the asset ceiling and the return on the net defined benefit liability excluding amounts included in net interest. These are recognised immediately in other comprehensive income in the period in which they occur and are not reclassified to profit and loss in subsequent periods.

The net defined benefit pension asset or liability in the balance sheet comprises the total for each plan of the present value of the defined benefit obligation (using a discount rate based on high quality corporate bonds), less the fair value of plan assets out of which the obligations are to be settled directly. Fair value is based on market price information, and in the case of quoted securities is the published bid price. The value of a net pension benefit asset is limited to the amount that may be recovered either through reduced contributions or agreed refunds from the scheme.

2 Employees

The average monthly number of persons employed by the union during the year was:

	2025	2024
	Number	Number
	47	45
	<u>47</u>	<u>45</u>

Their aggregate remuneration comprised:

	2025	2024
	£	£
Wages and salaries	2,124,710	1,981,919
Pension costs	965,512	771,066
Retirement benefit scheme adjustment	(608,000)	(520,000)
	<u>2,482,222</u>	<u>2,232,985</u>

NORTHERN IRELAND PUBLIC SERVICE ALLIANCE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2025

2 Employees (Continued)

The unions headquarters permanent staffing complement at 31 December 2025 is shown below together with the pay range, effective from 1 August 2025:

HQ Post	Pay Scales
1 General Secretary	£75,739 - £77,904
3 Deputy General Secretary	£63,072 - £64,469
8 Assistant Secretary	£48,408 - £49,515
10 Higher Executive Officer	£41,920 - £42,570
6 Executive Officer	£36,136 - £36,678
1 Senior Personal Secretary	£36,136 - £36,678
6 Personal Secretary	£30,777 - £31,097
8 Administrative Officers	£27,271 - £28,094
1 Buildings Supervisor	£36,136 - £36,678
3 Domestic Assistants	£25,796 - £25,796

3 Interest receivable and similar income

	2025	2024
	£	£
Interest income		
Interest on bank deposits	204,839	194,011
Interest on the net defined benefit asset (FRS 102 adjustment)	168,000	145,000
Other interest income	60	31
	<hr/>	<hr/>
Total interest revenue	372,899	339,042
Income from fixed asset investments		
Income from other fixed asset investments	1,202	701
	<hr/>	<hr/>
Total income	374,101	339,743
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NORTHERN IRELAND PUBLIC SERVICE ALLIANCE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2025

4 Tangible fixed assets

	Freehold land and buildings £	Fixtures and fittings £	Computer equipment £	Total £
Cost				
At 1 January 2025	2,336,825	228,161	182,044	2,747,030
Additions	-	4,200	50,154	54,354
Disposals	-	-	(43,666)	(43,666)
At 31 December 2025	2,336,825	232,361	188,532	2,757,718
Depreciation and impairment				
At 1 January 2025	1,936,064	75,007	142,308	2,153,379
Depreciation charged in the year	-	22,851	28,020	50,871
Eliminated in respect of disposals	-	-	(43,666)	(43,666)
At 31 December 2025	1,936,064	97,858	126,662	2,160,584
Carrying amount				
At 31 December 2025	400,761	134,503	61,870	597,134
At 31 December 2024	400,761	153,154	39,736	593,651

5 Fixed asset investments

	2025 £	2024 £
Other investments other than loans	10,000	10,000

6 Debtors

Amounts falling due within one year:	2025 £	2024 £
Trade debtors	175,160	203,354
Other debtors	1,876	3,122
Prepayments and accrued income	363,210	472,406
	540,246	678,882

NORTHERN IRELAND PUBLIC SERVICE ALLIANCE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2025

7 Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	136,830	353,582
Corporation tax	50,691	47,711
Other taxation and social security	53,086	35,901
Other creditors	4,937	3,936
Accruals and deferred income	1,293,645	1,345,571
	<u>1,539,189</u>	<u>1,786,701</u>

8 Retirement benefit schemes

	2025	2024
	£	£
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	355,766	248,576
	<u>355,766</u>	<u>248,576</u>

The union operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the union in an independently administered fund.

Defined benefit schemes

The NIPSA Pension Scheme provides benefits based on final pensionable salary. The assets of the Scheme are held separately from those of the trade union NIPSA, being invested with XPS and trust bank accounts. Contributions to the Scheme are charged to the Income and Expenditure account so as to spread the cost of the pensions over employees' working lives with NIPSA. The contributions are determined by a qualified actuary on the basis of triennial valuations using the projected unit method.

The most recent formal funding valuation by the Scheme Actuary, XPS Corporate, has been carried out to 31 December 2024. This formal valuation has been accepted by the General Council and has been updated by XPS Group to reflect the valuation at 31 December 2025. The valuation reflected a surplus in the Pension Scheme funding of some £11,457,000, which is reduced to a surplus of £3,971,000 as a result of the effect of the asset ceiling. The contribution rate has been maintained at 53.3% per annum for the year ended 31 December 2025.

In accordance with agreement with GMB, SIPTU and UNITE, the Trade Unions for Headquarter staff, the Scheme provides benefits comparable to those of the Northern Ireland Civil Service. Employee contributions to the Pension Scheme were based on the salary bandings used in the Northern Ireland Civil Service.

Separate financial statements are prepared and audited for the NIPSA Retirement and Death Benefits Plan.

The financial statements for the year ended 31 December 2025 have been prepared in order to comply with the Financial Reporting Standard 102. This enables the increases/decreases in the Scheme assets to be shown in the financial statements.

The service costs of the Scheme, the employer contributions and the interest costs are shown in the notes to the income statement and the surplus of the Scheme on the face of the Statement of Financial Position.

NORTHERN IRELAND PUBLIC SERVICE ALLIANCE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2025

8 Retirement benefit schemes (Continued)

<i>Key assumptions</i>	2025 %	2024 %
Discount rate	5.6	5.6
Expected rate of increase of pensions in payment	2.4	2.6
Expected rate of salary increases	2.8	3.1
Retail price inflation	2.8	3.1
Consumer price inflation	2.4	2.6
Increases in deferment	2.4	2.6
	<u> </u>	<u> </u>

Mortality assumptions

Mortality assumptions per the actuary for normal retirements based on S4PA year of birth tables with age rates up to 1 year. A long term rate of future improvement in mortality of 1.5% per annum for males and 1.25% per annum for females, is based on CMI 2024 the latest version of the model for projecting mortality improvements published by the UK actuarial profession. The life expectancies for members retiring aged 65 now and in 20 years' time are as follows:

	2025 Years	2024 Years
Retiring today		
- Males	21.6	21.1
- Females	23.9	23.8
	<u> </u>	<u> </u>
Retiring in 20 years		
- Males	23.2	22.4
- Females	25.4	25.2
	<u> </u>	<u> </u>

<i>Amounts taken to other comprehensive income</i>	2025 £	2024 £
Return on scheme assets excluding interest income	(75,000)	738,000
Remeasurement of defined benefit obligation	313,000	(586,000)
Change in effect of asset ceiling	(301,000)	624,000
	<u> </u>	<u> </u>
Total costs/(income)	(63,000)	776,000
	<u> </u>	<u> </u>

NORTHERN IRELAND PUBLIC SERVICE ALLIANCE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2025

8 Retirement benefit schemes (Continued)

The amounts included in the statement of financial position arising from the company's obligations in respect of defined benefit plans are as follows:

	2025 £	2024 £
Present value of defined benefit obligations	16,486,000	15,941,000
Fair value of plan assets	(27,943,000)	(26,447,000)
Surplus in scheme	(11,457,000)	(10,506,000)
Restriction on scheme assets (asset ceiling)	7,486,000	7,374,000
Total asset recognised	<u>(3,971,000)</u>	<u>(3,132,000)</u>

	2025 £
<i>Movements in the present value of defined benefit obligations</i>	
Liabilities at 1 January 2025	15,941,000
Current service cost	296,000
Past service cost	46,000
Benefits paid	(1,057,000)
Contributions from scheme members	69,000
Remeasurement of defined benefit obligation	313,000
Interest cost	878,000
At 31 December 2025	<u>16,486,000</u>

The defined benefit obligations arise from plans which are wholly or partly funded.

	2025 £
<i>Movements in the fair value of plan assets</i>	
Fair value of assets at 1 January 2025	26,447,000
Interest income	1,459,000
Return on plan assets (excluding amounts included in net interest)	75,000
Benefits paid	(1,057,000)
Contributions by the employer	950,000
Contributions by scheme members	69,000
At 31 December 2025	<u>27,943,000</u>

NORTHERN IRELAND PUBLIC SERVICE ALLIANCE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2025

8 Retirement benefit schemes (Continued)

	2025	
	£	
<i>Movement in the fair value of asset ceiling</i>		
At 1 January 2025		7,374,000
Interest on the effect of the asset ceiling		413,000
Change in the effect of asset ceiling, excluding interest		(301,000)
		<u>7,486,000</u>
At 31 December 2025		<u><u>7,486,000</u></u>
	2025	2024
	£	£
<i>Fair value of plan assets at the reporting period end</i>		
Equity instruments	10,059,480	10,314,330
Cash	6,706,320	5,289,400
Multi-asset	4,470,880	3,702,580
Levered LDI (gilts and swaps)	6,706,320	7,140,690
	<u>27,943,000</u>	<u>26,447,000</u>
	<u><u>27,943,000</u></u>	<u><u>26,447,000</u></u>

NORTHERN IRELAND PUBLIC SERVICE ALLIANCE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2025

9 Other reserves

	2025 £	2024 £
Fighting fund	1,000,000	1,000,000
Fee fund	6,158	4,367
Contingency fund	817,513	817,513
Personal Accident Scheme fund	155,000	155,000
	<u>1,978,672</u>	<u>1,976,880</u>

	2025 £	2024 £
<i>Fighting fund</i>		
At 1 January	1,000,000	1,000,000
Ballot costs	(2,876)	(8,056)
Banners, flags and stationary costs	-	(19,255)
Strike pay and travel	(16,223)	(10,539)
Picket line costs	(242)	(1,724)
Equipment	(5,943)	(2,477)
Communication	(1,236)	(17,882)
Strike action costs incurred in year	26,520	59,933
	<u>1,000,000</u>	<u>1,000,000</u>

	2025 £	2024 £
<i>Fee fund</i>		
At 1 January	4,366	2,642
Transfers from/(to) General fund	1,792	1,724
	<u>6,158</u>	<u>4,366</u>

Personal Accident Scheme fund

The Personal Accident Scheme fund relates to personal accident cover for members and employees of NIPSA up to an agreed limit by the insurance company. The union is insured for claims above £155,000.

NORTHERN IRELAND PUBLIC SERVICE ALLIANCE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2025

10 Profit and loss reserves

	2025 £	2024 £
At the beginning of the year	5,870,485	5,435,763
Profit for the year	1,587,593	1,212,446
Transfer to fee fund	(1,792)	(1,724)
Actuarial differences recognised in other comprehensive income	63,000	(776,000)
At the end of the year	<u>7,519,286</u>	<u>5,870,485</u>

11 Operating lease commitments

As lessee

At the reporting end date the company had outstanding commitments for future minimum lease payments under non-cancellable operating leases, as follows:

	2025 £	2024 £
Total commitments	<u>4,050</u>	<u>7,290</u>

12 General Council members' business

The following claims were made during the year by the General Council members on General Council business:

	£
Brooks, W	123.90
Fleming, E	12.60
Graham, R	25.20
McSherry, H	112.00
	<u>273.70</u>

NORTHERN IRELAND PUBLIC SERVICE ALLIANCE
MANAGEMENT INFORMATION
FOR THE YEAR ENDED 31 DECEMBER 2025

NORTHERN IRELAND PUBLIC SERVICE ALLIANCE

DETAILED INCOME STATEMENT

FOR THE YEAR ENDED 31 DECEMBER 2025

	2025	2025	2024	2024
	£	£	£	£
Turnover				
CS group subscriptions		2,551,426		2,222,175
PO group subscriptions		2,969,165		2,773,201
		<u>5,520,591</u>		<u>4,995,376</u>
Other operating income				
Sundry income		1,792		13,204
Administrative expenses				
Wages and salaries	2,124,710		1,981,919	
Staff pension costs defined contribution	963,766		768,576	
PPF levy	1,746		2,490	
Rates	131,412		123,826	
Security costs	8,935		4,879	
Cleaning	10,192		12,053	
Power, light and heat	29,046		35,541	
Property repairs and maintenance	14,277		6,244	
Insurance	23,998		22,021	
Regional office costs	13,054		13,041	
Computer running costs	132,589		138,058	
Travelling expenses	29,626		35,000	
Legal and professional fees	541,176		580,004	
Audit fees	11,040		10,560	
Other donations	33,019		13,900	
Bank charges	3,509		3,494	
Printing and stationery	36,170		34,083	
Promotional costs	27,621		50,319	
Publications	15,391		14,269	
Branch costs	3,987		3,240	
Annual and group conferences	173,314		153,762	
Liason and affiliation	170,028		176,152	
NIPSA news and reports	25,640		25,520	
Postage and telephone	40,847		31,375	
Sundry expenses	13,079		9,879	
Ballot costs	61,844		52,098	
Members discount scheme and diaries	109,838		111,577	
Welfare	17,150		17,000	
Education and training	21,542		2,995	
Strike action costs (see Note 9)	26,520		59,933	
Depreciation	50,871		114,212	
		<u>(4,865,937)</u>		<u>(4,608,020)</u>
Operating profit/(loss) pre FRS 102 pension adjustment		656,446		400,560
FRS 102 pension adjustment		608,000		520,000
Operating profit		<u>1,264,446</u>		<u>920,560</u>

NORTHERN IRELAND PUBLIC SERVICE ALLIANCE

DETAILED INCOME STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2025

	2025	2025	2024	2024
	£	£	£	£
Interest receivable and similar income				
Bank interest received	204,839		194,011	
Other interest received - not on financial instruments	60		31	
Net interest on defined benefit asset	168,000		145,000	
Income from other fixed asset investments	1,202		701	
	<u> </u>		<u> </u>	
		374,101		339,743
Interest payable and similar expenses				
Interest on overdue taxation - not financial liabilities		(87)		-
		<u> </u>		<u> </u>
Profit before taxation	29.68%	1,638,460	25.23%	1,260,303
Tax on profit		(50,867)		(47,857)
		<u> </u>		<u> </u>
Profit for the financial year		1,587,593		1,212,446
Other comprehensive income				
Actuarial loss on defined benefit pension schemes		63,000		(776,000)
		<u> </u>		<u> </u>
Total comprehensive income for the year		<u> </u>		<u> </u>
		<u> </u>		<u> </u>
