

Annual  
Report  
of the  
Certification  
Officer

1989

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  
1989**



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I have pleasure in submitting the report on my activities during 1989 as required  
by the Employment Protection Act 1975.

M WAKE  
*Certification Officer*  
15 February 1990

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## Introduction

This is the fourteenth 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 1989.

During 1989 my functions included the following responsibilities:

*under the Trade Union Act 1913* - for ensuring observance of the statutory procedures governing the setting up and operation of political funds; for approving the ballot rules of trade unions intending to conduct political fund review ballots in accordance with the provisions of Part III of the Trade Union Act 1984; and for dealing with complaints by members 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 1989 there was a significant increase in the workload concerned with the scrutiny and payment of claims towards the cost of secret postal ballots due to the growing number of unions making application for refund for the first time. Substantial volumes of work also arose from continued trade union interest in seeking mergers and in setting up political funds.

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 35 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; 35 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 1989 was £398,000.

\*The Certification Officer (Amendment of Fees) Regulations 1989 (S.I. 1989 No. 205).

## 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.
- 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.

## The lists at 31 December 1989

1.7 As required by section 8(9) of the 1974 Act this Report includes the lists as at 31 December 1989. They are reproduced as Appendices 1 and 2. The lists at the end of 1989 comprised 342 trade unions and 139 employers' associations.

1.8 Changes during 1989 are summarised in the table below:

	<i>On lists at 31 December 1988</i>	<i>Changes between 1 January 1989 and 31 December 1989</i>		<i>On lists at 31 December 1989</i>
		<i>Additions</i>	<i>Removals</i>	
Trade Unions	354	9	21	342
Employers' Associations	140	3	4	139

1.9 The nine additions to the list of trade unions are shown in italics in Appendix 1. Of the 21 unions removed from the list 11 had ceased to exist as a result of mergers and 10 had been dissolved.

1.10 One union (National House Building Council Staff Association) was transferred from the Scottish section to the English section of the list when it moved its head office to England.

1.11 Three employers' associations were added to and four were removed from the list. Of the four employers' associations removed from the list three had ceased to exist as a result of mergers and one had been dissolved.

## Unlisted bodies

1.12 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 32 trade unions and 176 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

1.13 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.

# 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.

## Criteria

- 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 limited 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 Nine applications for certificates of independence were received during 1989, five more than in 1988. Two of the applications, those from GMB and Alliance and Leicester 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. One application was the subject of objections from other organisations.

## Decisions

- 2.8 During the year nine certificates of independence were issued, two of which were in respect of applications carried over from previous years. One application was refused on the ground that the union was liable to employer interference within the meaning of the statutory definition of an independent trade union. One application remained outstanding at the end of the year. Eleven certificates were cancelled because the unions concerned had ceased to exist. Mergers accounted for nine of these cancellations. Details are given in Appendix 3.

\* 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 a specified level, 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.
- 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.

#### Returns for 1988

- 3.9 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 1988.* This is because the Office's information is derived from the annual returns (which include audited accounts) for 1988 which were submitted during 1989, the year covered by this report.

- 3.10 Appendix 4 shows that at the end of 1988 there were 23 trade unions with over 100,000 members.
- 3.11 Appendix 5 shows that at the end of 1988 there were 24 employers' associations with an annual income of over £1,000,000.
- 3.12 The total of 618 organisations which submitted returns for 1988 was made up as follows:

Listed trade unions	304
Unlisted trade unions	22
Listed employers' associations	126
Unlisted employers' associations	166

#### Trade unions

- 3.13 A summary of statistics concerning the membership and finances of trade unions for 1988 is given in Appendix 4. Details of unions with over 100,000 members are shown separately.
- 3.14 *Comparability with 1987 figures.* The statistics in Appendix 4 are based on returns from 326 unions in 1988 compared with returns from 344 unions in 1987. All unions of substantial size are included in both sets of figures, which are therefore broadly comparable.
- 3.15 *Membership.* The trade unions from which returns were received had a total membership of 10,387,238. The major unions with a membership of over 100,000 accounted for 8,342,064 members or 80 per cent of the total.
- 3.16 The returns show that in 1988 total trade union membership fell for the ninth consecutive year since 1979 when it reached a peak of 13.2 million. However, the relatively small fall of 92,912 during the year to a total of 10.4 million is a further reflection of the levelling off in the downward trend noted in last year's report.

3.17 The following table shows changes of 10,000 or more in the membership of individual unions between December 1987 and December 1988:

#### Changes in Trade Union Membership

	Membership ('000s)*		
	1987	1988	Changes
<b>Increases:</b>			
Royal College of Nursing	270	282	+ 12
Confederation of Health Service Employees	208	218	+ 10
Union of Shop Distributive and Allied Workers	387	397	+ 10
<b>Decreases:</b>			
Transport and General Workers Union	1349	1313	- 36
Amalgamated Engineering Union	815	794	- 21
National Union of Mineworkers	187	170	- 17
National Union of Public Employees	651	635	- 16
General Municipal Boilermakers and Allied Trades Union	803	790	- 13
Society of Graphical and Allied Trades 1982 (SOGAT)	196	185	- 11

3.18 *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.

\* 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.

3.19 In 1988 the gross income of trade unions was £522.6 million compared with £498.3 million in 1987. Income from members rose from £407.7 million to £429.7 million, reflecting higher subscription rates. There was a small increase in income from investments which rose from £37.4 million to £38.6 million.

3.20 *Expenditure.* Gross expenditure rose from £467.5 million in 1987 to £499.8 million in 1988. Changes in payments on members' benefits and on administration and other expenditure compared with 1987 are shown in the following table:-

#### Changes in Expenditure

	1987 (£ million)	1988 (£ million)	Percentage change
Gross expenditure including:	467.5	499.8	+ 6.9
(a) benefits to members	59.8	57.8	- 3.3
(b) administration and other expenditure*	407.7	442.0	+ 8.4

3.21 The table below shows the average contribution and total income per member in 1988 together with average expenditure on benefits and administration and total expenditure per member. Similar figures are included for 1987. The amounts given are based on total membership which was smaller in 1988 than in 1987. In some unions not all members contribute for every benefit.

	Average annual income per member (£)		Average annual expenditure per member (£)		
	Total income per member	Average contribution received	Benefits	Adminis- tration and other expenditure*	Total expenditure
1988	50.31	41.36	5.56	42.56	48.12
1987	47.55	38.91	5.71	38.90	44.61

\* 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.

3.22 *Funds.* The figures given in Appendix 4 include both general funds and others where applicable, eg. contingency, superannuation and political funds.\* During 1988 total funds increased from £604 million to £620 million.

3.23 *Assets.* At the end of 1988 gross assets of trade unions amounted to £741.7 million, an increase of £49.1 million over the previous year's figure. Fixed assets increased by £28.7 million to £233.7 million, and investments by £7.4 million to £278.6 million.

#### **Employers' associations**

3.24 A summary of statistics concerning the membership and finances of employers' associations for 1988 is given in Appendix 5. Details are given for each association (including unlisted associations) with total income of more than £1,000,000.

3.25 *Comparability with 1987 figures.* The statistics in Appendix 5 are based on returns from 292 employers' associations compared with returns from 313 associations for 1987. The largest employers' associations, as measured by total income, are included in both sets of figures which are therefore broadly comparable.

3.26 *Income and Expenditure.* In 1988 the gross income of employers' associations was £119.0 million compared with £105.4 million in 1987. Income from members rose from £65.6 million to £68.2 million and income from investments fell from £10.3 million to £8.7 million. Gross expenditure increased from £100.4 million to £111.3 million.

3.27 *Funds.* The figures given in the Appendix include both general funds and, where applicable, funds maintained for specific purposes. During 1988 total funds increased from £66 million to £83 million.

3.28 *Assets.* At the end of 1988 gross assets of employers' associations amounted to £146.7 million, an increase of £30.6 million over the previous year's figure. Fixed assets increased by £21.4 million to £51.7 million, and investments by £1.2 million to £42.4 million.

#### **Public inspection of annual returns**

3.29 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.

\* Separate figures for political funds are given in Appendix 8.

## **Superannuation Schemes**

#### **The statutory provisions**

4.1 The Trade Union and Labour Relations Act 1974 (as amended) requires that any members' 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 members' 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 24 members' superannuation schemes maintained by 17 trade unions. They are listed in Appendix 6. Seven of these schemes were exempt from actuarial examination.

#### **Reports: 1989**

4.4 Actuarial reports were due in 1989 from four unions in respect of six schemes maintained by them. At the end of the year three reports had been received and three reports were still awaited. The reports received were from:

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

National Graphical Association (1982)

- Plate Preparers Section Superannuation Fund
- Litho Trade Group Printers Superannuation Fund
- Electrotypers and Stereotypers Superannuation and Death Benefit Fund.

The three reports outstanding at the end of the year were in respect of schemes operated by:

Amalgamated Engineering Union

Manufacturing Science and Finance Union

National Union of Flint Glass Workers

The Office is in contact with these unions and expects the reports 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 then 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 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 timetables.

#### Mergers: 1989

- 5.8 During 1989 there was one amalgamation and there were nine transfers of engagements of trade unions using the procedures laid down by the 1964 Act. There were also two amalgamations and one transfer of engagements involving employers' associations. Details of these mergers are given in Appendix 7.
- 5.9 The 10 mergers of trade unions which took place during the year involved a total of 880,700 members. The three years with the highest numbers of members involved in mergers since the Office was established in 1976 are:

1982	- 1,455,200
1989	- 880,700
1988	- 673,300

By far the largest merger registered in 1989 was the amalgamation between the General Municipal Boilermakers and Allied Trades Union and the Association of Professional Executive Clerical and Computer Staff (APEX) to form GMB. This amalgamation, which involved 877,000 members, was registered and took effect on 1 March 1989.

- 5.10 Two proposed amalgamations and nine proposed transfers of engagements were outstanding at the end of the year, all involving trade unions. An application to register one of the proposed amalgamations during 1990 had been received by the year end. Two of the proposed transfers of engagements had been to ballot during 1989, but applications for registration had not yet been made by the end of the year.

#### 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. No complaints were received during 1989.

#### Changes of name

- 5.12 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 1989 approval was given to the changes of name of five trade unions and one employers' association as shown below:

Trade Unions		Effective Date
From	Association of Deputy and Assistant Chief Probation Officers	
To	Assistant Chief Probation Officers Association	28.3.89
From	British Airlines Stewards and Stewardesses Association 1989	
To	Cabin Crew 89	13.4.89
From	Screw Nut Bolt and Rivet Trade Union	
To	Engineering and Fasteners Trade Union	2.5.89
From	Institution of Professional Civil Servants	
To	Institution of Professionals Managers and Specialists	17.8.89
From	Portman Staff Association	
To	Portman Wessex Staff Association	10.10.89

#### Employers' Association

From	Cinematograph Exhibitors Association of Great Britain and Ireland	
To	Cinema Exhibitors Association	1.2.89

## 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 that 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 on 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. Part III amended section 4(1) of the 1913 Act, changing the requirements about which the Certification Officer must be satisfied before he can approve a trade union's rules for a review ballot or for a ballot to establish a political fund for the first time. It also amended section 3(3) of that Act redefining the political objects mentioned in paragraph 6.1 above.
- 6.6 Further changes to the requirements about which the Certification Officer must be satisfied before he can approve a trade union's rules for ballot were made by sections 14(1), 15(1)(a) and 33(1) of the Employment Act 1988. Under section 16(1) of the Act 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 1989

- 6.8 Three trade unions had political fund rules approved for the first time during 1989 following membership ballots. The unions concerned were:
- Association of Agricultural Education Staffs
  - National Association of Schoolmasters and Union of Women Teachers
  - Association of Her Majesty's Inspectors of Taxes
- 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. GMB was the only union so treated during 1989.

- 6.10 The number of political fund resolutions in force at 31 December 1989 was 57. The 56 trade unions concerned\* are indicated in Appendix 1. As at 31 December 1989 there were no employers' associations maintaining political funds.

#### Political funds of trade unions at 31 December 1988

- 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 which maintained political funds at the end of 1988.
- 6.12 Annual returns showed the total income of political funds as £12.1 million in 1988 compared with £11.4 million in 1987, and expenditure £9.0 million as compared with £15.0 million. Total funds at the end of 1988 were £11.9 million compared with £8.8 million at the end of 1987.

#### Political fund membership

- 6.13 Appendix 8 also gives membership information provided by the unions which maintained political funds at 31 December 1988 and shows comparable information for unions with political funds at 31 December 1987.

#### Exemption notices

- 6.14 Exemption notices (see paragraph 6.3) are obtainable from the organisation concerned or from the Certification Office. The Office supplied 49 such notices during 1989.

#### 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. Three trade unions had amendments approved in this way in 1989.

#### Political fund complaints

- 6.16 During 1989 three complaints were made to the Certification Officer under section 3(2) of the Trade Union Act 1913. One case was resolved as a result of action by the union and one case is still under consideration.
- 6.17 A formal hearing was held under section 3 of the 1913 Act to consider the third case. During an adjournment of the hearing the complainant received apologies and assurances to his satisfaction. As a result the complaint was not pursued further.
- 6.18 The two completed cases involved the following trade unions:

National Union of Public Employees  
National and Local Government Officers Association.

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

## 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;
  - (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;

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

- (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 1989, 67 unions made applications for refund in respect of 483 ballots, including a number of unions applying for the first time. This compares with 39 unions which made applications in respect of 395 ballots in 1988.
- 7.6 The Certification Officer made payments in respect of 360 ballots for which applications were made during the year. He also made payments in respect of 64 ballots for which applications were outstanding at the beginning of the year. He was unable to make payments in respect of 11 ballots held by 11 unions because they failed to meet the provisions of the Scheme.

- 7.7 In about half 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 e.g. 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 March the High Court heard an application by the Electrical Power Engineers Association for judicial review of a decision by the Certification Officer refusing an application for refund because he was not satisfied that the result of the ballot in question had been determined solely by counting the votes cast, as required by Regulation 11(f) of the 1984 Regulations. Mr Justice Roch granted judicial review and quashed the decision. In November the Certification Officer's appeal against this judgment was allowed by the Court of Appeal.\*

- 7.9 The Certification Officer made payments during the year totalling £1,339,582.07 (as compared with £869,448.39 in 1988). The recipients are listed in Appendix 9. The rise in the total amount paid in 1989 reflects the growing number of unions applying for refunds for the first time.

\* *R v Certification Officer, ex parte Electrical Power Engineers Association, CA, The Times, 5 December 1989.*



## 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 voting 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 empowers 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 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 1989 three decisions were issued in cases where investigations were completed into formal complaints under section 5 of the Act. No complaints were outstanding at the end of the year.

### Declarations

- 8.6 One of the three decisions issued in 1989 contained a declaration to the effect that the Union concerned had failed to comply with Part I of the Act. The declaration was made against the Transport and General Workers Union and concerned a local lapse in balloting procedures. The Union acknowledged their error. In the other two decisions the Certification Officer declined to make the declarations sought.
- 8.7 Copies of all decisions are available free of charge from the Certification Office.

## Appendix 1

(see paragraph 1.7)

### List of Trade Unions at 31 December 1989

#### Notes:

Trade unions entered in the list during 1989 are shown in *italics*.

\*Denotes a trade union holding a certificate of independence at 31 December 1989.

(P) Denotes a trade union with political fund rules at 31 December 1989.

#### England and Wales

- \*Abbey National Staff Association
- Air 2000 Flight Crew 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
- \*Anglia Building Society 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 Agricultural Education Staffs (P)
- \*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 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
- Billinge Branch of the National Union of Mineworkers (North Western Area)
- Birmingham Union of Club Stewards
- \*Blackburn and District Amalgamated Power Loom Overlookers Association
- Blackburn and District Tape-Sizers Society
- \*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 Artists 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
- \*Cadbury Schweppes Senior Managers 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
- 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
- European Ferryments Association (Dover)
- \*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 Power Loom Overlookers Society
- \*Halifax Building Society Staff Association
- Harrods Staff Union
- Headmasters Conference
- \*Health Visitors Association (P)
- \*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)
- \*Institute of Journalists
- \*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 Bank Group Staff Union

- \*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
- National Association of Colliery Overmen Deputies and Shotfirers Midland Area
- National Association of Colliery Overmen Deputies and Shotfirers (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 Fire Officers
- \*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 Power Loom Overlookers
- \*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 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 Unilever Managers Association
- \*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 (Ashton and Haydock Branch)
- \*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 (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)
- National Union of Mineworkers (North Western Area) Pendlebury Branch
- National Union of Mineworkers (North Western Area) Plank Lane Branch
- 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 Railwaymen (P)
- \*National Union of Scalemakers (P)
- \*National Union of Seamen (P)
- \*National Union of Tailors and Garment Workers (P)
- \*National Union of Teachers
- \*National Union of the Footwear Leather and Allied Trades (P)
- National Union of the Unemployed and Workers
- Nationally Integrated Caring Employees



- \*Nationwide 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-Boatmen Association
- \*Northern Carpet Trades Union
- \*Northern Colliery Officials and Staffs Association
- \*Northern Counties Textile Trades Federation
- Nottingham and District Federation of Club Stewards
  
- Oldham Association of Loom Overlookers
- Organisation of CPL Technicians
  
- Parsonage Branch of the Lancashire Area of the National Union of Mineworkers of Great Britain
- \*Pattern Weavers Society
- \*PMB Staff Association
- \*Portman Wessex Staff Association
- \*Power Loom Carpet Weavers and Textile Workers Union (P)
- Pressed Glass Makers Society of Great Britain
- Pride of Golborne Miners Branch
- \*Prison Governors Association
- \*Prison Officers Association
- Prison Service Union*
- \*Professional Association of Nursery Nurses
- \*Professional Association of Teachers
- 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
- Shipbuilding Engineering and Aerospace Group

- \*Skipton and District Power-Loom Overlookers 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
  
- \*Television and Film Production Employees Association*
- \*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

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 1989

Note: Employers' associations entered in the list during 1989 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 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

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  
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 London Wholesale Newspaper Distributors  
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 Association of Port Labour Employers  
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

Master 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  
(formerly NUSS)  
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 Authorities  
Administrative Professional Technical and Clerical Services  
Representative National Organisation of Employers of Local Authorities  
Services (Manual Workers)  
Representative National Organisation of Employers of New Towns Staff  
Representative Organisation of Local Authorities Services (Building and Civil  
Engineering)  
Representative Organisation of the North Eastern Provincial Employers of  
Local Authorities Administrative Professional Technical and  
Clerical Services  
Representative Organisation of the Northern Provincial Employers of Local  
Authorities Services (Manual Workers)  
Rochdale Engineering Employers Association

Showmens Guild of Great Britain  
Slag Employers Association  
Smithfield Market Tenants Association London  
Society of British Printing Ink Manufacturers Limited  
South East Local Authorities Employers Organisation  
*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 Merchants and Glaziers 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 1989**

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

Alliance and Leicester Building Society Staff Association  
Association of Educational Psychologists  
Association of Her Majesty's Inspectors of Taxes  
Association of Professional Music Therapists in Great Britain  
GMB  
National Association of Colliery Overmen Deputies and Shotfirers  
(South Wales Area)  
National Union of Mineworkers (Cannock Chase and Pelsall District  
Midland Area)  
National Union of Mineworkers (Warwickshire District Midland Area)  
Television and Film Production Employees Association

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

Government Communications Staff Federation

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

Association of British Professional Divers  
Association of Her Majesty's Inspectors of Taxes  
Association of Professional Executive Clerical and Computer Staff (APEX)  
General Municipal Boilermakers and Allied Trades Union  
Greater London Senior Staff Guild  
Imperial Group Staff Association  
Ministry of Defence Staff Association  
National Association of Senior Probation Officers  
Northern Rock Building Society Staff Association (NORSA)

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

Printing Trades Alliance  
Tobacco Mechanics Association



## Appendix 4

### Summary of Statistics - Trade Unions, 1988

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. However, 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 1988 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 net of certain items such as outgoings on property held as an investment, but for most unions tax paid on investment income has not been deducted.
- (d) Total income and total expenditure include all items which increased or decreased a union's total funds during the year and are not confined to normal revenue income and expenditure. Tax recoveries and provisions no longer required are therefore included in total income.
- (e) 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.
- (f) This figure has been adjusted from last year's report to take account of later information.

Summary of Statistics – Trade Unions, 1988 (see paragraph 3.13)

	Number of Members (a)	GROSS INCOME			
		From Members	From Investments	Other Income	Total Income
	(1)	£000s (2)	£000s (3)	£000s (4)	£000s (5)
Unions with 100,000 members or more:-					
Transport and General Workers Union	1,312,853	51,607	3,654	356	55,617
Amalgamated Engineering Union	793,610	21,576	261	1,422	23,259
General Municipal Boilermakers and Allied Trades Union	789,556	29,033	2,173	1,688	32,894
National and Local Government Officers Association	754,701	40,588	2,683	4,965	48,236
Manufacturing Science and Finance Union	653,000	18,629	349	1,261	20,239
National Union of Public Employees					
Union of Shop Distributive and Allied Workers	635,070	19,874	640	-	20,514
Electrical Electronic Telecommunication and Plumbing Union	396,724	9,841	1,210	885	11,936
Royal College of Nursing	370,369	10,998	895	13	11,906
Union of Construction Allied Trades and Technicians	281,918	6,718	-	-	6,718
	250,042	5,604	204	168	5,976
Confederation of Health Service Employees					
National Union of Teachers	218,321	7,612	389	2,067	10,068
Union of Communication Workers	216,614	7,654	406	464	8,524
Society of Graphical and Allied Trades 1982 (SOGAT)	197,616	10,192	2,412	1,963	14,566
National Union of Mineworkers	185,150	12,736	923	3,455	17,114
	169,661	12,490	1,229	2,780	16,499
Banking Insurance and Finance Union					
National Association of Schoolmasters and Union of Women Teachers	168,408	5,492	145	177	5,814
National Communications Union (Engineering and Clerical Groups)	159,256	4,249	486	719	5,454
Civil and Public Services Association	154,410	9,642	181	44	9,867
National Graphical Association (1982)	143,062	7,038	1,011	633	8,682
	131,538	12,407	1,637	2,502	16,546
Assistant Masters and Mistresses Association					
National Union of Civil and Public Servants	131,500	3,885	171	29	4,085
National Union of Railwaymen	118,394	7,587	522	100	8,209
	110,291	6,725	1,495	67	8,287
Total of above unions with 100,000 members or more	8,342,064	322,177	23,076	25,758	371,010
Total of 281 other listed unions with less than 100,000 members	2,037,439	97,583	12,852	19,388	129,823
Total of listed unions	10,379,503	419,760	35,928	45,146	500,833
Trades Union Congress	-	8,120	387	376	8,884
Total of 21 other unlisted unions which have submitted returns	7,735	1,759	2,305	8,809	12,873
Total of all unions for 1988	10,387,238	429,639	38,620	54,331	522,590
Total of all unions for 1987	10,480,150	407,737	37,389	53,200	498,326

	GROSS EXPENDITURE			TOTAL FUNDS		GROSS ASSETS (b)			
	Benefits to Members	Administration and other Expenditure	Total Expenditure	Beginning of the Year	End of the Year	Fixed Assets	Investments	Other Assets	Total Assets
	£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	8,095	46,259	54,354	74,504	75,767	35,344	28,013	16,569	79,926
Amalgamated Engineering Union	3,636	17,089	20,725	12,766(f)	15,300	8,117	5,421	8,961	22,499
General Municipal Boilermakers and Allied Trades Union	5,450	27,969	33,419	36,948	36,423	12,023	8,265	16,223	36,511
National and Local Government Officers Association	1,332	39,360	40,692	48,219	55,763	11,286	37,498	9,837	58,621
Manufacturing Science and Finance Union	1,140	22,552	23,692	13,347	9,894	23,568	2,155	9,694	35,417
National Union of Public Employees									
Union of Shop Distributive and Allied Workers	2,758	19,249	22,007	16,769	15,276	8,991	3,286	4,939	17,216
Electrical Electronic Telecommunication and Plumbing Union	680	10,740	11,420	10,938	11,454	2,544	5,217	3,848	11,609
Royal College of Nursing	1,782	10,298	12,080	17,757	17,583	14,369	4,567	1,734	20,670
Union of Construction Allied Trades and Technicians	407	6,312	6,718	-	-	-	-	3,319	3,319
	540	5,834	6,374	5,144	4,746	1,892	2,539	745	5,176
Confederation of Health Service Employees									
National Union of Teachers	564	7,932	8,496	8,651	10,223	5,004	4,494	1,455	10,953
Union of Communication Workers	570	9,150	9,720	11,496	10,300	1,249	7,493	4,328	13,070
Society of Graphical and Allied Trades 1982 (SOGAT)	1,167	11,861	13,028	8,576	10,114	1,395	2,616	6,102	10,113
National Union of Mineworkers	1,477	14,259	15,736	17,377	18,755	6,445	6,781	6,847	20,073
	2,205	13,084	15,289	18,003(f)	19,213	5,911	5,855	12,951	24,717
Banking Insurance and Finance Union									
National Association of Schoolmasters and Union of Women Teachers	48	5,599	5,647	3,738	3,905	2,613	1,472	678	4,763
National Communications Union (Engineering and Clerical Groups)	420	3,792	4,212	6,535	7,777	1,557	3,512	3,068	8,137
Civil and Public Services Association	1,017	8,137	9,154	5,497	6,210	1,905	500	4,390	6,795
National Graphical Association (1982)	909	6,611	7,520	8,398	9,560	6,441	1,428	2,030	9,899
	777	12,401	13,178	26,050(f)	29,418	2,350	20,777	7,147	30,274
Assistant Masters and Mistresses Association									
National Union of Civil and Public Servants	-	3,939	3,939	1,793	1,939	1,990	649	316	2,955
National Union of Railwaymen	280	8,902	9,182	8,446	7,473	2,781	4,686	2,152	9,619
	680	8,534	9,214	27,566	26,639	8,757	16,663	2,040	27,460
Total of above unions with 100,000 members or more	35,934	319,863	355,796	388,518	403,732	166,532	173,887	129,373	469,792
Total of 281 other listed unions with less than 100,000 members	8,462	106,294	114,756	167,908	182,974	64,117	93,563	70,000	227,680
Total of listed unions	44,396	426,157	470,552	556,426	586,706	230,649	267,450	199,373	697,472
Trades Union Congress	-	10,300	10,300	5,663	4,247	2,883	2,096	434	5,413
Total of 21 other unlisted unions which have submitted returns	13,369	5,578	18,947	34,776	28,702	189	9,070	29,587	38,846
Total of all unions for 1988	57,765	442,035	499,799	596,865	619,655	233,721	278,616	229,394	741,731
Total of all unions for 1987	59,817	407,693	467,510	573,302	604,118	205,042	271,204	216,382	692,628



## Appendix 5

### Summary of Statistics - Employers' Associations, 1988

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 all items which increased or decreased an employers' association's funds during the year and are not confined to normal revenue income and expenditure. Tax recoveries and provisions no longer required are therefore included in Total Income.
- (d) This figure has been adjusted from last year's report to take account of later information.
- (e) Below £500.

	GROSS INCOME			GROSS EXPENDITURE  (c) £000s (4)	TOTAL FUNDS		GROSS ASSETS (a)				Number of Members (11)
	From Members	From Investments	Total Income		Beginning of the Year	End of the Year	Fixed Assets	Investments	Other Assets	Total Assets	
	£000s (1)	£000s (2)	£000s (3)		£000s (5)	£000s (6)	£000s (7)	£000s (8)	£000s (9)	£000s (10)	
Employers' Associations with over £1,000,000 total income:-											
Engineering Employers Federation	1,198	1,778	3,751	2,536	10,707 (d)	11,922	241	10,569	1,982	12,792	16
Engineering Employers London Association	786	71	3,364	1,721	515	2,158	1,444	281	747	2,472	630
Engineering Employers West Midlands Association	872	121	2,732	2,621	1,864	1,975	1,003	789	938	2,730	1,036
Engineering Employers Western Association	513	56	1,039	1,036	533	536	205	320	168	693	385
12 Other Engineering Employers Associations in Great Britain	2,686	237	4,290	4,095	2,150 (d)	2,345	805	574	1,854	3,234	2,412
*National Farmers Union	10,040	724	11,436	11,727	11,151 (d)	10,860	10,459	1,031	4,130	15,620	112,675
Building Employers Confederation	5,872	301	10,962	9,893	13,013 (d)	14,082	11,695	1,841	2,541	16,077	9,298
Test and County Cricket Board	-	56	8,778	8,778	-	-	-	-	501	501	19
*Freight Transport Association	1,435	141	7,722	7,589	2,660	2,793	2,699	478	2,593	5,770	13,590
Electrical Contractors Association	1,462	1,500	4,845	3,734	6,526 (d)	7,637	891	18,479	7,284	26,654	2,268
Motor Agents Association Limited	2,650	345	3,854	4,026	1,227	1,055	2,006	(e)	6,165	8,171	14,008
*Chemical Industries Association Limited	3,017	204	3,841	3,838	201	204	117	1,075	232	1,424	151
British Printing Industries Federation	2,385	123	3,149	3,202	1,039	986	733	390	1,146	2,269	3,315
National Federation of Retail Newsagents	2,470	133	2,696	2,809	1,807	1,694	1,936	395	1,122	3,453	31,765
British Paper and Board Industry Federation Limited	968	30	2,529	1,473	253	1,309	1,598	3	453	2,054	68
Newspaper Society	1,944	149	2,380	2,479	938	839	128	236	1,478	1,842	246
*Road Haulage Association Limited	1,222	47	2,207	1,824	1,970	2,352	2,665	5	644	3,314	10,918
Heating and Ventilating Contractors Association	1,111	493	1,977	1,975	433	435	92	448	152	692	1,239
Federation of Master Builders	1,521	64	1,961	1,727	3,990 (d)	4,224	6,400	6	720	7,126	21,055
Federation of Civil Engineering Contractors	1,405	116	1,844	1,722	651	773	181	263	663	1,107	356
Publishers Association	1,155	52	1,826	1,746	41	121	94	-	452	546	213
National Pharmaceutical Association Limited	650	57	1,534	1,415	448	567	222	351	12	585	7,045
Vehicle Builders and Repairers Association	623	40	1,516	1,402	297	411	219	2	755	976	3,548
*Incorporated National Association of British and Irish Millers Limited	1,457	30	1,503	1,528	365	340	32	50	684	766	50
*Society of West End Theatre Managers Limited	1,055	17	1,072	992	-21	59	13	73	681	767	78
Total of above Employers' Associations	49,097	6,885	92,808	85,888	62,758	69,677	45,878	37,659	38,097	121,635	236,384
Total of 96 other listed Employers' Associations	8,561	845	11,689	11,291	6,030	6,429	2,166	2,160	5,726	10,028	41,356
Total of 160 other unlisted Employers' Associations	10,543	999	14,482	14,146	6,949	7,284	3,619	2,588	8,796	15,003	36,004
Total of 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
Total of all Employers' Associations for 1987	65,571	10,345	105,368	100,444	60,638	65,562	30,271	41,245	44,599	116,115	308,027
*Unlisted Employers' Association											



## Appendix 6

(see paragraph 4.3)

### Trade Unions Maintaining Members' Superannuation Schemes at 31 December 1989

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

\*Haslingden and District Power Loom Overlookers Society

Manufacturing Science and Finance Union (2 schemes)

National Graphical Association (1982) (6 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 Railwaymen\*National Union of Seamen

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 1989

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

#### Trade Union Amalgamation

Amalgamating Trade Unions	Forming	Amalgamation registered on
General Municipal Boilermakers and Allied Trades Union and Association of Professional Executive Clerical and Computer Staff (APEX)	GMB	1.3.89

#### Trade Union Transfers of Engagements

Engagements transferred from	To	Transfer registered on
Imperial Group Staff Association	Manufacturing Science and Finance Union	31.3.89
Association of Scottish Local Government Directors of Personnel	Federated Union of Management and Professional Officers	20.4.89
Northern Rock Building Society Staff Association (NORSA)	Banking Insurance and Finance Union	31.5.89
Association of British Professional Divers	Electrical Electronic Telecommunication and Plumbing Union	31.5.89
Ministry of Defence Staff Association	" "	25.7.89
Springfields Foremans Association	" "	30.8.89
Nelson and District Power Loom Overlookers Society	" "	1.12.89
Greater London Senior Staff Guild	Federated Union of Management and Professional Officers	21.12.89
National Association of Senior Probation Officers	Electrical Electronic Telecommunication and Plumbing Union	29.12.89

### Employers' Association Amalgamations

Amalgamating Employers Association	Forming	Amalgamation registered on
Representative Organisation of the South Western Provincial Employers of Local Authorities Services (Administrative Professional Technical and Clerical ) <i>and</i> Representative Organisation of the South Western Provincial Employers of Local Authorities Services (Manual Workers) <i>and</i> Representative Organisation of the Western Provincial Employers of Local Authorities Services (Manual Workers)	South Western Provincial Employers Organisation	28.4.89
Representative Organisation of the North Eastern Provincial Employers of Local Authorities Administrative Professional Technical and Clerical Services <i>and</i> Representative Organisation of the Northern Provincial Employers of Local Authorities Services (Manual Workers)	Representative Northern and North Eastern Provincial Organisation of Employers of Local Authorities Staffs	28.12.89 <i>effective on 1.1.90</i>

### Employers' Association Transfer of Engagements

Engagements transferred from	To	Transfer registered on
Rochdale Engineering Employers Association	Engineering Employers Association of South Lancashire Cheshire and North Wales	28.12.89 <i>effective on 1.1.90</i>



# Appendix 8

Political Funds of Trade Unions, 1988 (see paragraph 6.11)

	Number of members contributing to the Political Fund (b)	Number of Members exempt from contributing to the Political Fund (c)	POLITICAL FUND (a)			
			Income	Expenditure	Fund at Beginning of Year	Fund at End of Year
	(1)	(2)	£ (3)	£ (4)	£ (5)	£ (6)
Amalgamated Engineering Union	401,204	15,650	400,719	578,011	223,530	46,238
Amalgamated Society of Textile Workers and Kindred Trades	2,392	120	2,538	2,089	1,261	1,710
Associated Society of Locomotive Engineers and Firemen	17,899	1,166	36,093	25,735	28,914	39,272
Association of Cinematograph Television and Allied Technicians	6,000	23,301	21,082	21,073	325	334
Association of Her Majesty's Inspectors of Taxes	2,143	176	9,848	2,600	736	7,984
Association of Professional Executive Clerical and Computer Staff (APEX)	50,017	24,448	87,549	69,040	140,345	158,854
Bakers Food and Allied Workers Union	32,147	1,885	41,081	28,341	7,288	20,028
Broadcasting and Entertainment Trades Alliance	27,175	1,794	44,476	33,801	47,236	57,913
Ceramic and Allied Trades Union	29,760	1,548	46,482	32,867	2,854	16,469
Civil and Public Services Association	-	-	-	4,376	-	-4,376
Communication Managers Association	18,429	621	22,000	-	16,680	38,680
Confederation of Health Service Employees	201,357	17,034	332,592	302,000	28,759	59,351
Electrical Electronic Telecommunication and Plumbing Union	290,620	38,541	267,104	300,312	96,346	63,138
Fire Brigades Union	32,847	16,065	71,027	37,137	24,967	58,857
Furniture Timber and Allied Trades Union	40,005	6,091	28,680	29,037	9,570	9,213
General Municipal Boilermakers and Allied Trades Union	679,098	37,874	1,949,804	2,025,348	2,774,891	2,699,347
General Union of Associations of Loom Overlookers	997	117	612	728	366 (c)	250
Inland Revenue Staff Federation	51,218	2,305	116,498	42,417	90,432	164,513
Iron and Steel Trades Confederation	37,361	5,475	82,145	75,497	37,628	44,276
Manufacturing Science and Finance Union	296,560	356,440	425,000	326,000	211,000	310,000
Musicians Union	37,500	1,928	18,183	16,197	30,916	32,902
National Association of Colliery Overmen Deputies and Shotfirers	8,434	201	19,089	11,501	36,236 (c)	43,824
National Communications Union (Engineering and Clerical Groups)						
- Engineering Group	92,913	27,372	257,260	206,826	26,108	76,542
National Communications Union (Engineering and Clerical Groups)						
- Clerical Group	31,769	2,356	50,317	2,154	50,830	98,993
National Graphical Association (1982)	60,812	40,383	177,015	71,726	238,361	343,650

	Number of members contributing to the Political Fund (b)	Number of Members exempt from contributing to the Political Fund	POLITICAL FUND (a)			
			Income	Expenditure	Fund at Beginning of Year	Fund at End of Year
	(1)	(2)	£ (3)	£ (4)	£ (5)	£ (6)
National League of the Blind and Disabled	1,462	1,195	2,559	2,197	4,251	4,613
National Union of Domestic Appliances and General Operatives	3,094	6	1,007	1,006	70	71
National Union of Hosiery and Knitwear Workers	43,381	145	66,171	59,425	83,900	90,646
National Union of Lock and Metal Workers	4,750	89	1,710	-	-	1,710
National Union of Mineworkers	73,859	3,457	534,798	282,986	1,601,165 (c)	1,852,977
National Union of Public Employees	614,280	20,790	1,472,981	1,129,133	145,937	489,785
National Union of Railwaymen	107,625	2,666	329,387	269,657	290,175	349,905
National Union of Scalemakers	2	1,163	13	2	233	244
National Union of Seamen	17,398	378	23,005	18,498	-16,212	-11,705
National Union of Tailors and Garment Workers	65,822	10,086	105,853	67,389	66,078	104,542
National Union of the Footwear Leather and Allied Trades	30,341	1,078	39,326	30,536	4,422	13,212
Power Loom Carpet Weavers and Textile Workers Union	3,140	83	4,850	4,975	1,884	1,759
Rossendale Union of Boot Shoe and Slipper Operatives	2,561	30	73	159	2,835	2,749
Scottish Carpet Workers Union	821	-	666	625	-173	-132
Society of Graphical and Allied Trades 1982 (SOGAT)	100,110	62,468	201,006	132,029	185,067	254,044
Society of Telecom Executives	17,111	11,929	38,584	8,000	19,289	49,873
Society of Union Employees (NUPE)	177	2	1,088	-	353	1,441
Transport and General Workers Union	1,217,943	30,363	3,721,218	1,865,323	1,731,813	3,587,708
Transport Salaried Staffs Association	32,836	6,959	65,731	45,766	73,201	93,166
Union of Communication Workers	187,127	10,489	296,243	277,025	246,191	265,409
Union of Construction Allied Trades and Technicians	212,946	37,096	152,000	171,180	-30,915	-50,095
Union of Democratic Mineworkers	20,933	-	248	-	-	248
Union of Shop Distributive and Allied Workers	365,543	31,181	570,304	415,258	249,719	404,765
<b>Total of the 47 unions with political funds for 1988</b>	<b>5,571,919</b>	<b>854,544</b>	<b>12,136,015</b>	<b>9,025,982</b>	<b>8,784,864 (d)</b>	<b>11,894,897 (d)</b>
<b>Total of the 45 unions with political funds for 1987</b>	<b>5,591,632</b>	<b>1,074,447</b>	<b>11,358,096</b>	<b>15,028,761</b>	<b>12,472,836 (d)</b>	<b>8,802,171 (d)</b>

## Notes:

- (a) The information in the table relates to the position at the end of 1988 and therefore to unions which were in existence at that time.
- (b) 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.
- (c) This figure has been adjusted from last year's report to take account of later information.
- (d) Total after deducting minus entries shown in the table.



## Appendix 9

(see paragraph 7.9)

### Refunds of Ballot Costs, 1989

Trade Union	Amount Paid £
Amalgamated Engineering Union	72,262.17
Assistant Masters and Mistresses Association	30,462.29
Association of Professional Ambulance Personnel	1,398.13
Association of Professional Executive Clerical and Computer Staff (APEX)	645.00
Association of University Teachers	47,714.18
Banking Insurance and Finance Union	17,717.44
Barclays Group Staff Union	46,439.83
British Air Line Pilots Association	2,317.9
British Association of Colliery Management	4,293.95
British Medical Association	7,166.23
Broadcasting and Entertainment Trades Alliance	9,014.76
Ceramic and Allied Trades Union	15,953.70
Communication Managers Association	7,494.39
Corporation of London Staff Association	961.15
Electrical Electronic Telecommunication and Plumbing Union	52,998.50
Electrical Power Engineers Association	11,486.45
Engineers and Managers Association	9,835.39
Federated Union of Managerial and Professional Officers	45.22
Film Artistes Association	782.19
GMB	412,994.48
Health Visitors Association	4,838.11
Inland Revenue Staff Federation	30,073.38
Iron and Steel Trades Confederation	3,814.09
Lloyds Bank Group Staff Union	25,039.60
Musicians Union	14,143.18

National and Provincial Building Society Staff Association	873.76
National Association of Co-operative Officials	1,560.85
National Association of Fire Officers	800.47
National Association of Head Teachers	13,465.03
National Association of Inspectors and Educational Advisers	131.77
National Association of Licensed House Managers	6,417.62
National Association of Schoolmasters and Union of Women Teachers	53,427.11
National Association of Teachers in Further and Higher Education	112,707.63
National Union of Domestic Appliances and General Operatives	2,781.60
National Union of Hosiery and Knitwear Workers	25,941.86
National Union of Public Employees	6,442.06
Nationwide Building Society Staff Association	1,297.99
Power Loom Carpet Weavers and Textile Workers Union	2,146.61
Professional Association of Nursery Nurses	588.26
Professional Association of Teachers	20,453.02
Retail Book Stationery and Allied Trades Employees Association	1,360.75
Royal College of Midwives	15,159.42
Royal College of Nursing of the United Kingdom	82,098.69
Scottish Health Visitors Association	418.35
Scottish Prison Officers Association	3,900.84
Scottish Secondary Teachers Association	2,376.44
Secondary Heads Association	2,689.28
Society of Radiographers	4,983.08
Transport Salaried Staffs Association	28,835.03
Union of Democratic Mineworkers	6,068.49
Union of Shop Distributive and Allied Workers	112,764.29

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**Total 1,339,582.07**

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