

Annual  
Report  
of the  
Certification  
Officer

1990

Certification Office for  
Trade Unions and Employers' Associations

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**CERTIFICATION OFFICE  
FOR TRADE UNIONS AND EMPLOYERS' ASSOCIATIONS**

**Annual Report  
of the Certification Officer  
1990**

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I have pleasure in submitting the report on my activities during 1990 as required by the Employment Protection Act 1975.



M Wake  
*Certification Officer*  
20 February 1991

## Introduction

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## Introduction

This is the fifteenth Annual Report to be published since the post of Certification Officer was established under section 7 of the Employment Protection Act 1975. It deals with my activities during the calendar year 1990.

During 1990 my functions included the following responsibilities:

*under the Trade Union Act 1913* – for ensuring observance of the statutory procedures governing the setting up, operation, and review of political funds; and for dealing with complaints about breaches of political fund rules or about the conduct of political fund ballots;

*under the Trade Union (Amalgamations, etc.) Act 1964* – for seeing that the statutory procedures for amalgamations, transfers of engagements and changes of name are complied with, and for dealing with complaints by members about the conduct of merger ballots;

*under the Trade Union and Labour Relations Act 1974* – for maintaining lists of trade unions and employers' associations; for seeing that these organisations keep accounting records, have their accounts properly audited and submit annual returns; and for ensuring that the statutory requirements concerning the actuarial examination of members' superannuation schemes are observed;

*under the Employment Protection Act 1975* – for determining the independence of trade unions;

*under the Employment Act 1980* – for reimbursing certain expenditure incurred by independent trade unions in conducting secret postal ballots for specified purposes in accordance with Regulations made by the Secretary of State for Employment;

*under Part I of the Trade Union Act 1984* – for dealing with complaints by members that a trade union has failed to comply with one or more of the provisions of the Act, which imposes duties on a trade union to hold secret postal ballots for electing members of its principal executive committee and to maintain an accurate register of its members.

A separate chapter discusses each of these functions.

During 1990 the Office's workload concerned with payments towards the costs of secret postal ballots continued to increase, and total payments rose to over £2.6 million. There was no lessening in the volume of work arising from the supervision of trade union mergers, and from issues concerning trade union political funds and trade union independence. During the year I issued five decisions on complaints about trade union election ballots and two decisions on complaints about trade union merger ballots. The commencement of legal proceedings against the National Union of Mineworkers relating to their accounting records attracted particular public interest.

The Advisory, Conciliation and Arbitration Service is responsible for providing me with the finance and support services necessary for the performance of my statutory duties but this in no way affects the exercise of my functions independently both of the Service and of the Secretary of State. The Office continues to receive professional advice on superannuation matters from the Government Actuary's Department.

Mr G S Osborne and Mr J L J Craig, WS, continued to hold their appointments as Assistant Certification Officer and Assistant Certification Officer for Scotland respectively.

Accounts of the Office prepared under paragraph 35 of Schedule 1 to the Employment Protection Act 1975 are published separately by order of the House of Commons. In broad terms it is estimated that about 33 per cent of the Office's resources are allocated to work connected with the receipt, scrutiny and follow-up of annual returns from trade unions and employers' associations; 37 per cent to work arising from the refund of costs of trade unions' secret postal ballots; and the remainder to other matters including trade union election complaints, trade union mergers, political funds, etc. The statutory fees to be paid for certain items of work undertaken by the Office were increased by Regulations\* made by the Secretary of State for Employment. The net cost of the Office for the year ended 31 March 1990 was £438,000.

\*The Certification Officer (Amendment of Fees) Regulations 1990 (S.I. 1990 No. 339).

## Lists of Trade Unions and Employers' Associations

### Entry in the lists and its significance

- 1.1 The Certification Officer maintains a list of trade unions and a list of employers' associations in accordance with the provisions of section 8 of the Trade Union and Labour Relations Act 1974.
- 1.2 Listing is voluntary and any organisation of workers or of employers may apply to be listed. If the Certification Officer is satisfied that the organisation falls within the appropriate definition in section 28 of the 1974 Act he must enter its name in the relevant list. Entry on the list is usually a simple process and means no more than that the body concerned satisfies the statutory definition. The Act does not impose any test of size or effectiveness. Section 28 is reproduced in full at paragraph 1.13.
- 1.3 Any organisation aggrieved by the refusal of the Certification Officer to enter its name in the relevant list may appeal to the Employment Appeal Tribunal.
- 1.4 For trade unions, listing is an essential preliminary to any application for a certificate of independence under section 8 of the Employment Protection Act 1975. It is also one of the requirements for obtaining tax relief in respect of expenditure on provident benefits. There are no corresponding advantages for employers' associations.
- 1.5 Copies of the current lists may be inspected free of charge at the Certification Office, 27 Wilton Street, London SW1X 7AZ. The lists for organisations having their head office in Scotland may be inspected at the office of the Assistant Certification Officer for Scotland, 58 Frederick Street, Edinburgh EH2 1LN.

### Removal from the lists

- 1.6 If at any time it appears to the Certification Officer that an organisation whose name is entered on the relevant list is not a trade union or an employers' association he may, after giving the organisation concerned the opportunity to make representations, remove its name from that list. There is a right of appeal to the Employment Appeal Tribunal against removal of a name from a list. The Certification Officer must also remove the name of an organisation from the list if he is satisfied that it no longer exists or if the organisation requests that he should do so.

1.7 As required by section 8(9) of the 1974 Act this Report includes the lists as at 31 December 1990. They are reproduced as Appendices 1 and 2. The lists at the end of 1990 comprised 323 trade unions and 135 employers' associations.

1.8 Changes during 1990 are summarised in the table below:

|                            | On lists at<br>31 December<br>1989 | Changes between<br>1 January 1990 and<br>31 December 1990 |          | On lists<br>at 31 December<br>1990 |
|----------------------------|------------------------------------|---|----------|------------------------------------|
|                            |                                    | Additions   | Removals |                                    |
| Trade Unions               | 342                                | 7   | 26       | 323                                |
| Employers'<br>Associations | 139                                | 6   | 10       | 135                                |

1.9 The seven additions to the list of trade unions are shown in italics in Appendix 1. Of the 26 unions removed from the list 13 had ceased to exist as a result of mergers and 11 had been dissolved.

1.10 Six employers' associations were added to and 10 were removed from the list. Of the 10 employers' associations removed from the list three had ceased to exist as a result of mergers and seven had been dissolved.

#### Unlisted organisations

1.11 Because entry in the lists is voluntary it is difficult to say precisely how many trade unions and employers' associations are in existence at any given time. In addition to the numbers of listed organisations given in paragraph 1.8, at the end of the year there were 25 trade unions and 162 employers' associations which submit annual returns to the Office but which have not sought to be listed. There may be others meeting the statutory definition of which the Office is unaware.

#### Department of Employment

1.12 The information collected by the Office provides the main basis for updating the Department of Employment's *Directory of Employers' Associations, Trade Unions, Joint Organisations, etc.* and for compiling its annual statistics of numbers and membership of trade unions.

1.13 Section 28 of the 1974 Act reads as follows:

28 (1) *In this Act, except so far as the context otherwise requires, 'trade union' means an organisation (whether permanent or temporary) which either –*

(a) *consists wholly or mainly of workers of one or more descriptions and is an organisation whose principal purposes include the regulation of relations between workers of that description or those descriptions and employers or employers' associations; or*

(b) *consists wholly or mainly of –*

(i) *constituent or affiliated organisations which fulfil the conditions specified in paragraph (a) above (or themselves consist wholly or mainly of constituent or affiliated organisations which fulfil those conditions), or*

(ii) *representatives of such constituent or affiliated organisations;*

*and in either case is an organisation whose principal purposes include the regulation of relations between workers and employers or between workers and employers' associations, or include the regulation of relations between its constituent or affiliated organisations.*

(2) *In this Act, except so far as the context otherwise requires, 'employers' association' means an organisation (whether permanent or temporary) which either –*

(a) *consists wholly or mainly of employers or individual proprietors of one or more descriptions and is an organisation whose principal purposes include the regulation of relations between employers of that description or those descriptions and workers or trade unions; or*

(b) consists wholly or mainly of –

(i) constituent or affiliated organisations which fulfil the conditions specified in paragraph (a) above (or themselves consist wholly or mainly of constituent or affiliated organisations which fulfil those conditions),  
or

(ii) representatives of such constituent or affiliated organisations;

and in either case is an organisation whose principal purposes include the regulation of relations between employers and workers or between employers and trade unions, or include the regulation of relations between its constituent or affiliated organisations.'

## Trade Union Independence

### The statutory provisions

2.1 Section 30(1) of the Trade Union and Labour Relations Act 1974 defines an independent trade union as:

'a trade union which –

- (a) is not under the domination or control of an employer or a group of employers or of one or more employers' associations; and
- (b) is not liable to interference by an employer or any such group or association (arising out of the provision of financial or material support or by any other means whatsoever) tending towards such control'.

2.2 The procedure for determining the independence of trade unions is laid down in section 8 of the Employment Protection Act 1975. The Certification Officer must keep a public record of all applications for certificates of independence and all decisions reached. He may not take a decision on any application until at least one month after it has been entered in the record and must take into account any relevant information submitted by third parties. He is required to give his reasons if he refuses a certificate of independence and the union concerned has a right of appeal to the Employment Appeal Tribunal.

2.3 The Certification Officer may withdraw a certificate at any time if he is of the opinion that the trade union concerned is no longer independent. As in the case of a refusal, a trade union aggrieved by a decision to withdraw its certificate has a right of appeal to the Employment Appeal Tribunal.

2.4 Where a question as to the independence of a particular union arises in proceedings before the courts, industrial tribunals or certain other bodies, and no certificate has been issued or refused, the 1975 Act provides that the proceedings may not continue further until that question has been decided by the Certification Officer.

### Working methods

2.5 The working methods used by the Office in considering applications for certificates of independence remain unchanged. Essentially, they consist of a scrutiny of the applicant union's rules and finances, followed where necessary by detailed investigation of the union's affairs.

- 2.6 The principal criteria used by the Certification Officer in determining whether or not an applicant union satisfies the statutory definition are explained in the Office's booklet *Guidance for trade unions wishing to apply for a certificate of independence\** under the following headings:

History  
 Membership base  
 Organisation and structure  
 Finance  
 Employer-provided facilities  
 Negotiating record

The Certification Officer reaches his decision on the basis of the criteria as a whole and in doing so he is strictly bound by the statutory definition. He is not empowered to take into account other considerations such as the effect the issue of a certificate might have on industrial relations.

#### Applications

- 2.7 Ten applications for certificates of independence were received during 1990, one more than in 1989. Two of the applications, from the National Union of Rail Maritime and Transport Workers and from the Nationwide Anglia Building Society Staff Association, were made by newly formed trade unions following amalgamations where each of the unions involved had held a certificate of independence immediately prior to the effective date of the mergers.

#### Decisions

- 2.8 During the year six certificates of independence were issued, one of which was in respect of an application carried over from the previous year. No applications were refused in 1990. Five applications remained outstanding at the end of the year. Eleven certificates were cancelled because the unions concerned had ceased to exist. Mergers accounted for 10 of these cancellations. Details are given in Appendix 3.
- 2.9 In February 1990 the Government Communications Staff Federation served notice of an appeal to the Employment Appeal Tribunal against the Certification Officer's decision in December 1989 to refuse the Federation a certificate of independence. No date has yet been fixed for a hearing of the appeal.

\*Copies of the booklet are available on request.

## Annual Returns and Accounts

### The statutory provisions

- 3.1 Section 10 of the Trade Union and Labour Relations Act 1974 provides that every trade union and employers' association (except one which consists wholly or mainly of representatives of constituent or affiliated organisations) must keep proper accounting records in respect of its transactions, assets and liabilities, and must establish and maintain a satisfactory system of control of its accounting records, its cash holdings and all its receipts and remittances. The accounting records kept must be such as are necessary to give a true and fair view of the state of affairs of the organisation and to explain its transactions.
- 3.2 Under section 11 of the Act the organisation (unless it has been in existence for less than 12 months) is also required to submit an annual return to the Certification Officer in the form prescribed. Schedule 2 provides that the return is to include revenue and other accounts and a balance sheet, which must give a true and fair view of the matters to which they relate. The return must also show any changes in the organisation's officers or in the address of its head office, and must be accompanied by a copy of the rules in force at the end of the period.
- 3.3 Schedule 2 of the Act prescribes that annual returns should be submitted before 1 June in each year and cover the year ending the preceding 31 December. However, the Certification Officer may direct that the return is to relate to a different annual period, and this is usually done if the normal timetable would cause serious inconvenience to the organisation concerned.
- 3.4 Schedule 2 also stipulates that the annual return is to include a copy of the auditor's report on the accounts. It confers extensive powers on auditors, who must be professionally qualified unless the organisation's membership, assets, receipts and payments are below specified levels, or certain special circumstances apply. The Schedule contains detailed provisions about the qualifications, appointment and removal of auditors and confers on them certain rights to have access to books and information and to attend and speak at general meetings of the organisation.



3.5 The auditor must state whether, in his opinion, the accounts give a true and fair view of the matters to which they relate. He has a duty to carry out such investigations as will enable him to form an opinion on whether proper accounting records have been kept, whether a satisfactory system of control has been maintained and whether the accounts are in agreement with the accounting records. If in his opinion the statutory requirements have not been satisfied, or he fails to obtain all the necessary information and explanations, he must say so in his report.

3.6 Provided the period covered is the same and there is no significant diminution in the degree of disclosure, a trade union or employers' association incorporated under the Companies Acts may submit with its return, in lieu of the prescribed accounts, a copy of its accounts prepared under the Companies Acts and so avoid the duplication of broadly similar financial statements. In such circumstances, however, and notwithstanding anything in the Companies Acts, an auditor's report is still required to be made and this report must comply with the requirements of the Trade Union and Labour Relations Act 1974. A recent amendment, in force on 1 April 1990, has made clear that the auditors appointed for such a trade union or employers' association under the Companies Acts are also auditors for the purposes of the 1974 Act, without the need to be separately appointed.

3.7 With the exceptions already noted, the duties imposed by sections 10 and 11 and by Schedule 2 of the 1974 Act apply to all trade unions and employers' associations, whether listed under section 8 of the Act or not. Refusal or wilful neglect to perform any of them is an offence for which the organisation concerned may be prosecuted and fined. The Certification Officer is responsible for enforcing these provisions, but he is not empowered to carry out detailed investigations into the finances of trade unions or employers' associations or to undertake prosecutions for such offences as embezzlement or fraud which are dealt with under the ordinary criminal law.

#### Late submission of returns

3.8 The late submission of some annual returns has been a continuing problem over a number of years although the problem is diminishing. Efforts to secure stricter compliance with the statutory requirements are continuing.

#### Legal proceedings

3.9 In September 1990 the Certification Officer laid a number of charges in the Sheffield Magistrates Court against the National Union of Mineworkers and its President and Secretary alleging failure to keep proper accounting records and other offences under section 12 of the Trade Union and Labour Relations Act 1974. The case will be heard in June 1991. Charges under section 12 alleging failure to submit an annual return were laid against another union, the Colne and District Textile Warehouse Association, and its President in Reedley Magistrates Court, Lancashire, in November 1990.\*

\*This case was heard on 19 February 1991 and both defendants were found guilty. They each received the maximum fine of £400 and were ordered to pay £300 each in costs.

#### Returns for 1989

3.10 Statistical information derived from the annual returns of trade unions and employers' associations is given at Appendices 4, 5 and 8. *That information and the following comments in this chapter relate to the year 1989.* This is because the Office's information is derived from the annual returns (which include audited accounts) for 1989 which were submitted during 1990, the year covered by this report.

3.11 Appendix 4 shows that at the end of 1989 there were 23 trade unions with over 100,000 members.

3.12 Appendix 5 shows that at the end of 1989 there were 31 employers' associations with an annual income of over £1,000,000.

3.13 The total of 622 organisations which submitted returns for 1989 was made up as follows:

|                                  |     |
|----------------------------------|-----|
| Listed trade unions              | 300 |
| Unlisted trade unions            | 19  |
| Listed employers' associations   | 136 |
| Unlisted employers' associations | 167 |

#### Trade unions

3.14 A summary of statistics concerning the membership and finances of trade unions for 1989 is given in Appendix 4. Details of unions with over 100,000 members are shown separately.

3.15 *Comparability with 1988 figures.* The statistics in Appendix 4 are based on returns from 319 unions in 1989 compared with returns from 326 unions in 1988. All unions of substantial size are included in both sets of figures, which are therefore broadly comparable.

3.16 *Membership.* The trade unions from which returns were received had a total membership of 10,043,606. The major unions with a membership of over 100,000 accounted for 8,163,414 members or 81 per cent of the total.

3.17 The returns show that in 1989 total trade union membership fell for the tenth consecutive year since 1979 when it reached a peak of 13.2 million. The fall in union membership of 343,632 was the largest for several years.

- 3.18 The following table shows changes of 10,000 or more in the membership of individual unions between December 1988 and December 1989:

**Changes in Trade Union Membership**

|                                       | Membership ('000s)* |      |         |
|---------------------------------------|---------------------|------|---------|
|                                       | 1988                | 1989 | Changes |
| <b>Decreases:</b>                     |                     |      |         |
| Amalgamated Engineering Union         | 794                 | 742  | -52     |
| National Union of Mineworkers         | 170                 | 123  | -47     |
| Transport and General Workers Union   | 1313                | 1271 | -42     |
| GMB                                   | 864†                | 823  | -41     |
| National Union of Public Employees    | 635                 | 605  | -30     |
| Civil and Public Services Association | 143                 | 128  | -15     |

- 3.19 *Income.* Trade union income derives mainly from membership subscriptions and income from investments. There may also be additional income and/or assets arising if, for example, a union accepts the transfer of engagements of another union.

- 3.20 In 1989 the gross income of trade unions was £539.4 million compared with £522.6 million in 1988. Income from members rose from £429.7 million to £442.6 million, reflecting higher subscription rates. There was also an increase in income from investments which rose from £38.6 million to £42.5 million.

- 3.21 *Expenditure.* Gross expenditure rose from £499.8 million in 1988 to £525.8 million in 1989. Changes in payments on members' benefits and on administration and other expenditure compared with 1988 are shown in the following table:

\*The total membership reported by some trade unions includes a number of special categories (e.g. honorary, retired, unemployed) who are members under the union's rules but who either pay no contribution to the union funds or make a nominal payment only.

†This figure combines the previous figures for GMBATU and APEX which amalgamated to form GMB on 1 March 1989.

**Changes in Expenditure**

|   | 1988<br>(£ million) | 1989<br>(£ million) | Percentage<br>change |
|---|---------------------|---------------------|----------------------|
| Gross expenditure including:              | 499.8               | 525.8               | +5.2                 |
| (a) benefits to members                   | 57.8                | 57.1                | -1.2                 |
| (b) administration and other expenditure* | 442.0               | 468.7               | +6.0                 |

- 3.22 The table below shows the average contribution and total income per member in 1989 together with average expenditure on benefits and administration and total expenditure per member. Similar figures are included for 1988. The amounts given are based on total membership which was smaller in 1989 than in 1988. In some unions not all members contribute for every benefit.

| Average annual income<br>per member (£) |                               |                                     | Average annual expenditure<br>per member (£) |  |                      |
|---|-------------------------------|-------------------------------------|--|--|----------------------|
|   | Total<br>income<br>per member | Average<br>contribution<br>received | Benefits                                     | Adminis-<br>tration<br>and other<br>expenditure* | Total<br>expenditure |
| 1989                                    | 53.71                         | 44.07                               | 5.69   | 46.66  | 52.35                |
| 1988                                    | 50.31                         | 41.36                               | 5.56   | 42.56  | 48.12                |

- 3.23 *Funds.* The figures given in Appendix 4 include both general funds and others where applicable, eg. contingency, superannuation and political funds.† During 1989 total funds increased from £620 million to £631 million.

- 3.24 *Assets.* At the end of 1989 gross assets of trade unions amounted to £757.4 million, an increase of £15.7 million over the previous year's figure. Fixed assets increased by £14.5 million to £248.2 million, and investments decreased by £16.7 million to £261.9 million.

\*The distinction between benefits to members and administration and other expenditure is not always clear cut. Certain types of expenditure – for example, the provision of legal and other advisory services – can fall under either heading.

†Separate figures for political funds are given in Appendix 8.

- 3.25 A summary of statistics concerning the membership and finances of employers' associations for 1989 is given in Appendix 5. Details are given for each association (including unlisted associations) with total income of more than £1 million.
- 3.26 *Comparability with 1988 figures.* The statistics in Appendix 5 are based on returns from 303 employers' associations compared with returns from 292 associations for 1988. The largest employers' associations, as measured by total income, are included in both sets of figures which are therefore broadly comparable.
- 3.27 *Income and Expenditure.* In 1989 the gross income of employers' associations was £148.6 million compared with £119.0 million in 1988. Income from members rose from £68.2 million to £79.8 million and income from investments rose from £8.7 million to £18.7 million. Gross expenditure increased from £111.3 million to £135.3 million.
- 3.28 *Funds.* The figures given in the Appendix include both general funds and, where applicable, funds maintained for specific purposes. During 1989 total funds increased from £83 million to £101 million.
- 3.29 *Assets.* At the end of 1989 gross assets of employers' associations amounted to £168.2 million, an increase of £21.6 million over the previous year's figure. Fixed assets increased by £5.9 million to £57.6 million, and investments by £5.6 million to £48.0 million.

#### Public inspection of annual returns

- 3.30 Copies of the annual returns (and of the rules) of trade unions and employers' associations from 1974 onwards are available for public inspection at the Certification Office or, where appropriate, the Office of the Assistant Certification Officer for Scotland.

## Superannuation Schemes

### The statutory provisions

- 4.1 The Trade Union and Labour Relations Act 1974 (as amended) requires that any member's superannuation scheme maintained by a trade union or employers' association\* must be examined periodically by a qualified actuary and a copy of each actuarial report sent to the Certification Officer. The actuarial examination is required to be made not later than five years after the effective date of the preceding examination, but the Certification Officer has power to direct that in any particular case the period of five years may be reduced to such shorter period as he may specify. The Certification Officer also has power to exempt a member's superannuation scheme from actuarial examination in certain circumstances. No trade union or employers' association may maintain a members' superannuation scheme unless it also maintains a separate fund for the payment of benefits in accordance with the scheme. A copy of the actuarial report made under the above provisions must be supplied free of charge to any member of the trade union or employers' association on application to the organisation concerned.

### Actuarial reports

- 4.2 The statutory provisions require that the report by the actuary following his examination of any scheme shall state whether in his opinion the premium or contribution rates are adequate, whether the accounting or funding arrangements are suitable, and whether the separately maintained superannuation fund is adequate. The Office continues to ensure that these requirements are not overlooked.

### Schemes maintained

- 4.3 At the end of the year there were 22 members' superannuation schemes maintained by 15 trade unions. They are listed in Appendix 6. Six of these schemes were exempt from actuarial examination.

\*In practice the requirements affect trade unions only; the Office is not aware of any schemes maintained by employers' associations.



## Reports: 1990

4.4 During the year one actuarial report, due in 1990, was received from:

Society of Graphical and Allied Trades – London Central Branch

Two of the three reports which were outstanding at 31 December 1989 were received in 1990. They were from:

Amalgamated Engineering Union

Manufacturing Science and Finance Union

The remaining outstanding report is due from:

National Union of Flint Glass Workers

The Office is in contact with the union and expects the report to be submitted shortly.

## Mergers

### The statutory provisions

- 5.1 The Trade Union (Amalgamations, etc.) Act 1964 and the Trade Unions and Employers' Associations (Amalgamations, etc.) Regulations 1975, as amended, lay down procedures governing two types of merger – *transfers of engagements* and *amalgamations* – between trade unions and between unincorporated employers' associations. The procedures apply to listed and unlisted organisations. Their main purposes are to facilitate the processes of transfer and amalgamation and, at the same time, to safeguard the rights of members affected by the terms of a merger by ensuring that they are fully informed about the proposal and have the opportunity to vote on it.
- 5.2 Under a *transfer of engagements* the transferring organisation ('the transferor') loses its legal identity whilst the organisation to which it transfers ('the transferee') continues in being with its legal identity unchanged. An *amalgamation* produces a new organisation replacing the amalgamating bodies, which cease to exist.
- 5.3 Organisations proposing to enter into a transfer of engagements or an amalgamation must prepare an instrument setting out the proposed terms of the merger and an explanatory notice to members. These documents are formally submitted to the Certification Officer and must have his approval before a ballot of members can be held to approve the instrument.
- 5.4 In a transfer of engagements only the members of the transferor organisation vote on the resolution to approve the instrument. An amalgamation requires a favourable vote by the members of each amalgamating organisation. If the required majority of votes recorded in each ballot is in favour of the merger, application to register the instrument is made to the Certification Officer.
- 5.5 An interval of six weeks must elapse between the application for registration and registration itself; and before the expiry of the six-week period any member of the transferor organisation or of any amalgamating organisation may complain to the Certification Officer on the grounds that one or more of the statutory conditions governing the ballot arrangements have not been observed. The Certification Officer may dismiss the complaint or, if after hearing both sides he finds the complaint justified, he may either make a declaration but no order or make an order specifying the steps which must be taken before he will register the instrument. There is a right of appeal against the Certification Officer's decision to the Employment Appeal Tribunal on a question of law.

- 5.6 Formal documents kept by the Certification Officer relating to any merger under the Act are available for public inspection.

#### Advice on procedures

- 5.7 The Office's booklet *Mergers: a guide to the statutory requirements for transfers of engagements and amalgamations of trade unions and employers' associations* explains the merger procedures in detail and sets out, with explanatory notes, the matters to be included in an instrument of transfer or amalgamation. Copies may be obtained free of charge from the Office. The Office will offer advice where needed and is always prepared to meet officials of organisations proposing to merge to discuss procedures and time tables.

#### Mergers: 1990

- 5.8 During 1990 there were three amalgamations and 13 transfers of engagements of trade unions using the procedures laid down by the 1964 Act. Details are given in Appendix 7. There were no mergers involving employers' associations.
- 5.9 The 16 mergers of trade unions which took place during the year involved a total of 226,935 members. The largest merger registered in 1990, involving 123,000 members, was the amalgamation between the National Union of Railwaymen and the National Union of Seamen to form the National Union of Rail Maritime and Transport Workers which took effect on 10 September 1990.
- 5.10 Three proposed amalgamations and four proposed transfers of engagements involving trade unions were outstanding at the end of the year as were one proposed amalgamation and one proposed transfer of engagements involving employers' associations. In one of these cases, one of the unions concerned had held a merger ballot but had decided, following internal complaints, to re-run it early in 1991.

#### Complaints

- 5.11 A member of a trade union may complain to the Certification Officer under section 4(1) of the Act about the conduct of a ballot to approve an instrument of amalgamation or transfer. Two complaints were received during 1990. The Certification Officer dismissed both complaints, one after a formal hearing. His decisions are summarised below.\*

\*Copies of these decisions are obtainable from the Certification Office.

#### Complaint against NACODS (Staffordshire Area)

- 5.12 A ballot was held in August 1990 among members of the National Association of Colliery Overmen Deputies and Shotfirers (Staffordshire Area) on a resolution to approve a transfer of the Association's engagements to the National Association of Colliery Overmen Deputies and Shotfirers Midland Area. A majority of those voting approved the instrument of transfer and NACODS (Staffordshire Area) applied to the Certification Officer for registration of the instrument. A member complained to the Certification Officer that the ballot did not satisfy the requirements of section 1(2) of the 1964 Act because retired members of the Association had not been given a vote. Section 1(2)(a) requires that 'every member of the union must be entitled to vote on the resolution'. A formal hearing was held in December, following which the Certification Officer dismissed the complaint.

- 5.13 The Association had argued that the retired members were not properly to be regarded as members under the Association's rules and, alternatively, that they were not to be regarded as falling within the term 'member' in section 1(2)(a) of the Act. The Certification Officer said that he did not need to decide the precise status of the retired members under the Association's rules because he had decided that in any event they were not to be regarded as 'members' for the purposes of section 1(2)(a). On the facts of the case the retired members, not being employed, had no interest in any of the Association's representational activities; they were unable to stand for office and had no vote in elections; and they paid only a very small contribution which was credited exclusively to a fund from which a very limited range of benefits was payable to retired members alone. The Certification Officer concluded that the totality of the interests of the retired members in the Association was *de minimis*. Parliament could not have intended to require that such a class of members had to be given a vote in the merger ballot. (Decision No. CO/1964/9).

#### Complaint against ACTT

- 5.14 A ballot was held over a seven-week period in August/September 1990 in which the membership of the Association of Cinematograph Television and Allied Technicians (ACTT) voted on a resolution to approve an amalgamation between ACTT and the Broadcasting and Entertainment Trades Alliance (BETA). A separate ballot was held among the membership of BETA. In both ballots a majority of those voting approved the instrument of amalgamation and a joint application was made to register the instrument. Two members of ACTT complained to the Certification Officer that not every member was given an opportunity of voting in the ballot of ACTT members. They said that the Association's register of members was not up to date, and therefore not every member would have received a ballot paper. They gave the names of 11 members in their own branch who had not received ballot papers. In correspondence the Association gave an account of the procedure for maintaining its computerised register and of the advance publicity for the ballot. They also made observations on the individual cases mentioned by the complainants.

- 5.15 The Certification Officer dismissed the complaint without holding a hearing. He treated the complaint as alleging a breach of section 1(2)(b) of the 1964 Act which requires that, so far as is reasonably possible, every member of the union concerned must be given a fair opportunity of voting. The cases mentioned by the complainants arose from various different causes, including incorrect notification of addresses by some members and failure by others to notify changes of address. The Certification Officer noted the steps taken by the Association to keep its register up to date, the fact that the ballot had been well publicised in advance, the substantial balloting period, and the arrangements which had been made by the Electoral Reform Society to enable members who did not receive a ballot paper to be sent one subsequently. He concluded that it had not been shown that the manner of voting failed to satisfy section 1(2)(b) of the Act. (Decision No. CO/1964/10).

#### Changes of name

- 5.16 The 1964 Act stipulates that a change of name of a listed trade union or employers' association must be approved by the Certification Officer before it can take effect. During 1990, approval was given to the changes of name of three trade unions and two employers' associations as shown below:

| Trade Unions            |  | Effective Date |
|-------------------------|--|----------------|
| From                    | Association of Polytechnic Teachers                    | 27.6.90        |
| To                      | Association of Polytechnic and College Teachers        |                |
| From                    | Lloyds Bank Group Staff Union                          | 18.10.90       |
| To                      | Lloyds Group Union                                     |                |
| From                    | National Union of Mineworkers (North Western Area)     | 27.11.90       |
| To                      | National Union of Mineworkers (Lancashire Area)        |                |
| Employers' Associations |  |                |
| From                    | South Eastern Local Authorities Employers Organisation | 6.3.90         |
| To                      | South East Employers                                   |                |
| From                    | Scottish Glass Merchants and Glaziers Association      | 3.8.90         |
| To                      | Scottish Glass Association                             |                |

## Political Funds

#### The statutory provisions

- 6.1 The Trade Union Act 1913, as amended, enables a trade union or an unincorporated employers' association (whether listed or not) to include the furtherance of political objects, as defined in the Act, among the objects of the organisation and to adopt political fund rules providing for the expenditure of funds on such objects. A resolution to adopt political objects must be passed by a simple majority in a ballot of the members held under rules approved by the Certification Officer. The rules governing the political fund must also be approved by the Certification Officer.
- 6.2 The Act requires the political fund rules to provide, among other things, that any payments in the furtherance of the political objects set out in the Act must be made out of a separate political fund; that members who notify their objection to contributing to the political fund must be exempted from any obligation to contribute to that fund; that such exempt members must not be excluded from any benefits of the organisation or placed under any disability or disadvantage compared with other members (except in relation to the control or management of the political fund); and that contribution to the political fund must not be made a condition for admission to the organisation.
- 6.3 Members wishing to claim exemption must give notice of their objection in the form laid down in the 1913 Act or in a form to the same effect. Unless contributions to the political fund are collected by a separate levy, exempt members of the organisation must be relieved from the payment of the political fund element of the normal periodical contributions. The rules must provide for such relief to be given as far as possible to all exempt members on the occasion of the same periodical contribution. They must also provide for enabling each member to know what portion, if any, of his contribution is a contribution to the political fund.
- 6.4 Any member of a trade union with a political fund who alleges that he is aggrieved by a breach of the political fund rules may complain to the Certification Officer under section 3(2) of the 1913 Act. If, after giving the complainant and the union an opportunity to be heard the Certification Officer considers that a breach has occurred, he may make an order for remedying it. Under section 5A of the 1913 Act an appeal against the decision of the Certification Officer may be made to the Employment Appeal Tribunal on a question of law.

6.5 Part III of the Trade Union Act 1984 requires trade unions and employers' associations which already have a political fund resolution in force and wish to continue to spend money on political objects, to pass a political fund resolution again by a further ballot of their members (a review ballot) at least once every 10 years. The review ballot must be held in accordance with rules approved by the Certification Officer.

6.6 Under section 16(1) of the Employment Act 1988 a member of a trade union can complain to the Certification Officer if a political fund ballot has been held, or is proposed to be held, in a way that does not comply with the rules for holding the ballot. Any complaint must be made within the period of one year beginning with the day on which the result of the ballot is announced by the union.

#### Advice on procedures

6.7 On request the Office gives advice on the procedures for establishing political funds and for holding review ballots. An information pack including model rules is available free of charge. Any trade union or employers' association wishing to ballot its members on a political fund resolution should contact the Office at an early stage.

#### Organisations with political fund rules at 31 December 1990

6.8 One trade union had political fund rules approved for the first time during 1990 following a membership ballot. The union concerned was:

National Association of Colliery Overmen,  
Deputies and Shotfirers Durham Area.

6.9 Where two or more trade unions, each qualified to operate a political fund, amalgamate, the amalgamated union will be treated under the provisions of section 5(4) of the Trade Union (Amalgamations, etc.) Act 1964 as having passed a political fund resolution, provided that the rules of the union in force immediately after the amalgamation include political fund rules. The National Union of Rail, Maritime and Transport Workers was the only union so treated during 1990.

6.10 The number of political fund resolutions in force at 31 December 1990 was 55. The 54\* trade unions concerned are indicated in Appendix 1. As at 31 December 1990 there were no employers' associations maintaining political funds.

\*Within the National Communications Union the Engineering Group and Clerical Group each has a political fund.

#### Political funds of trade unions at 31 December 1989

6.11 Detailed statistical information about the political funds of trade unions is derived from the unions' annual returns. The latest available information is given in Appendix 8, which is derived from returns made by trade unions maintaining political funds at the end of 1989.

6.12 Annual returns showed the total income of political funds as £14.6 million in 1989 compared with £12.1 million in 1988, and expenditure £12 million as compared with £9.0 million. Total funds at the end of 1989 were £14.3 million compared with £11.9 million at the end of 1988.

#### Political fund membership

6.13 Appendix 8 also gives membership information provided by the unions which maintained political funds at 31 December 1989 and shows comparable information for unions with political funds at 31 December 1988.

#### Exemption notices

6.14 Exemption notices (see paragraph 6.3) are obtainable from the organisation concerned or from the Certification Office. The Office supplied 26 such notices during 1990.

#### Amendments to rules

6.15 Amendments to political fund rules require the Certification Officer's approval. Such approval is given provided that the amendments have been adopted in accordance with, and satisfy the requirements of, the 1913 Act. Two trade unions had amendments approved in this way in 1990.

#### Political fund complaints

6.16 During 1990 one complaint was made to the Certification Officer under section 3(2) of the Trade Union Act 1913. The case was resolved as a result of action by the union as was the one case which was outstanding at the end of 1989. The completed cases involved the following trade unions:

National Union of Public Employees

Institution of Professional Managers and Specialists.

## Funds for Trade Union Ballots

### The statutory provisions

7.1 Section 1 of the Employment Act 1980, as amended, empowers the Certification Officer to refund certain costs incurred by independent trade unions in holding secret postal ballots for specified purposes. The conditions to be observed are laid down in a Scheme contained in Regulations made by the Secretary of State for Employment.\*

### Qualifying purposes

7.2 Regulation 5 of the 1984 Regulations provides that *in order to qualify for refund of certain costs* the ballot must be held for one or more of the following purposes:

- (a) obtaining a decision or ascertaining the views of members of a trade union as to the calling or ending of a strike or other industrial action;
- (b) carrying out an election –
  - (i) in relation to which section 2 of the Trade Union Act 1984, as amended, is required to be satisfied (that is, an election under Part I of the 1984 Act which provides that every member of a trade union's principal executive committee must be elected by secret postal ballot of the members at least once every five years); or
  - (ii) provided for by the rules of a trade union for elections to the principal committee of the union exercising executive functions, by whatever name it is known; or
  - (iii) provided for by the rules of a trade union for elections to the positions of president, chairman, secretary or treasurer of the union or to any position which the person elected will hold as an employee of the union;
- (c) amending the rules of a trade union;

\*The Funds for Trade Union Ballots Regulations 1984 (SI 1984 No. 1654) as subsequently revised to take account of certain changes in the law made by the Employment Act 1988 (SIs 1988 No. 1123 and No. 2116) and the Employment Act 1990 (SI 1990 No. 2379).

- (d) obtaining a decision in accordance with the Trade Union (Amalgamations, etc.) Act 1964 on a resolution to approve an instrument of amalgamation or transfer;
- (e) obtaining a decision for the purposes of section 3 of the Trade Union Act 1913 as amended (this applies only in cases where a political fund resolution is already in force, that is to say, only in respect of a political fund review ballot which complies with the requirement of Part III of the 1984 Act);
- (f) obtaining a decision or ascertaining the views of members of a trade union as to the acceptance or rejection of a proposal made by an employer which relates in whole or in part to remuneration, hours of work, level of performance, holidays or pensions.

### Conditions

7.3 An application for refund will qualify for payment if the ballot is secret and postal and if it is held for one or more of the qualifying purposes. The ballot must also satisfy certain detailed conditions set out in the Regulations some of which are applicable to all ballots whilst others are applicable only to particular ballots. The Certification Officer may not make any payments under the Scheme if he considers that any of the conditions have not been met or if any assurances asked for about observance of the conditions have not been given by the trade union concerned.

### Guidance

7.4 Applications under the Scheme must be made within six months of the end of the voting period. The procedure for making an application is set out in the Office's booklet *Guidance for trade unions applying for refund of costs of a secret postal ballot* which is available from the Certification Office free of charge.

### Applications

7.5 During 1990, 85 unions made applications for refund in respect of 680 ballots, including a number of unions applying for the first time. This compares with 67 unions which made applications in respect of 483 ballots in 1989.

7.6 The Certification Officer made payments in respect of 557 ballots for which applications were made during the year. He also made payments in respect of 80 ballots for which applications were outstanding at the beginning of the year. He was unable to make payments in respect of eight ballots held by eight unions because they failed to meet the provisions of the Scheme.



- 7.7 In about two-thirds of the cases where a payment was made, the amount refunded was less than the total applied for. Common reasons for reductions were:

refund claimed for items outside the scope of the Scheme eg. scrutineers' fees, nomination forms, result sheets and election literature other than that enclosed with voting papers;

ineligible postal costs;

excessive printing and stationery costs;

refund claimed for costs relating to overseas members in respect of whom conditions of the Scheme were not satisfied.

- 7.8 In July 1990 the House of Lords allowed an appeal by the Electrical Power Engineers Association against the decision of the Court of Appeal mentioned in paragraph 7.8 of the Annual Report for 1989. The case concerned an application by the Association for judicial review of a decision by the Certification Officer refusing the Association a refund because he was not satisfied that the result of the election ballot in question had been determined solely by counting the votes cast, as required by Regulation 11(f) of the 1984 Regulations. In March 1989, in the High Court, Mr Justice Roch had granted judicial review and quashed the decision. In November of that year the Court of Appeal had allowed the Certification Officer's appeal. The House of Lords set aside the order of the Court of Appeal and restored the order of Mr Justice Roch, holding that the election fully complied with Regulation 11(f).\*

- 7.9 At the end of the year an application to the High Court by the Royal College of Nursing for judicial review of a decision by the Certification Officer refusing an application for refund was still awaiting a hearing.

- 7.10 The Certification Officer made payments during the year totalling £2,636,766.31 (as compared with £1,339,582.07 in 1989). The recipients are listed in Appendix 9. The rise in the total amount paid in 1990 reflects the growing number of unions applying for refunds for the first time.

\*R v Certification Officer, ex parte Electrical Power Engineers Association, [1990] ICR 156 (Roch J and CA), 682 (HL).

## Secret Postal Ballots for Trade Union Elections

### The statutory provisions

- 8.1 Part I of the Trade Union Act 1984, as amended by the Employment Act 1988, requires a trade union to ensure that no-one takes up a position as a member of the union's principal executive committee without having been elected to it, or remains in that position for more than five years without having been re-elected to it. Elections are required to be by secret postal ballot of the members of the union, conducted in accordance with the conditions laid down in Part I. In addition, every trade union must maintain a register of its members' names and addresses and, as far as reasonably practicable, keep the entries accurate and up to date.

- 8.2 Section 5 of the Act gives individual trade union members the right to apply to the Certification Officer, or to the High Court, for a declaration that their trade union has failed to comply with one or more provisions of Part I of the Act. Where an application is made to the Certification Officer the Act requires him to make such enquiries as he thinks fit and, where he considers it appropriate, to give the applicant and the trade union an opportunity to be heard, before he makes or refuses to make the declaration asked for. In certain circumstances, expenses incurred by persons attending complaint hearings can be reimbursed by the Office.

- 8.3 If the Certification Officer makes a declaration and is satisfied that:

- (a) steps have been taken by the union with a view to remedying the declared failure or securing that a failure of the same, or similar kind, does not recur; or

- (b) the union has agreed to take such steps;

he will specify those steps. Additionally (whether or not he makes a declaration) the Certification Officer must give reasons for his decision in writing and such reasons may be accompanied by written observations on any matter arising from, or connected with, the proceedings.

- 8.4 The making of an application to the Certification Officer under section 5 of the Act does not prevent the applicant, or any other person, from making a subsequent application to the Court under that section in respect of the same matter. Where a subsequent application is made, the Court is required to have due regard to any declaration, reasons or observations of the Certification Officer which are brought to the notice of the Court.

#### **Applications, investigations and decisions**

- 8.5 During 1990 five decisions were issued in cases where investigations were completed into complaints under section 5 of the Act. Two complaints were outstanding at the end of the year. One of these, concerning an election in the Union of Construction Allied Trades and Technicians, was unusual in that the complainant made a parallel application under section 5 to the High Court before the Certification Officer had completed his enquiries. Following an interim court hearing the union decided to re-run the election, and the Certification Officer therefore decided to suspend consideration of the applications before him pending the new election.

#### **Declarations**

- 8.6 Two of the five decisions issued in 1990 contained a declaration to the effect that the union concerned had failed to comply with the requirements of Part I of the Act. In the other three decisions the Certification Officer declined to make the declarations sought.
- 8.7 The first declaration was made against the Self-Employed and Employed Electricians Association and concerned a failure to hold elections for positions on the Association's principal executive committee.\* The Association has since held an election. The second declaration was made against the Society of Graphical and Allied Trades and concerned a failure to hold elections for the positions of the President and two other members of the Society's principal executive committee after the coming into force of the Employment Act 1988.† In this case the complainant is understood to have subsequently indicated his intention to apply to the High Court for an enforcement order, and this was followed by agreement on remedial steps.
- 8.8 Copies of all decisions are available free of charge from the Certification Office.

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\*Decision No. D/1/90.

†Decision No. D/3/90.

## Appendix 1

(see paragraph 1.7)

### List of Trade Unions at 31 December 1990

#### Notes:

Trade unions entered in the list during 1990 are shown in italics.

\*Denotes a trade union holding a certificate of independence at 31 December 1990.

(P) Denotes a trade union with political fund rules at 31 December 1990.

#### England and Wales

- \*Abbey National Staff Association
- Airport Fire-Fighters Federation
- \*Alliance and Leicester Building Society Staff Association
- \*Amalgamated Association of Beamers Twisters and Drawers (Hand and Machine)
- \*Amalgamated Engineering Union (P)
- \*Amalgamated Society of Textile Workers and Kindred Trades (P)
- Amalgamated Tape Sizers Friendly Protection Society
- \*A. Monk and Company Staff Association
- Artists Union
- \*Assistant Chief Probation Officers Association
- \*Assistant Masters and Mistresses Association
- \*Associated Metalworkers Union
- \*Associated Society of Locomotive Engineers and Firemen (P)
- Association for College Management
- \*Association of British Dental Surgery Assistants
- \*Association of Cambridge University Assistants
- Association of Career Teachers
- \*Association of Cinematograph Television and Allied Technicians (P)
- \*Association of Clinical Biochemists Limited
- \*Association of Educational Psychologists
- \*Association of First Division Civil Servants
- Association of Football League Referees and Linesmen
- \*Association of Her Majesty's Inspectors of Taxes (P)
- \*Association of Licensed Aircraft Engineers (1981)
- \*Association of Local Authority Chief Executives
- \*Association of Magisterial Officers
- \*Association of National Health Service Officers
- \*Association of Optometrists
- Association of Plastic Operatives and Engineers

- \*Association of Polytechnic and College Teachers
- \*Association of Preparatory Workers
- \*Association of Principal Fire Officers
- \*Association of Principals of Colleges
- \*Association of Professional Ambulance Personnel
- \*Association of Professional Music Therapists in Great Britain
- \*Association of Public Service Finance Officers
- Association of Somerset Inseminators
- Association of Staff of Probation and Bail Hostels
- \*Association of University Teachers
- Association of Vice-Principals of Colleges
- \*Audit Commission Staff Association
- Australian Mutual Provident Society Staff Association

- \*Bakers Food and Allied Workers Union (P)
- Balfour Beatty Group Staff Association
- Balfour House Staff Association
- \*Banking Insurance and Finance Union
- \*Barclays Group Staff Union
- Birmingham Union of Club Stewards
- \*Blackburn and District Amalgamated Power Loom Overlookers Association
- \*Bradford and Bingley Building Society Staff Association
- Bradford and District Power Loom Overlookers Society
- \*Britannia Building Society Staff Association
- \*Britannic Field Staff Association
- \*British Actors Equity Association incorporating the Variety Artistes Federation
- \*British Aerospace (Dynamics Group) Employees Association
- \*British Aircraft Corporation Limited Senior Staff Association
- \*British Air Line Pilots Association
- British Association of Advisers and Lecturers in Physical Education
- \*British Association of Colliery Management
- \*British Association of Occupational Therapists Limited
- \*British Cement Staffs Association
- British Ceramic Research Association Staff Association
- \*British Dental Association
- \*British Dietetic Association
- \*British Federation of Textile Technicians
- British Hospital Doctors Federation
- \*British Medical Association
- \*British Orthoptic Society
- \*British Union of Social Work Employees
- \*Broadcasting and Entertainment Trades Alliance (P)
- Building Trades Union
- Burnley and District Tape Sizers Protective Society



- \*Cabin Crew 89
- Cadbury Schweppes Representatives Association
- \*Card Setting Machine Tenters Society
- \*Ceramic and Allied Trades Union (P)
- \*Chartered Society of Physiotherapy
- Chemistry Societies Staff Association
- \*Cheshire Building Society Staff Association
- Church and Oswaldtwistle Power-Loom Overlookers Society
- \*Civil and Public Services Association (P)
- Clerical Medical and General Staff Association
- Colman Association of Staff
- \*Colne and District Power Loom Overlookers Association
- \*Colne and District Textile Warehouse Association
- \*Commercial Union Group Staff Association
- \*Communication Managers Association (P)
- \*Community and Youth Workers Union
- \*Confederation of Health Service Employees (P)
- Construction Industry Training Board Staff Association
- \*Corporation of London Staff Association
- Costain Petrocarbon Senior Staff Association
- Council of Civil Service Unions
- 
- \*Derbyshire Building Society Staff Association
- Dexion Staff Association
- \*Diplomatic Service Association
- Directors Guild of Great Britain*
- 
- Eagle Star Staff Union (1988)
- \*Electrical Electronic Telecommunication and Plumbing Union (P)
- Electrical and Plumbing Industries Union
- \*Electrical Power Engineers Association
- \*Engineering and Fasteners Trade Union
- \*Engineering Craft Association
- \*Engineering Officers Technical Association
- \*Engineers and Managers Association
- English Chiropodists Association
- 
- \*Federated Union of Managerial and Professional Officers
- Federation of Professional Organisations (PT 'A' Whitley Council)
- \*Federation of Professional Railway Staff
- \*Film Artistes Association
- \*Fire Brigades Union (P)
- Football League Executive Staffs Association
- \*Foremens Association of the British Aerospace Public Limited Company - Warton Division
- \*Furniture Timber and Allied Trades Union (P)

- Gallaher Sales Staff Association
- \*Gas Higher Management Association
- \*General Dental Practitioners Association
- General Federation of Trade Unions
- \*General Union of Associations of Loom Overlookers (P)
- Girobank Senior Managers Staff Association
- \*GMB (P)
- Government Communications Staff Federation
- \*Guild of Medical Secretaries
- \*Guild of Professional Teachers of Dancing
- \*Guild of Textile Supervisors
- \*Guinness Brewing Staff Association (UK)
- \*Guinness (Park Royal) Supervisory Association
- 
- Halifax and District Powerloom Overlookers Society
- \*Halifax Building Society Staff Association
- Harrods Staff Union
- Headmasters Conference
- \*Heart of England Building Society Staff Association
- Hongkong Bank Group UK Staff Association
- \*Hospital Consultants and Specialists Association
- \*Hospital Doctors Association
- \*Hospital Physicists Association
- Huddersfield and Dewsbury Power Loom Overlookers Society
- Humberside Port Workers Union
- \*Hyde and District Loom Overlookers Association
- 
- Ideal Field Staff Association
- \*Immigration Service Union
- Independent Union of Owner Operators
- \*Inland Revenue Staff Federation (P)
- \*Institution of Professionals Managers and Specialists (P)
- \*Iron and Steel Trades Confederation (P)
- 
- Johnson Matthey Chemicals Royston Staff Society
- Johnson Matthey Headquarters Staff Society
- Joint Boots Pharmacists Association
- Joint Industry Board for the Electrical Contracting Industry
- Jones and Shipman Administrative Staff Association
- 
- \*Lancashire Box Packing Case and General Woodworkers Friendly Relief Sick Superannuation and Burial Society
- Leeds and District Power Loom Overlookers Society
- Leeds Permanent Building Society Staff Association
- Leicestershire Overmen Deputies and Shotfirers Association
- \*Lloyds Group Union
- Lloyds Register (UK) Staff Association

- \*London Society of Tie Cutters
- \*Lufthansa Staff Association United Kingdom

Managerial Staff Association of the Provincial Insurance Group of Companies  
 \*Manufacturing Science and Finance Union (P)  
 \*Military and Orchestral Musical Instrument Makers Trade Society  
 \*Musicians Union (P)

- \*National and Local Government Officers Association (P)
- \*National and Provincial Building Society Staff Association
- \*National Association of Colliery Overmen Deputies and Shotfirers (P)
- National Association of Colliery Overmen Deputies and Shotfirers  
Cannock Chase Area
- National Association of Colliery Overmen Deputies and Shotfirers  
Durham Area (P)
- \*National Association of Colliery Overmen Deputies and Shotfirers Midland Area
- National Association of Colliery Overmen Deputies and Shotfirer  
(Northumberland Area)
- \*National Association of Colliery Overmen Deputies and Shotfirers  
North Western Area
- \*National Association of Colliery Overmen Deputies and Shotfirers  
(South Wales Area)
- National Association of Colliery Overmen Deputies and Shotfirers  
(Staffordshire Area)
- National Association of Colliery Overmen Deputies and Shotfirers  
(Yorkshire Area)
- \*National Association of Co-operative Officials
- \*National Association of Head Teachers
- \*National Association of Inspectors and Educational Advisers
- \*National Association of Licensed House Managers
- \*National Association of NFU Group Secretaries
- \*National Association of Probation Officers
- National Association of Professional and Technical Theatre Personnel
- \*National Association of Schoolmasters and Union of Women Teachers (P)
- \*National Association of Teachers in Further and Higher Education (P)
- \*National Association of Whole-time Hospital Chaplains
- \*National Communications Union (Engineering and Clerical Groups) (P)
- National Federation of Sub-Postmasters
- \*National Graphical Association (1982) (P)
- National Hauliers Association*
- National House Building Council Staff Association
- \*National League of the Blind and Disabled (P)
- \*National Owner Drivers Association UK
- \*National Society for Education in Art and Design
- \*National Union of Civil and Public Servants (P)
- \*National Union of Club Stewards
- \*National Union of Domestic Appliances and General Operatives (P)
- \*National Union of Flint Glass Workers

- \*National Union of Hosiery and Knitwear Workers (P)
- \*National Union of Insurance Workers (P)
- \*National Union of Journalists
- \*National Union of Lock and Metal Workers (P)
- \*National Union of Marine Aviation and Shipping Transport Officers
- \*National Union of Mineworkers (P)
- \*National Union of Mineworkers (Cannock Chase and Pelsall District Midland Area)
- National Union of Mineworkers (Cokemens Area)
- \*National Union of Mineworkers (Colliery Officials and Staffs Area)
- National Union of Mineworkers (Colliery Officials and Staffs Area) (Region No. 2)
- National Union of Mineworkers (Colliery Officials and Staffs Area) (Region No. 3)
- National Union of Mineworkers (Colliery Officials and Staffs Area) (Region No. 4)
- National Union of Mineworkers (Derbyshire Area)
- National Union of Mineworkers (Durham Area)
- National Union of Mineworkers (Durham Enginemen Group No. 1 Area)
- National Union of Mineworkers (Durham Mechanics Group No. 1 Area)
- National Union of Mineworkers (Lancashire Area)
- \*National Union of Mineworkers (Leicester Area)
- National Union of Mineworkers (Midland Area)
- National Union of Mineworkers (North Stafford Federation Midland Area)
- National Union of Mineworkers (Northumberland Area)
- \*National Union of Mineworkers (Northumberland Mechanics Group No. 1 Area)
- National Union of Mineworkers (North Wales Area)
- National Union of Mineworkers (North Western Area) St Helens  
Craftsmens Branch
- \*National Union of Mineworkers (Power Group Area)
- National Union of Mineworkers (South Wales Area)
- \*National Union of Mineworkers (Warwickshire District Midlands Area)
- \*National Union of Mineworkers (Yorkshire Area)
- \*National Union of Public Employees (P)
- \*National Union of Rail Maritime and Transport Workers (P)
- \*National Union of Scalemakers (P)
- \*National Union of Tailors and Garment Workers (P)
- \*National Union of Teachers
- \*National Union of the Footwear Leather and Allied Trades (P)
- \**Nationwide Anglia Building Society Staff Association*
- \*NatWest Staff Association
- \*Nelson and District Clothlookers and Warehouse Association
- New Towns Chief Officers Association
- Nielsen Staff Association
- \*North-East Coast Tug-Boatmens Association
- \*Northern Carpet Trades Union
- \*Northern Colliery Officials and Staffs Association
- \*Northern Counties Textile Trades Federation
- Nottingham and District Federation of Club Stewards

Organisation of CPL Technicians



- \*Pattern Weavers Society
- \*PMB Staff Association
- \*Portman Wessex Staff Association
- \*Power Loom Carpet Weavers and Textile Workers Union (P)
- \*Prison Governors Association
- \*Prison Officers Association
- \*Professional Association of Nursery Nurses
- \*Professional Association of Teachers
- Professional Association of Workers in Education*
- Professional Flight Instructors Association
- Professional Footballers Association
- Rank Hotels Staff Association
- Rediffusion Simulation Staff Association
- \*Retail Book Stationery and Allied Trades Employees Association
- \*Retained Firefighters Union (P)
- \*Retired Officers Association
- \*Rossendale Union of Boot Shoe and Slipper Operatives (P)
- \*Rowntree Mackintosh Sales Staff Association
- \*Royal College of Midwives
- \*Royal College of Nursing of the United Kingdom
- RSPB Staff Association
- Rumbelows Branch Managers Association
- Rumbelows Retail Staff Association (RRSA)
- \*Secondary Heads Association
- Self-Employed and Employed Electricians Association
- Sheffield Wool Shear Workers Trade Union
- Shipbuilding Engineering and Aerospace Group
- \*Skipton and District Power-Loom Overlookers Association
- \**Skipton Staff Association*
- Societe Generale Staff Association
- \*Society of Authors Limited
- \*Society of Chief Officers of Probation
- \*Society of Chiropodists
- \*Society of Graphical and Allied Trades 1982 (SOGAT) (P)
- \*Society of Radiographers
- Society of Registration Officers (Births Deaths and Marriages)
- \*Society of Shuttlemakers
- \*Society of Telecom Executives (P)
- \*Society of Union Employees (NUPE) (P)
- \*Space and Communications Stevenage Staff Association
- \*Stable Lads Association
- \*Staffordshire Building Society Staff Association
- \*Star Aluminium Managerial Staff Association

- Sun Alliance Staff Union
- \*Sun Life Staff Association
- Sutton Manor Branch of Miners
- \*Teston Independent Society of Cricket Ball Makers
- \*Thorn EMI Electronics Limited Junior and Middle Management Staff Association
- \*Town and Country Building Society Staff Association
- \*Transport and General Workers Union (P)
- \*Transport Salaried Staffs Association (P)
- \*Undeb Cenedlaethol Athrawon Cymru (National Association of Teachers of Wales)
- \*Union of Communication Workers (P)
- \*Union of Construction Allied Trades and Technicians (P)
- \*Union of Democratic Mineworkers (P)
- Union of Dexion Workers
- \*Union of Shop Distributive and Allied Workers (P)
- \*United Association of Power Loom Overlookers
- \*United Friendly Agents Association
- United Friendly Head Office Management Association
- \*United Road Transport Union
- \*West Bromwich Building Society Staff Association
- Whatman Reeve Angel Staff Association
- \*Wire Workers Union
- \*Woolwich Independent Staff Association
- \*Writers Guild of Great Britain
- \*Yorkshire Association of Power Loom Overlookers
- \*Yorkshire Building Society Staff Association

## Scotland

### *Association of Head Teachers in Scotland*

District Nursing Association UK  
Dunfermline Building Society Staff Association

\*Educational Institute of Scotland (P)

National Association of Colliery Overmen Deputies and Shotfirers (Scottish Area)

Professional Staff Association of Scottish Woodland Owners Association  
(Commercial) Limited

Scottish Association of Amenity Supervisory Staffs

\*Scottish Carpet Workers Union (P)

Scottish Equitable Staff Association

\*Scottish Further and Higher Education Association

\*Scottish Health Visitors Association

Scottish Joint Industry Board for the Electrical Contracting Industry

\*Scottish Prison Officers Association

\*Scottish Secondary Teachers Association

\*Scottish Union of Power Loom Technicians

## Appendix 2

(see paragraph 1.7)

### List of Employers' Associations at 31 December 1990

**Note:** Employers' associations entered in the list during 1990 are shown in italics.

#### England and Wales

Advertising Film and Videotape Producers Association  
Art Studios Photographic Laboratories Association  
Association of British Orchestras  
Association of Circus Proprietors of Great Britain  
Association of Indian Banks in the United Kingdom  
Association of Midland Advertising Agencies  
Association of Newspaper and Magazine Wholesalers  
Association of Northern Advertising Agencies  
Association of Scottish Advertising Agencies

Birmingham Wholesale Fruit Flower and Potato Merchants Association  
Blackburn District Textile Manufacturers Association  
Bolton and District Textile Employers Association  
British Amusement Catering Trades Association  
British Box and Packaging Association  
British Brush Manufacturers Association  
British Ceramic Manufacturers Federation  
*British Clothing Industry Association Limited*  
British Decorators Association  
British Exhibition Contractors Association  
British Film and Television Producers Association Limited  
*British Lace Federation*  
British Leavers Lace Manufacturers Association  
British Lock Manufacturers Association  
British Paper and Board Industry Federation Limited  
British Precast Concrete Federation Limited  
British Printing Industries Federation  
British Ready Mixed Concrete Association  
British Scrap Federation  
British Textile By-Products Association  
Building Employers Confederation



Cable Employers Association  
 Central Lancashire Engineering Employers Association  
 China Clay Association  
 Cinema Exhibitors Association  
 Clothing Manufacturers Federation (1987)  
 Construction Plant-Hire Association  
 Co-operative Employers Association

*Dairy Trade Federation Limited*

East Anglian Ship and Boat Building Employers Association  
 Eastern Representative Provincial Organisation of Local Authority Employers for  
 Administrative Professional Technical and Clerical Services and Manual  
 Worker Services  
 East Midlands Local Authorities Employers Organisation  
 Electrical Contractors Association  
*Employers Federation of Textile Finishers*  
 Engineering and Shipbuilding Employers Association – Yorkshire and Humberside  
 Engineering Employers Association of South Lancashire Cheshire and North Wales  
 Engineering Employers East Anglian Association  
 Engineering Employers East Midlands Association  
 Engineering Employers Federation  
 Engineering Employers London Association  
 Engineering Employers Sheffield Association (South Yorkshire and  
 North Midlands)  
 Engineering Employers Western Association  
 Engineering Employers West Midlands Association  
 Essex and Hertfordshire Representative Provincial Organisation of Local Authority  
 Employers (for Administrative Professional Technical and Clerical Services and  
 Manual Worker Services)

Federation of Bakers  
 Federation of Brickwork Contractors  
 Federation of Civil Engineering Contractors  
 Federation of Dredging Contractors  
 Federation of Master Builders  
 Federation of Master Organ Builders

Grimsby Fishing Vessel Owners Association

Heating and Ventilating Contractors Association  
 Hinckley and District Knitting Industry Association  
 Hull Fishing Industry Association

Independent Programme Producers Association Limited

Lancaster Morecambe and South Lakeland Master Plumbers Association  
 Leather Producers Association  
 London and South Eastern Furniture Manufacturers Association  
 London Association of Shore Gang Contractors  
 London Dress Makers and Allied Contractors Association  
 London Enclosed Docks Employers Association

Mastic Asphalt Council and Employers Federation Limited  
 Mid-Anglian Engineering Employers Association  
 Motor Agents Association Limited  
 Multiple Food Retailers Employers Association  
 Multiple Shoe Retailers Association  
 Multiwall Sack Manufacturers Employers Association  
 Music Retailers Association Limited

National Association of Farriers Blacksmiths and Agricultural Engineers  
 National Association of Glove Manufacturers  
 National Association of Master Bakers Confectioners and Caterers  
 National Association of Plumbing Heating and Mechanical Services Contractors  
 National Association of Shopkeepers of Great Britain and Northern Ireland  
 National Engineering Construction Employers Association  
 National Federation of Master Window Cleaners  
 National Federation of Retail Newsagents  
 National Fillings Trade Association  
 National Hairdressers Federation  
 National Master Tile Fixers Association  
 National Pharmaceutical Association Limited  
 National Sawmilling Association  
 National Trainers Federation  
 Natural Slate Quarries Association  
 Newspaper Society  
 North East Association of Small Mines  
 North East Lancashire Textile Manufacturers Association  
 North of England Engineering Employers Association  
 North West Lancashire Engineering Employers Association

Oil and Chemical Plant Constructors Association

Polytechnics and Colleges Employers Forum  
 Publishers Association

*Representative National Organisation of Employers of Local Authority Staff*  
*Representative National Organisation of Employers of New Towns Staff*  
*Representative Northern and North Eastern Provincial Organisation of Employers of*  
*Local Authorities Staff*

Showmens Guild of Great Britain  
 Slag Employers Association  
 Smithfield Market Tenants Association London  
 Society of British Printing Ink Manufacturers Limited  
 South East Employers  
 South Western Provincial Employers Organisation  
 Stourbridge Crystal Glass Manufacturers Association

Test and County Cricket Board  
 Thermal Insulation Contractors Association

Vehicle Builders and Repairers Association

Welsh Engineers and Founders Association  
 Wire and Wire Rope Employers Association

Yorkshire and Humberside Local Authorities Employers Organisation  
 Yorkshire Glass Manufacturers Association

#### **Scotland**

Association of Jute Spinners and Manufacturers

Clydeside Federation of Community Based Housing Associations

Electrical Contractors Association of Scotland

Flax and Linen Association (GB)

Glasgow and District Retail Fleshers Association

Hawick Knitwear Manufacturers Association  
 Hebridean Spinners Advisory Committee

Malt Distillers Association of Scotland

Scottish and Northern Ireland Plumbing Employers Federation  
 Scottish Decorators Federation  
 Scottish Engineering Employers Association  
 Scottish Glass Association  
 Scottish Grocery Trade Employers Association  
 Scottish Lace and Window Furnishing Association  
 Scottish Newspaper Proprietors Association  
 Scottish Pharmaceutical Federation  
 Scottish Woollen Industry  
 Society of Master Printers of Scotland

## **Appendix 3**

(see paragraph 2.8)

### **Decisions on Trade Union Independence during 1990**

#### **Certificates of independence issued**

Cabin Crew 89  
 National Association of Colliery Overmen Deputies and Shotfirers North Western Area  
 National Association of Colliery Overmen Deputies and Shotfirers Midland Area  
 National Union of Rail Maritime and Transport Workers  
 Nationwide Anglia Building Society Staff Association  
 Skipton Staff Association

#### **Certificates of independence refused**

None

#### **Certificates cancelled because the union ceased to exist as a result of a merger**

Anglia Building Society Staff Association  
 Association of Agricultural Education Staffs  
 Health Visitors Association  
 Institute of Journalists  
 National Association of Fire Officers  
 National Unilever Managers Association  
 National Union of Railwaymen  
 National Union of Seamen  
 Nationwide Building Society Staff Association  
 Television and Film Production Employees Association

#### **Certificates cancelled because the union was dissolved**

Cadbury Schweppes Senior Managers Association



## Appendix 4

### Summary of Statistics – Trade Unions, 1989

The annual returns completed by trade unions for the Certification Office require the accounts to be shown in a particular way. The figures used in this Appendix are taken from these annual returns and provide a simple analysis. Copies of individual annual returns are available from the Office. Individual unions publish their own accounts with considerable variations in format. It may be difficult therefore to correlate the figures in the Appendix with those in any published accounts of individual trade unions. *The information in the table relates to the position at the end of 1989 and therefore to unions which were in existence at that time.*

#### Notes

- (a) The total membership reported by some trade unions includes a number of special categories (e.g. honorary, retired, unemployed) who are members under the union's rules but who either pay no contribution to union funds or make a nominal payment only.
- (b) The gross assets figures take no account of liabilities. The net worth of unions is indicated in column 10.
- (c) Investment income is shown net of certain items such as outgoings on property held as an investment, but not, for most unions, net of tax paid on that income.
- (d) Total income and total expenditure include receipts, outgoings and all other items which increased or decreased a union's total funds during the year. They are not confined to normal revenue income and expenditure. Tax recoveries and provisions no longer required are therefore included in total income, and tax paid is included in total expenditure.
- (e) The distinction between benefits to members and administration and other expenditure is not always clear cut. Certain types of expenditure – for example, the provisions of legal and other advisory services – can fall under either heading.
- (f) Investment assets are shown at cost.
- (g) This figure has been adjusted from last year's report to take account of later information.
- (h) Total after deducting minus entries shown in table.

# Summary of Statistics – Trade Unions, 1989

(see paragraph 3.14)

## Appendix 4

|   | Number of Members (a) | GROSS INCOME |                  |              |              | GROSS EXPENDITURE   |                                      |                   | TOTAL FUNDS           |                 | GROSS ASSETS (b) |             |              |              |
|---|-----------------------|--------------|------------------|--------------|--------------|---------------------|--------------------------------------|-------------------|-----------------------|-----------------|------------------|-------------|--------------|--------------|
|   |                       | From Members | From Investments | Other Income | Total Income | Benefits to Members | Administration and other Expenditure | Total Expenditure | Beginning of the Year | End of the Year | Fixed Assets     | Investments | Other Assets | Total Assets |
|   | (1)                   | £000s (2)    | £000s (3)        | £000s (4)    | £000s (5)    | £000s (6)           | £000s (7)                            | £000s (8)         | £000s (9)             | £000s (10)      | £000s (11)       | £000s (12)  | £000s (13)   | £000s (14)   |
| Unions with 100,000 members or more:-                             |                       |              |                  |              |              |                     |                                      |                   |                       |                 |                  |             |              |              |
| Transport and General Workers Union                               | 1,270,776             | 52,749       | 3,851            | 298          | 56,898       | 8,603               | 52,251                               | 60,855            | 75,767                | 71,810          | 36,301           | 21,929      | 17,144       | 75,374       |
| GMB   | 823,176               | 26,595       | 2,341            | 8,669        | 37,605       | 4,256               | 28,164                               | 32,420            | 36,508                | 41,693          | 19,927           | 7,401       | 20,296       | 47,624       |
| National and Local Government Officers Association                | 750,502               | 45,337       | 2,909            | 5,375        | 53,621       | 461                 | 49,310                               | 49,771            | 55,763                | 59,613          | 11,417           | 35,848      | 16,747       | 64,012       |
| Amalgamated Engineering Union                                     | 741,647               | 22,859       | 488              | 477          | 23,824       | 4,879               | 19,450                               | 24,329            | 15,300                | 14,795          | 8,276            | 9,855       | 4,415        | 22,546       |
| Manufacturing Science and Finance Union                           | 653,000               | 19,340       | 351              | 258          | 19,949       | 1,484               | 21,694                               | 23,178            | 21,442(g)             | 18,213          | 23,784           | 2,042       | 7,556        | 33,382       |
|   |                       |              |                  |              |              |                     |                                      |                   |                       |                 |                  |             |              |              |
| National Union of Public Employees                                | 604,912               | 21,348       | 489              | 103          | 21,940       | 2,924               | 20,746                               | 23,670            | 15,276                | 13,546          | 9,080            | 2,431       | 5,110        | 16,621       |
| Union of Shop Distributive and Allied Workers                     | 375,891               | 9,994        | 1,680            | 698          | 12,372       | 748                 | 11,786                               | 12,534            | 11,454                | 11,292          | 3,259            | 4,581       | 3,614        | 11,454       |
| Electrical Electronic Telecommunication and Plumbing Union        | 367,411               | 11,498       | 1,771            | 152          | 13,421       | 1,504               | 11,373                               | 12,877            | 17,581(g)             | 18,124          | 14,763           | 4,613       | 2,454        | 21,831       |
| Royal College of Nursing of the United Kingdom                    | 285,548               | 7,117        | —                | —            | 7,117        | 290                 | 6,827                                | 7,117             | —                     | —               | —                | —           | 3,266        | 3,266        |
| Union of Construction Allied Trades and Technicians               | 258,342               | 5,855        | 300              | 123          | 6,278        | 590                 | 6,106                                | 6,696             | 4,746                 | 4,328           | 1,900            | 2,036       | 886          | 4,822        |
|   |                       |              |                  |              |              |                     |                                      |                   |                       |                 |                  |             |              |              |
| National Union of Teachers  | 213,482               | 7,823        | 705              | 998          | 9,526        | 493                 | 10,891                               | 11,384            | 10,300                | 8,442           | 2,310            | 5,529       | 3,150        | 10,989       |
| Confederation of Health Service Employees                         | 209,344               | 8,375        | 494              | 252          | 9,121        | 778                 | 7,584                                | 8,362             | 10,223                | 10,982          | 5,024            | 4,734       | 2,165        | 11,923       |
| Union of Communication Workers                                    | 202,500               | 10,834       | 317              | 159          | 11,310       | 1,136               | 10,872                               | 12,008            | 8,518(g)              | 7,820           | 1,494            | 2,412       | 3,914        | 7,820        |
| Society of Graphical and Allied Trades 1982 (SOGAT)               | 178,382               | 12,553       | 1,309            | 3,578        | 17,440       | 1,485               | 14,289                               | 15,774            | 18,755                | 20,421          | 5,917            | 7,415       | 8,447        | 21,779       |
| Banking Insurance and Finance Union                               | 170,481               | 6,046        | 224              | 176          | 6,446        | 73                  | 6,321                                | 6,394             | 3,928(g)              | 3,980           | 2,880            | 1,380       | 656          | 4,916        |
|   |                       |              |                  |              |              |                     |                                      |                   |                       |                 |                  |             |              |              |
| National Association of Schoolmasters and Union of Women Teachers | 163,646               | 4,571        | 613              | 734          | 5,918        | 403                 | 4,460                                | 4,863             | 7,777                 | 8,832           | 2,089            | 4,016       | 3,101        | 9,206        |
| National Communications Union (Engineering and Clerical Groups)   | 157,060               | 10,660       | 341              | 40           | 11,041       | 1,234               | 8,353                                | 9,587             | 6,210                 | 7,664           | 1,873            | 329         | 5,906        | 8,107        |
| Assistant Masters and Mistresses Association                      | 135,930               | 4,161        | 237              | 212          | 4,610        | —                   | 4,469                                | 4,469             | 1,939                 | 2,080           | 2,045            | 699         | 281          | 3,025        |
| National Graphical Association (1982)                             | 131,647               | 13,359       | 2,058            | 2,455        | 17,872       | 2,445               | 10,637                               | 13,082            | 29,419                | 34,209          | 2,370            | 22,847      | 9,768        | 34,985       |
| Civil and Public Services Association                             | 127,976               | 7,059        | 355              | 388          | 7,802        | 870                 | 6,723                                | 7,593             | 9,560                 | 9,769           | 7,065            | 1,410       | 2,308        | 10,783       |
|   |                       |              |                  |              |              |                     |                                      |                   |                       |                 |                  |             |              |              |
| National Union of Mineworkers                                     | 123,479               | 8,028        | 1,921            | 2,002        | 11,951       | 3,117               | 9,595                                | 12,712            | 19,455(g)             | 18,694          | 5,692            | 5,706       | 11,858       | 23,257       |
| National Union of Civil and Public Servants                       | 115,606               | 8,012        | 474              | 47           | 8,533        | 444                 | 7,965                                | 8,409             | 7,473                 | 7,597           | 2,704            | 128         | 5,374        | 8,206        |
| National Union of Railwaymen                                      | 102,676               | 6,720        | 388              | 61           | 7,169        | 2,636               | 7,673                                | 10,309            | 26,639                | 23,499          | 8,628            | 14,109      | 2,059        | 24,796       |
| Total for above unions with 100,000 members or more               | 8,163,414             | 330,893      | 23,616           | 27,255       | 381,764      | 40,853              | 337,539                              | 378,393           | 414,033               | 417,403         | 178,798          | 161,450     | 140,475      | 480,724      |
| Total for 277 other listed unions with less than 100,000 members  | 1,876,228             | 101,315      | 15,535           | 17,929       | 134,779      | 9,732               | 114,436                              | 124,168           | 170,175               | 180,786         | 66,305           | 90,454      | 74,432       | 231,192      |
|   |                       |              |                  |              |              |                     |                                      |                   |                       |                 |                  |             |              |              |
| Total for listed unions   | 10,039,642            | 432,208      | 39,151           | 45,184       | 516,543      | 50,585              | 451,975                              | 502,561           | 584,208               | 598,189         | 245,103          | 251,904     | 214,907      | 711,916      |
| Trades Union Congress   | —                     | 8,652        | 499              | 199          | 9,350        | —                   | 10,584                               | 10,584            | 4,247                 | 3,013           | 2,893            | 2,136       | —365         | 4,663        |
| Total for 18 other unlisted unions which have submitted returns   | 3,964                 | 1,754        | 2,853            | 8,898        | 13,505       | 6,521               | 6,104                                | 12,625            | 28,692                | 29,572          | 239              | 7,898       | 32,656       | 40,793       |
|   |                       |              |                  |              |              |                     |                                      |                   |                       |                 |                  |             |              |              |
| Total for all unions for 1989                                     | 10,043,606            | 442,614      | 42,503           | 54,281       | 539,398      | 57,106              | 468,663                              | 525,770           | 617,147               | 630,774         | 248,235          | 261,938     | 247,198(h)   | 757,372      |
| Total for all unions for 1988                                     | 10,387,238            | 429,639      | 38,620           | 54,331       | 522,590      | 57,765              | 442,035                              | 499,799           | 596,865               | 619,655         | 233,721          | 278,616     | 229,394      | 741,731      |

Notes – see previous page



## Appendix 5

### Summary of Statistics – Employers' Associations, 1989

Appendix 5 provides a simple analysis of the annual returns made by employers' associations to the Certification Office. Copies of individual annual returns are available from the Office. It may be difficult to correlate these figures with those in an association's published accounts. Where an association has functions outside the field of industrial relations the return may relate to its activities as a whole and not merely to its industrial relations functions.

#### Notes

- (a) The gross assets figures take no account of liabilities. The net worth of employers' associations is indicated in column 6.
- (b) Income from investments includes interest on short term deposits.
- (c) Total income and gross expenditure include receipts, outgoings and all other items which increased or decreased an employers' association's funds during the year. They are not confined to normal revenue income and expenditure. Tax recoveries and provisions no longer required are therefore included in total income, and tax paid is included in total expenditure.
- (d) Investment assets are shown at cost.
- (e) This figure has been adjusted from last year's report to take account of later information.
- (f) Below £500.

# Summary of Statistics – Employers' Associations, 1989

(see paragraph 3.25)

## Appendix 5

|   | GROSS INCOME |                  |              | GROSS EXPENDITURE<br>(c)<br>£000s | TOTAL FUNDS           |                 | GROSS ASSETS (a) |                 |              |              | Number of Members |
|---|--------------|------------------|--------------|-----------------------------------|-----------------------|-----------------|------------------|-----------------|--------------|--------------|-------------------|
|   | From Members | From Investments | Total Income |                                   | Beginning of the Year | End of the Year | Fixed Assets     | Investments (d) | Other Assets | Total Assets |                   |
|   | £000s        | £000s            | £000s        |                                   | £000s                 | £000s           | £000s            | £000s           | £000s        | £000s        |                   |
|   | (1)          | (2)              | (3)          | (4)                               | (5)                   | (6)             | (7)              | (8)             | (9)          | (10)         | (11)              |
| Employers' Associations with over £1,000,000 total income:-             |              |                  |              |                                   |                       |                 |                  |                 |              |              |                   |
| Engineering Employers Federation  | 1,887        | 2,952            | 5,119        | 3,068                             | 11,922                | 13,973          | 266              | 12,135          | 2,435        | 14,836       | 15                |
| Engineering Employers West Midlands Association                         | 993          | 180              | 3,257        | 3,138                             | 1,975                 | 2,094           | 989              | 925             | 1,257        | 3,171        | 1,038             |
| Central Lancashire Engineering Employers Association                    | 113          | 24               | 1,228        | 1,149                             | 238                   | 317             | 261              | (f)             | 307          | 569          | 227               |
| Engineering Employers London Association                                | 829          | 136              | 1,211        | 1,325                             | 2,158                 | 2,044           | 1,418            | 284             | 572          | 2,274        | 545               |
| Engineering Employers Western Association                               | 560          | 69               | 1,205        | 1,192                             | 537                   | 550             | 271              | 302             | 126          | 698          | 376               |
| 11 Other Engineering Employers Associations in Great Britain            | 2,747        | 376              | 4,122        | 3,570                             | 2,128(e)              | 2,680           | 721              | 756             | 2,047        | 3,524        | 15,754            |
| *National Farmers Union   | 11,869       | 424              | 13,489       | 13,070                            | 10,861                | 11,279          | 10,803           | 1,776           | 4,255        | 16,834       | 109,838           |
| Building Employers Confederation  | 6,324        | 5,350            | 11,940       | 11,383                            | 14,440(e)             | 14,997          | 12,119           | 2,288           | 2,924        | 17,331       | 9,249             |
| Test and County Cricket Board   | -            | 113              | 11,475       | 11,475                            | -                     | -               | -                | -               | 1,179        | 1,179        | 19                |
| Electrical Contractors Association                                      | 1,653        | 1,958            | 9,012        | 6,229                             | 8,659(e)              | 11,442          | 1,069            | 19,560          | 8,785        | 29,414       | 2,406             |
| *Freight Transport Association  | 1,592        | 45               | 8,946        | 8,686                             | 2,794                 | 3,053           | 2,986            | 278             | 3,068        | 6,332        | 13,638            |
| British Printing Industries Federation                                  | 2,726        | 153              | 4,629        | 4,636                             | 986                   | 979             | 752              | 467             | 1,547        | 2,766        | 2,911             |
| Federation of Master Builders   | 1,749        | 148              | 4,300        | 2,527                             | 3,119(e)              | 4,891           | 4,865            | 152             | 907          | 5,924        | 21,400            |
| Motor Agents Association Limited  | 2,775        | 690              | 4,226        | 4,138                             | 1,056                 | 1,144           | 2,049            | -               | 4,057        | 6,106        | 13,754            |
| *Chemical Industries Association Limited                                | 3,235        | 265              | 4,103        | 4,102                             | 204                   | 205             | 74               | 990             | 632          | 1,696        | 160               |
| Newspaper Society   | 2,473        | 236              | 3,240        | 3,110                             | 839                   | 969             | 256              | 183             | 1,836        | 2,276        | 240               |
| National Federation of Retail Newsagents                                | 2,691        | 204              | 3,072        | 2,780                             | 1,694                 | 1,986           | 1,898            | 417             | 1,267        | 3,582        | 31,703            |
| National Pharmaceutical Association Limited                             | 1,317        | 152              | 2,312        | 1,689                             | 567                   | 1,190           | 1,068            | 439             | 1,113        | 2,620        | 7,026             |
| *Road Haulage Association Limited                                       | 1,324        | 85               | 2,181        | 2,004                             | 3,273(e)              | 3,450           | 3,619            | 5               | 843          | 4,467        | 11,381            |
| Heating and Ventilating Contractors Association                         | 1,260        | 499              | 2,168        | 2,143                             | 435                   | 461             | 125              | 564             | 315          | 1,004        | 1,277             |
| Federation of Civil Engineering Contractors                             | 1,594        | 156              | 2,051        | 1,973                             | 773                   | 851             | 156              | 261             | 1,008        | 1,425        | 358               |
| Electrical Contractors Association of Scotland                          | 301          | 1,271            | 1,893        | 746                               | 243                   | 1,390           | 1,609            | 51              | 93           | 1,752        | 518               |
| *British Jewellery and Giftware Federation Limited                      | 256          | 343              | 1,543        | 1,156                             | 751                   | 1,138           | 509              | 16              | 1,229        | 1,755        | 1,945             |
| Vehicle Builders and Repairers Association                              | 679          | 54               | 1,542        | 1,529                             | 429(e)                | 442             | 214              | 2               | 609          | 825          | 3,645             |
| Publishers Association  | 1,176        | 76               | 1,539        | 1,548                             | 122                   | 113             | 67               | -               | 498          | 565          | 198               |
| National Hairdressers Federation  | 295          | 42               | 1,520        | 1,300                             | 723                   | 943             | 244              | 482             | 394          | 1,121        | 8,273             |
| *Incorporated National Association of British and Irish Millers Limited | 1,391        | 47               | 1,456        | 1,475                             | 340                   | 321             | 38               | (f)             | 699          | 737          | 44                |
| British Paper and Board Industry Federation Limited                     | 981          | -                | 1,332        | 1,371                             | 1,309                 | 1,270           | 1,555            | 3               | 276          | 1,834        | 65                |
| *Society of West End Theatre Managers Limited                           | 1,206        | 42               | 1,252        | 1,225                             | 59                    | 86              | 19               | 77              | 706          | 802          | 78                |
| *Glass and Glazing Federation   | 913          | 87               | 1,094        | 1,006                             | 814                   | 903             | 740              | (f)             | 497          | 1,238        | 984               |
| South Western Employers Organisation                                    | 881          | 64               | 1,024        | 949                               | 429                   | 504             | 258              | 500             | 210          | 969          | 129               |
| *National Farmers Union of Scotland                                     | 902          | 62               | 1,019        | 1,080                             | 328                   | 267             | 129              | 206             | 378          | 713          | 13,928            |
| Total for above Employers' Associations                                 | 58,692       | 16,303           | 118,500      | 106,772                           | 74,205                | 85,932          | 51,147           | 43,119          | 46,069       | 140,339      | 273,122           |
| Total for 103 other listed Employers' Associations                      | 10,633       | 1,499            | 14,985       | 14,099                            | 7,330                 | 8,515           | 3,509            | 2,487           | 8,495        | 14,491       | 34,277            |
| Total for 158 other unlisted Employers' Associations                    | 10,486       | 952              | 15,104       | 14,398                            | 5,858                 | 6,564           | 2,895            | 2,383           | 8,092        | 13,371       | 33,862            |
| Total for all Employers' Associations for 1989                          | 79,811       | 18,754           | 148,589      | 135,269                           | 87,393                | 101,011         | 57,551           | 47,989          | 62,656       | 168,201      | 341,261           |
| Total for all Employers' Associations for 1988                          | 68,201       | 8,729            | 118,979      | 111,325                           | 75,737                | 83,390          | 51,663           | 42,407          | 52,619       | 146,666      | 313,744           |

\*Unlisted Employers' Associations

Notes – see previous page



## Appendix 6

(see paragraph 4.3)

### Trade Unions Maintaining Members' Superannuation

#### Schemes at 31 December 1990

**Note:** \*Denotes unions maintaining schemes exempted from the need for actuarial examination.

Amalgamated Engineering Union  
Associated Society of Locomotive Engineers and Firemen

\*Colne and District Textile Warehouse Association

GMB

Manufacturing Science and Finance Union (2 schemes)

National Graphical Association (1982) (5 schemes)

National Union of Flint Glass Workers

National Union of Hosiery and Knitwear Workers

\*National Union of Mineworkers

\*National Union of Mineworkers (North Stafford Federation Midland Area)

\*National Union of Mineworkers (Yorkshire Area)

\*National Union of Rail Maritime and Transport Workers (2 schemes, one exempt)

Society of Graphical and Allied Trades 1982 (SOGAT) (2 schemes)

\*Transport and General Workers Union

Wire Workers Union

## Appendix 7

(see paragraph 5.8)

### Mergers Completed in 1990

*under the Trade Union (Amalgamations, etc.) Act 1964*

#### Trade Union Amalgamations

| Amalgamating Trade Unions   | Forming  | Amalgamation registered on      |
|---|--|---------------------------------|
| Nationwide Building Society Staff Association<br>and<br>Anglia Building Society Staff Association                 | Nationwide Anglia Building Society Staff Association   | 1.2.90                          |
| National Union of Railwaymen<br>and<br>National Union of Seamen   | National Union of Rail Maritime and Transport Workers  | 10.9.90                         |
| National Union of Hosiery and Knitwear Workers<br>and<br>National Union of the Footwear Leather and Allied Trades | National Union of Knitwear Footwear and Apparel Trades | 19.12.90<br>effective on 1.1.91 |

#### Trade Union Transfers of Engagements

| Engagements transferred from                        | To   | Transfer registered on |
|---|--|------------------------|
| Nationally Integrated Caring Employees              | Electrical Electronic Telecommunication and Plumbing Union | 1.5.90                 |
| National Union of Labour Organisers                 | GMB  | 22.5.90                |
| Law Societys Legal Aid Staff Association            | GMB  | 12.6.90                |
| North of England Building Society Staff Association | Banking Insurance and Finance Union                        | 27.7.90                |
| Health Visitors Association                         | Manufacturing Science and Finance Union                    | 22.8.90                |
| National Association of Fire Officers               | Electrical Electronic Telecommunication and Plumbing Union | 31.8.90                |

Trade Union Transfers of Engagements *cont.*

| Engagements transferred from                           | To   | Transfer registered on |
|--|--|------------------------|
| Prison Service Union                                   | Electrical Electronic Telecommunication and Plumbing Union       | 31.8.90                |
| Association of Agricultural Education Staffs           | National Association of Teachers in Further and Higher Education | 4.9.90                 |
| National Unilever Managers Association                 | Institution of Professionals Managers and Specialists            | 5.9.90                 |
| Institute of Journalists (Trade Union)                 | Electrical Electronic Telecommunication and Plumbing Union       | 1.10.90                |
| Television and Film Production Employees Association   | Electrical Electronic Telecommunication and Plumbing Union       | 1.11.90                |
| Haslingden and District Power-Loom Overlookers Society | Electrical Electronic Telecommunication and Plumbing Union       | 27.12.90               |
| National Association of Power-Loom Overlookers         | Electrical Electronic Telecommunication and Plumbing Union       | 27.12.90               |



# Appendix 8

Political Funds of Trade Unions, 1989 (see paragraph 6.11)

|   | Number of Members contributing to the Political Fund<br>(b)<br>(1) | Number of Members exempt from contributing to the Political Fund<br>(b)<br>(2) | POLITICAL FUND (a) |             |                           |                     |
|---|--|--|--------------------|-------------|---------------------------|---------------------|
|   |  |  | Income             | Expenditure | Fund at Beginning of Year | Fund at End of Year |
|   |  |  | £<br>(3)           | £<br>(4)    | £<br>(5)                  | £<br>(6)            |
| Amalgamated Engineering Union   | 397,797  | 153,850  | 617,946            | 658,004     | 46,238                    | 6,180               |
| Amalgamated Society of Textile Workers and Kindred Trades                         | 2,423  | 86   | 2,438              | 2,707       | 1,710                     | 1,441               |
| Associated Society of Locomotive Engineers and Firemen                            | 17,677   | 1,007  | 39,082             | 29,082      | 39,272                    | 48,389              |
| Association of Agricultural Education Staffs                                      | 1,299  | 1  | 1,299              | —           | —                         | 1,299               |
| Association of Cinematograph Television and Allied Technicians                    | 6,971  | 23,005   | 21,466             | 21,409      | 334                       | 391                 |
| Association of Her Majesty's Inspectors of Taxes                                  | 2,361  | 73   | 1,580              | —           | —                         | 1,580               |
| Bakers Food and Allied Workers Union  | 31,935   | 2,444  | 42,797             | 39,357      | 20,028                    | 23,468              |
| Broadcasting and Entertainment Trades Alliance                                    | 29,390   | 1,814  | 47,597             | 41,003      | 57,913                    | 64,507              |
| Ceramic and Allied Trades Union   | 28,723   | 1,149  | 71,438             | 55,543      | 16,469                    | 32,364              |
| Civil and Public Services Association   | —  | —  | —                  | —           | -4,376                    | -4,376              |
| Communication Managers Association  | 18,759   | 450  | 25,234             | 10,141      | 38,680                    | 53,773              |
| Confederation of Health Service Employees   | 192,054  | 17,290   | 377,984            | 319,782     | 59,351                    | 117,553             |
| Electrical Electronic Telecommunication and Plumbing Union                        | 285,992  | 38,881   | 306,083            | 195,350     | 63,138                    | 173,871             |
| Educational Institute of Scotland   | 43,556   | 1,134  | 46,908             | 894         | —                         | 46,014              |
| Fire Brigades Union   | 34,820   | 12,058   | 75,500             | 45,228      | 58,857                    | 89,129              |
| Furniture Timber and Allied Trades Union  | 37,654   | 5,246  | 26,539             | 27,213      | 9,213                     | 8,539               |
| General Union of Associations of Loom Overlookers                                 | 814  | 271  | 814                | 407         | 250                       | 657                 |
| GMB   | 707,869  | 48,794   | 1,915,437          | 1,832,304   | 2,579,053                 | 2,662,186           |
| Inland Revenue Staff Federation   | 49,065   | 2,049  | 119,053            | 39,923      | 164,513                   | 243,643             |
| Institution of Professional Managers and Specialists                              | 76,852   | 1,952  | 34,584             | —           | —                         | 34,584              |
| Iron and Steel Trades Confederation   | 36,671   | 4,285  | 78,869             | 83,913      | 44,276                    | 39,232              |
| Manufacturing Science and Finance Union   | 296,560  | 356,440  | 496,000            | 495,000     | 310,000                   | 311,000             |
| Musicians Union   | 38,207   | 2,125  | 17,814             | 20,433      | 32,902                    | 30,283              |
| National and Local Government Officers Association                                | 619,748  | 54,210   | 1,624,687          | 115,434     | —                         | 1,509,253           |
| National Association of Colliery Overmen Deputies and Shotfirers                  | 7,083  | 367  | 18,208             | 18,865      | 43,838(c)                 | 43,181              |
| National Association of Teachers in Further and Higher Education                  | 67,513   | 13,894   | 81,160             | 1,500       | —                         | 79,660              |
| National Communications Union (Engineering & Clerical Groups) - Engineering Group | 94,605   | 27,132   | 287,205            | 262,009     | 76,542                    | 101,738             |
| National Communications Union (Engineering & Clerical Groups) - Clerical Group    | 32,977   | 2,346  | 57,622             | 38,284      | 98,993                    | 118,331             |
| National Graphical Association (1982)   | 62,446   | 46,095   | 207,777            | 87,365      | 343,650                   | 464,062             |
| National League of the Blind and Disabled   | 1,464  | 62   | 2,687              | 2,458       | 4,613                     | 4,842               |

# Political Funds of Trade Unions, 1989 *cont.*

(see paragraph 6.11)

## Appendix 8

|  | Number of Members contributing to the Political Fund (b) (1) | Number of Members exempt from contributing to the Political Fund (b) (2) | POLITICAL FUND (a) |                   |                           |                      |
|--|--|--|--------------------|-------------------|---------------------------|----------------------|
|  |  |  | Income             | Expenditure       | Fund at Beginning of Year | Fund at End of Year  |
|  |  |  | £ (3)              | £ (4)             | £ (5)                     | £ (6)                |
| National Union of Civil and Public Servants                  | 112,513  | 3,093  | 141,674            | —                 | 69,170                    | 210,844              |
| National Union of Domestic Appliances and General Operatives | 2,894  | 6  | 1,005              | 1,000             | 71                        | 76                   |
| National Union of Hosiery and Knitwear Workers               | 38,544   | 137  | 68,029             | 75,412            | 50,646(c)                 | 43,263               |
| National Union of Insurance Workers                          | 14,739   | 2,518  | 22,999             | —                 | —                         | 22,999               |
| National Union of Lock and Metal Workers                     | 4,682  | 82   | 2,079              | 50                | 1,710                     | 3,739                |
| National Union of Mineworkers                                | 56,126   | 2,735  | 627,988            | 1,176,027         | 1,936,718(c)              | 1,388,679            |
| National Union of Public Employees                           | 583,672  | 21,240   | 1,581,303          | 1,592,030         | 489,785                   | 479,058              |
| National Union of Railwaymen                                 | 100,479  | 2,197  | 316,904            | 292,728           | 349,905                   | 374,081              |
| National Union of Scalemakers                                | 2  | 1,115  | 21                 | —                 | 244                       | 265                  |
| National Union of Seamen                                     | 14,113   | 339  | 18,807             | 22,272            | —11,705                   | —15,170              |
| National Union of Tailors and Garment Workers                | 63,309   | 9,813  | 107,606            | 83,665            | 104,542                   | 128,483              |
| National Union of the Footwear Leather and Allied Trades     | 27,172   | 837  | 37,857             | 26,241            | 13,212                    | 24,828               |
| Power Loom Carpet Weavers and Textile Workers Union          | 3,144  | 85   | 6,575              | 5,837             | 1,759                     | 2,497                |
| Rosendale Union of Boot Shoe and Slipper Operatives          | 2,467  | 31   | 192                | 414               | 2,749                     | 2,527                |
| Scottish Carpet Workers Union                                | 776  | 120  | 656                | —                 | —132                      | 524                  |
| Society of Graphical and Allied Trades 1982 (SOGAT)          | 93,825   | 61,180   | 190,462            | 188,848           | 254,044                   | 255,658              |
| Society of Telecom Executives                                | 17,372   | 12,589   | 41,387             | 8,000             | 49,873                    | 83,260               |
| Society of Union Employees (NUPE)                            | 170  | 2  | 77                 | —                 | 1,442                     | 1,519                |
| Transport and General Workers Union                          | 1,127,359  | 27,973   | 3,594,282          | 2,898,326         | 3,587,708                 | 4,283,664            |
| Transport Salaried Staffs Association                        | 32,108   | 6,327  | 69,286             | 64,408            | 93,166                    | 98,044               |
| Union of Communication Workers                               | 192,619  | 9,881  | 315,223            | 349,435           | 265,409                   | 231,197              |
| Union of Construction Allied Trades and Technicians          | 213,881  | 36,301   | 200,000            | 193,068           | —50,095                   | —43,163              |
| Union of Democratic Mineworkers                              | 16,458   | 2  | 16,865             | 508               | 361(c)                    | 16,718               |
| Union of Shop Distributive and Allied Workers                | 346,918  | 28,973   | 562,971            | 534,984           | 404,765                   | 432,752              |
| <b>Total for the 53 unions with political funds for 1989</b> | <b>6,288,627</b>   | <b>1,046,086</b>   | <b>14,570,056</b>  | <b>11,957,744</b> | <b>11,720,804(d)</b>      | <b>14,333,116(d)</b> |
| <b>Total for the 47 unions with political funds for 1988</b> | <b>5,571,919</b>   | <b>994,944(c)</b>  | <b>12,136,015</b>  | <b>9,025,982</b>  | <b>874,864(d)</b>         | <b>11,894,897(d)</b> |

### Notes:

- The information in the table relates to the position at the end of 1989 and therefore to unions which were in existence at that time.
- It should be noted that columns (1) and (2) do not necessarily add up to a union's total membership. This is because, in the case of some trade unions, total membership includes varying categories of special category members (eg. honorary, retired, unemployed) who are members under the union's rules but who are neither required to pay the political levy nor to seek formal exemption.
- This figure has been adjusted from last year's report to take account of later information.
- Total after deducting minus entries shown in the table.



## Appendix 9

(see paragraph 7.9)

### Refunds of Ballot Costs, 1990

| Trade Union  | Amount Paid<br>£ |
|--|------------------|
| Abbey National Staff Association                               | 3,124.27         |
| Amalgamated Engineering Union                                  | 361,404.19       |
| Assistant Masters and Mistresses Association                   | 34,552.26        |
| Associated Society of Locomotive Engineers and Firemen         | 23,857.82        |
| Association of Agricultural Education Staffs                   | 1,329.77         |
| Association of Cinematograph Television and Allied Technicians | 41,457.73        |
| Association of Clinical Biochemists Limited                    | 1,260.71         |
| Association of Educational Psychologists                       | 639.10           |
| Association of Polytechnic and College Teachers                | 1,097.07         |
| Association of Professional Ambulance Personnel                | 5,784.92         |
| Association of University Teachers                             | 11,883.37        |
| Banking Insurance and Finance Union                            | 85,435.59        |
| Barclays Group Staff Union                                     | 38,256.21        |
| British Actors Equity Association                              | 57,069.26        |
| British Air Line Pilots Association                            | 3,453.75         |
| British Association of Colliery Management                     | 7,733.40         |
| British Cement Staffs Association                              | 315.36           |
| British Dental Association                                     | 563.13           |
| Broadcasting and Entertainment Trades Alliance                 | 20,613.97        |
| Cabin Crew 89  | 3,856.29         |
| Ceramic and Allied Trades Union                                | 1,989.29         |
| Chartered Society of Physiotherapy                             | 12,408.43        |
| Civil and Public Services Association                          | 73,855.78        |
| Communication Managers Association                             | 25,763.14        |
| Confederation of Health Service Employees                      | 15,121.44        |
| Educational Institute of Scotland                              | 27,144.73        |
| Electrical Electronic Telecommunication and Plumbing Union     | 43,131.67        |
| Electrical Power Engineers Association                         | 47,566.18        |

|   |            |
|---|------------|
| Film Artistes Association   | 895.49     |
| GMB   | 17,409.32  |
| Guild of Professional Teachers of Dancing                         | 155.40     |
| Health Visitors Association                                       | 7,037.81   |
| Immigration Service Union   | 1,790.74   |
| Inland Revenue Staff Federation                                   | 48,259.66  |
| Institute of Journalists  | 1,137.27   |
| Institution of Professionals Managers and Specialists             | 41,765.81  |
| Lloyds Group Union  | 9,696.84   |
| Manufacturing Science and Finance Union                           | 71,145.29  |
| Musicians Union   | 35,165.47  |
| National Association of Colliery Overmen Deputies and Shotfirers  | 10,585.91  |
| National Association of Fire Officers                             | 1,377.75   |
| National Association of Head Teachers                             | 14,236.73  |
| National Association of Probation Officers                        | 2,728.56   |
| National Association of Schoolmasters and Union of Women Teachers | 37,089.58  |
| National Association of Teachers in Further and Higher Education  | 158,992.51 |
| National Communications Union (Engineering and Clerical Groups)   | 105,496.87 |
| National Society for Education in Art and Design                  | 352.35     |
| National Unilever Managers Association                            | 1,627.24   |
| National Union of Civil and Public Servants                       | 65,226.98  |
| National Union of Hosiery and Knitwear Workers                    | 30,671.09  |
| National Union of Insurance Workers                               | 8,251.79   |
| National Union of Lock and Metal Workers                          | 1,432.71   |
| National Union of Public Employees                                | 404,124.40 |
| National Union of Seamen  | 12,466.97  |
| National Union of Tailors and Garment Workers                     | 12,529.00  |
| National Union of Teachers  | 214,615.07 |
| National Union of the Footwear Leather and Allied Trades          | 1,540.15   |
| Nationwide Anglia Building Society Staff Association              | 4,750.70   |
| NatWest Staff Association   | 33,831.18  |

|  |                     |
|--|---------------------|
| Powerloom Carpet Weavers and Textile Workers Union             | 2,502.05            |
| Prison Governors Association                                   | 549.50              |
| Prison Officers Association                                    | 11,334.94           |
| Professional Association of Teachers                           | 12,379.81           |
| Retail Book Stationery and Allied Trades Employees Association | 2,309.28            |
| Rossendale Union of Boot Shoe and Slipper Operatives           | 1,211.94            |
| Royal College of Nursing of the United Kingdom                 | 36,581.49           |
| Scottish Prison Officers Association                           | 4,019.83            |
| Secondary Heads Association                                    | 2,747.01            |
| Society of Chiropodists  | 6,043.23            |
| Transport and General Workers Union                            | 15,994.42           |
| Transport Salaried Staffs Association                          | 16,371.64           |
| Union of Communication Workers                                 | 195,780.90          |
| Union of Shop Distributive and Allied Workers                  | 16,219.68           |
| United Road Transport Union                                    | 5,665.12            |
| <b>Total</b>   | <b>2,636,766.31</b> |

## Certification Office Publications

The following Certification Office booklets are available free of charge on request:

1. *Mergers: a guide to the statutory requirements for transfers of engagements and amalgamations of trade unions and employers' associations*
2. *Guidance for trade unions wishing to apply for a certificate of independence*
3. *Guidance for trade unions applying for refund of costs of a secret postal ballot*
4. *Guidance for trade unions and employers' associations wishing to establish a political fund*
5. *Annual Reports of the Certification Officer*



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