

1988

Annual Report of the Certification Officer

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
1988**

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I have pleasure in submitting the report on my activities during 1988.



M WAKE
Certification Officer
24 February 1989

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Introduction

This is the thirteenth 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 1988.

During 1988 my functions involved 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 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 1988 there was a steady increase in workload connected with the Office's supervision of trade union mergers. The scrutiny and payment of

claims towards the costs of secret postal ballots continued to absorb a substantial proportion of the resources of the Office; and there was no diminution in activity arising from trade union interest in setting up political funds. During the year trade union elections gave rise to fewer complaints to me than in each of the previous two years.

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.

During the year Mr G S Osborne succeeded Mrs S Van Noorden as Assistant Certification Officer. Mr J L J Craig, WS, continued to hold his appointment as Assistant Certification Officer for Scotland.

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 40% 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; 30% 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 1988 was £418,000.

* The Certification Officer (Amendment of Fees) Regulations 1988 (S.I. 1988 No. 310).

1 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 (reproduced in full in the 1983 Report, paragraph 1.13), he must enter its name in the relevant list. Entry into 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 1988

1.7 As required by section 8(9) of the 1974 Act this Report includes the lists as at 31 December 1988. They are reproduced as Appendices 1 and 2. The lists at the end of 1988 comprised 354 trade unions and 140 employers' associations.

1.8 Changes during 1988 are summarised in the table below:-

	On lists at 31 December 1987	Changes between 1 January 1988 and 31 December 1988		On lists at 31 December 1988
		Additions	Removals	
Trade Unions	367	8	21	354
Employers' Associations	144	3	7	140

1.9 The 8 additions to the list of trade unions are shown in italics in Appendix 1. Of the 21 unions removed from the list 13 had ceased to exist as a result of mergers and 8 had been dissolved.

1.10 Three employers' associations were added to the list. Seven employers' associations were removed from the list. Two of these had ceased to exist as the result of an amalgamation and five had been dissolved.

Unlisted bodies

1.11 Because entry in the lists is voluntary it is difficult to say precisely how many trade unions and employers' associations are in existence at any given time. In addition to the numbers of listed organisations given in paragraph 1.8, at the end of the year there were 31 trade unions and 186 employers' associations which submit annual returns to the Office but which have not sought to be listed. There may be others meeting the statutory definition of which the Office is unaware.

Department of Employment

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

2 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 for a refusal and the union concerned then has the 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 the 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 industrial tribunals or certain other bodies, the Act enables that question to be referred to the Certification Officer for decision.

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 were fully discussed in the first Annual Report* under the following headings:-

- History
- Membership base
- Organisation and structure
- Finance
- Employer-provided facilities
- Collective bargaining 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 Four applications for certificates of independence were received during 1988, three more than in 1987.
- 2.8 One application was the subject of objections from other trade unions. In accordance with established practice the Certification Officer met two of the objecting unions to discuss their objections. The objections were not upheld.

Decisions

- 2.9 During the year four certificates of independence were issued, one of which was in respect of an application made in 1987. No application was refused, but one remained outstanding at the end of the year. Sixteen certificates were cancelled because the unions concerned had ceased to exist. Mergers accounted for twelve of these cancellations. Details are given in Appendix 3.

* Annual Report 1976 paragraphs 2.16 to 2.25. Copies of these paragraphs are available on request.

3 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 must be submitted before 1 June in each year. The return usually covers the year ending the preceding 31 December but, by direction of the Certification Officer, a different accounting period may be used 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's report 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 problem of the late submission of some annual returns has been a continuing one over a number of years. Efforts to secure stricter compliance with the statutory requirements are continuing.

Returns for 1987

3.9 Statistical information derived from the annual returns of trade unions and employers' associations is given at Appendices 4, 5 and 8. *It has to be emphasised that this information and the following comments in this chapter relate to the year 1987.* This is because the Office's information is derived from the annual returns (which include audited accounts) for 1987 which were submitted during 1988, the year covered by this report.

3.10 Appendix 4 shows that at the end of 1987 there were 24 trade unions with over 100,000 members.

3.11 Appendix 5 shows that at the end of 1987 there were 22 employers' associations with an annual income of over £1,000,000.

3.12 The total of 657 organisations which submitted returns for 1987 was made up as follows:-

Listed trade unions	320
Unlisted trade unions	24
Listed employers' associations	140
Unlisted employers' associations	173

Trade unions

3.13 Statistics detailing the membership and finances of trade unions derived from the 1987 returns are given in Appendix 4. Separate figures are shown for unions with over 100,000 members.

3.14 *Comparability with 1986 figures.* The statistics in Appendix 4 are based on returns from 344 unions in 1987 compared with returns from 374 unions in 1986. 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 10,480,150. The major unions with a membership of over 100,000, named in Appendix 4, accounted for 8,446,216 members or 81 per cent of the total.

3.16 Trade union returns record that in 1987 total trade union membership fell for the eighth consecutive year since 1979 when it reached a peak of 13.2 million. However, the fall of 118,000 during the year to a total of 10.5 million is, in both quantitative and percentage terms, much smaller than in recent years.

3.17 The following table shows changes of 10,000 or more in the membership of individual unions between December 1986 and December 1987:-

Changes in Trade Union Membership

	Membership (000's)(a)		
	1986	1987	Differences
<i>Increases:-</i>			
Amalgamated Union of Engineering Workers – Technical Administrative and Supervisory Section (TASS)	241	253	+ 12
Royal College of Nursing	258	270	+ 12
Association of Scientific Technical and Managerial Staffs	390	400	+ 10
<i>Decreases:-</i>			
Amalgamated Engineering Union	858	815	- 43
Transport and General Workers Union	1378	1349	- 29
National Union of Mineworkers	211	187	- 24
General Municipal Boilermakers and Allied Trades Union	814	803	- 11

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

3.19 In 1987 the gross income of trade unions was £498.3 million compared with £476.5 million in 1986. Income from members rose from £384.0 million to £407.7 million, reflecting higher subscription rates. There was a small increase in income from investments which rose from £37.3 million to £37.4 million.

(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 the union funds or make a nominal payment only.

3.20 *Expenditure.* Gross expenditure rose from £428.8 million in 1986 to £467.5 million in 1987. Changes in payments on members' benefits and on administration and other expenditure compared with 1986 are shown in the following table:-

Changes in Expenditure

	1986 (£ million)	1987 (£ million)	Percentage change
Gross expenditure including:-	428.8	467.5	+ 9.0
(a) benefits to members	51.0	59.8	+17.3
(b) administration and other expenditure†	377.8	407.7	+ 7.9

3.21 The table below shows the average contribution and total income per member in 1987 together with average expenditure on benefits and administration and total expenditure per member. Similar figures are included for 1986. The amounts given are based on total membership which was smaller in 1987 than in 1986. 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	Administration and other expenditure†	Total expenditure
1987	47.55	38.91	5.71	38.90	44.61
1986	44.96	36.23	4.81	35.65	40.46

3.22 *Funds.* The figures given in Appendix 4 include both general funds and others where applicable, eg. contingency, superannuation and political funds.* During 1987 total funds increased from £578 million to £604 million.

3.23 *Assets.* At the end of 1987 gross assets of trade unions amounted to £692.6 million, an increase of £35.7 million over the previous year's figure. Fixed assets increased by £23.5 million to £205.0 million, and investments by £3.7 million to £271.2 million.

† The distinction between benefits to members and administration and other expenditure is not always clear cut. Certain types of expenditure – for example, the provision of legal and other advisory services – can fall under either heading. The item "administration and other expenditure" is not strictly comparable with the item in previous reports headed "administration expenses and other outgoings".

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

Employers' associations

- 3.24 Statistics about the finances and membership of employers' associations derived from the 1987 returns are given in Appendix 5, together with comparative totals for 1986. Separate figures are given for each association (including some which are unlisted) whose return for 1987 showed total income of more than £1,000,000. Aggregate figures are given for other listed and unlisted employers' associations.
- 3.25 *Comparability with 1986 figures.* The statistics in Appendix 5 are based on returns from 313 employers' associations compared with returns from 320 associations for 1986. 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 1987 the gross income of employers' associations was £105.3 million compared with £105.2 million in 1986. Income from members rose from £64.5 million to £65.6 million and income from investments rose from £7.3 million to £10.3 million. Gross expenditure increased from £98.1 million to £100.4 million.
- 3.27 *Funds.* The figures given in the Appendix include both general funds and, where applicable, funds maintained for specific purposes. During 1987 total funds increased from £61 million to £66 million.
- 3.28 *Assets.* At the end of 1987 gross assets of employers' associations amounted to £116.1 million, an increase of £7.3 million over the previous year's figure. Fixed assets increased by £2.6 million to £30.3 million, and investments by £5.4 million to £41.2 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).

4 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 25 members' superannuation schemes maintained by 18 trade unions. They are listed in Appendix 6. Seven of these schemes were exempt from actuarial examination.

Reports: 1988

- 4.4 One actuarial report, due in 1988, was received from the Associated Society of Locomotive Engineers and Firemen.

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

5 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. The current statutory charge is £3.00.

Advice on procedures

- 5.7 The Office's *Guide to Transfers of Engagements and Amalgamations* explains the merger procedures in detail and sets out, with explanatory notes, the matters to be included in an instrument of transfer or amalgamation. Copies may be obtained free of charge from the Office. The Office will offer advice where needed and is always prepared to meet officials of organisations proposing to merge to discuss procedures and time tables.

Mergers: 1988

- 5.8 During 1988 there were two amalgamations and nine transfers of engagements of trade unions using the procedures laid down by the 1964 Act. There was also one amalgamation involving employers' associations. Details of these mergers are given in Appendix 7. One other proposed transfer of engagements fell following a negative vote of the membership of the transferor trade union.
- 5.9 The 11 mergers of trade unions which took place during the year involved a total of 673,300 members, the second highest annual total since the Office was established in 1976. The three years having the highest numbers of members involved in mergers have been:-

1982 – 1,455,200
1988 – 673,300
1984 – 142,300

By far the largest merger registered in 1988 was the amalgamation between the Association of Scientific Technical and Managerial Staffs and the Amalgamated Union of Engineering Workers – Technical Administrative and Supervisory Section (TASS) to form the Manufacturing Science and Finance Union. This amalgamation, which involved 653,000 members, was registered and took effect on 18 January 1988.

- 5.10 The proposed amalgamation between the General Municipal Boilermakers and Allied Trades Union (GMB) and the Association of Professional Executive Clerical and Computer Staff (APEX) involved almost 900,000 members. Balloting took place in November/December and following affirmative votes of both memberships an application was made in December to register the amalgamation on 1 March 1989.

- 5.11 Three proposed transfers of engagements were outstanding at the end of the year. Two of these had been to ballot but applications for registration had not yet been made by the end of the year. Balloting on the third was due in 1989.

Complaints

- 5.12 The 1981 Annual Report set out the grounds on which 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. It also explained the Certification Officer's powers to deal with such a complaint. No complaints were received during 1988.

Changes of name

- 5.13 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 1988 approval was given to the changes of name of two trade unions and one employers' association as shown below:-

	Trade Unions	Effective Date
From	United Friendly Divisional and District Managers Association	
To	United Friendly Field Management Association	3.3.88
From	Chief and Assistant Chief Fire Officers Association	
To	Association of Principal Fire Officers	5.7.88
	Employers' Association	
From	Provincial Wholesale Newspaper Distributors Association	
To	Association of Newspaper and Magazine Wholesalers	3.3.88

6 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 proposal to adopt political objects must be endorsed 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 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 resolution in force and wish to continue to spend money on political objects, to pass a political 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. Organisations whose political fund resolution was passed on a ballot held before 31 March 1976 had to conduct a first review ballot by 31 March 1986 in order to continue to spend money on political objectives. 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. The main effects of these changes are that a ballot held for the purposes of the 1913 Act must be taken by the postal voting method only and be supervised by an independent scrutineer. In addition the voting papers used in the ballot must be marked with a serial number.

6.7 Section 16(1) of the Employment Act 1988 came into force on 26 July 1988. This section gives a member of a trade union the right to 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

6.8 On request the Office gives advice on the procedures for establishing political funds and for holding review ballots. For the guidance of trade unions and employers' associations three sets of model rules are available. These are (i) rules for a ballot concerning the adoption of a political resolution, (ii) rules for a review ballot and (iii) rules for governing the operation of a political fund. Any trade union or employers' association wishing to ballot its members on a political fund resolution should get in touch with the Office at an early stage.

Approval of political fund ballot rules

6.9 During 1988 ballot rules were approved for three trade unions which were considering setting up a political fund for the first time. None of the organisations which already had a political fund resolution in force was statutorily required to hold a political fund review ballot in 1988.

Organisations with political fund rules at 31 December 1988

6.10 Eight trade unions had political fund rules approved for the first time during 1988 following membership ballots. The unions concerned were:-

Educational Institute of Scotland
Health Visitors Association
Institution of Professional Civil Servants
National and Local Government Officers Association
National Association of Teachers in Further and Higher Education
National Union of Insurance Workers
Retained Firefighters Union
Union of Democratic Mineworkers

6.11 Where two or more trade unions, each qualified to operate a political fund, amalgamate, the amalgamated union may 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. During 1988 two unions formed by amalgamation were treated as having passed political fund resolutions and had political fund rules approved. The unions concerned were:-

Manufacturing Science and Finance Union
National Union of Civil and Public Servants

6.12 The number of political fund resolutions in force at 31 December 1988 was 56. The 55* trade unions concerned are indicated in Appendix 1. As at 31 December 1988 there were no employers' associations maintaining political funds.

Political funds of trade unions at 31 December 1987

6.13 Detailed information about the political funds of trade unions is derived from the union's 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 1987.

6.14 Annual returns showed the total income of political funds as £11.4 million in 1987 compared with £10.4 million in 1986, and expenditure £15.0 million as compared with £8.2 million. Total funds at the end of 1987 were £8.8 million compared with £12.5 million at the end of 1986.

Political fund membership

6.15 Appendix 8 also gives membership information provided by the unions which maintained political funds at 31 December 1987. A change in the

* The National Communications Union (Engineering and Clerical Groups) has two political funds.

presentation of this information has been made. Column 1 gives the total number of members contributing to the political fund. Column 2 shows the number of members exempt from contributing to the political fund. The Appendix also shows comparable information for unions with political funds at 31 December 1986.

Exemption notices

- 6.16 Exemption notices (see paragraph 6.3) are obtainable from the organisation concerned or from the Certification Office. The Office supplied 396 such notices during 1988 compared with 125 in 1987.

Amendments to rules

- 6.17 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 1988.

Political fund complaints

- 6.18 During 1988 no complaints were made to the Certification Officer under section 3(2) of the Trade Union Act 1913.
- 6.19 Four earlier complaints, outstanding at 31 December 1987, were resolved during the year to the satisfaction of the complainants as a result of action or explanation by the unions concerned. The four complaints involved the following trade unions:-

Amalgamated Engineering Union	(1)
Amalgamated Union of Engineering Workers (TASS)	(1)
Transport and General Workers Union	(2)

7 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 is required to be satisfied (that is, an election under Part I of the 1984 Act which provides that every voting member of a trade union's principal executive committee must be elected by secret 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 (SI 1984 No. 1654) as subsequently revised to take account of certain changes in the law made by the Employment Act 1988.

- (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 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 or performance, holidays or pensions.

Conditions

- 7.3 If the ballot is secret and postal and if it is held for one or more of the qualifying purposes, it must also satisfy certain detailed conditions set out in the Regulations if it is to qualify for payment. Some conditions 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 6 months of the end of the voting period. The procedure for making an application is set out in the guide *Funds for Trade Union Ballots* which is available from the Certification Office free of charge. As there are significant changes in the revised Scheme which operates from 26 July 1988, trade unions which have previously made applications may wish to discuss with the Office any further applications they propose to make.

Applications

- 7.5 During 1988, 39 unions made applications for refund in respect of 395 ballots, including several unions applying for the first time. This compares with 42 unions which made applications in respect of 526 ballots in 1987.
- 7.6 The Certification Officer made payments in respect of 345 ballots for which applications were made during the year. He also made payments in respect of 134 ballots for which applications were outstanding at the beginning of the year. He was unable to make payments in respect of 15 ballots held by 8 unions because they failed to meet the provisions of the Scheme.
- 7.7 In the great majority of cases where a payment was made, the amount refunded was less than the total applied for. Common reasons for reductions were:

refund claimed for items outside the scope of the Scheme eg. 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 The Certification Officer made payments during the year totalling £869,448.39 (as compared with £1,158,800.79 in 1987). This sum comprised £338,138.67 paid towards the cost of stationery and printing, and £531,309.72 towards postage. The recipients are listed in Appendix 9. The fall in the total amount paid in 1988 reflects the irregular pattern of trade union elections.

8 Secret Ballots for Trade Union Elections

The statutory provisions

- 8.1 Part I of the Trade Union Act 1984 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 ballot of the members of the union, conducted in accordance with the conditions laid down in Part I. In addition, every trade union must compile, and thereafter 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 an individual trade union member 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 any such reason may be accompanied by written observations on any matters 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 1988 three decisions were issued in cases where investigations were completed into formal complaints under section 5 of the Act. Two further complaints were outstanding at the end of the year.

Declarations

- 8.6 Two of the three decisions issued in 1988 contained declarations to the effect that the Union concerned had failed to comply with Part I of the Act. The two Unions against whom the declarations were made were:-

General Municipal Boilermakers and Allied Trades Union

Transport and General Workers Union

In the other decision the Certification Officer, after full investigation, declined to make the declaration sought. Both declarations concerned local lapses in balloting procedures. The Unions concerned had failed to do all that was practicable to ensure that all eligible members were given an opportunity to vote, although in neither case could the number of votes lost have affected the outcome of the election. The Unions concerned acknowledged the lapses.

- 8.7 Copies of all decisions are available free of charge from the Certification Office.

Employment Act 1988

- 8.8 The Employment Act 1988, which received Royal Assent on 26 May 1988, made changes to certain provisions of Part 1 of the 1984 Act, the main one being that from 26 July 1988 all elections subject to Part 1 of the 1984 Act must be by secret postal ballot only. Other changes, including provision for the appointment of independent scrutineers and for extending the statutory election requirements, are being brought into effect during 1989.

Appendix 1 (see paragraph 1.7)

List of Trade Unions at 31 December 1988

Notes:

Trade Unions entered in the list during 1988 are shown in *italics*.

* Denotes a trade union holding a certificate of independence at 31 December 1988.

(P) Denotes a trade union with political fund rules at 31 December 1988.

England and Wales

- * Abbey National Staff Association
- Air 2000 Flight Crew Association
- Airport Fire-Fighters Federation
- * 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 Masters and Mistresses Association
- * Associated Metalworkers Union
- * Associated Society of Locomotive Engineers and Firemen (P)
- * Association of Agricultural Education Staffs
- * 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 Deputy and Assistant Chief Probation Officers
- * 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 Executive Clerical and Computer Staff (APEX) (P)
- 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 Artistes Federation
- * British Aerospace (Dynamics Group) Employees Association
- * British Aircraft Corporation Limited Senior Staff Association
- * British Air Line Pilots Association
- British Association of Advisers and Lecturers in Physical Education
- * British Association of Colliery Management
- * British Association of Occupational Therapists Limited
- * British Cement Staffs Association
- British Ceramic Research Association Staff Association
- * British Dental Association
- * British Dietetic Association
- * British Federation of Textile Technicians
- British Hospital Doctors Federation
- * British Medical Association
- * British Orthoptic Society

- *British Union of Social Work Employees
- *Broadcasting and Entertainment Trades Alliance (P)
- Building Trades Union
- Burnley and District Tape Sizers Protective Society

- Cadbury Schweppes Representatives Association
- *Cadbury Schweppes Senior Managers Association
- Cameron Staff 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 Craft Association
- *Engineering Officers Technical Association
- *Engineers and Managers Association
- English Chiropodists Association
- European Ferrymen's 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)

Gallagher Sales Staff Association

- *Gas Higher Management Association
- *General Dental Practitioners Association
- General Federation of Trade Unions
- *General Municipal Boilermakers and Allied Trades Union (P)
- *General Union of Associations of Loom Overlookers (P)
- Government Communications Staff Federation
- Graphic and Creative Arts Association
- *Greater London Senior Staff Guild
- Guild of Anatomical Pathology Technicians
- *Guild of Medical Secretaries
- *Guild of Professional Teachers of Dancing
- *Guild of Textile Supervisors
- *Guinness Brewing Staff Association (UK)
- *Guinness (Park Royal) Supervisory Association

- Halifax and District Powerloom Overlookers Society
- *Halifax Building Society Staff Association
- Harrods Staff Union
- Headmasters Conference
- *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
- *Imperial Group Staff Association
- Independent Union of Owner Operators
- *Inland Revenue Staff Federation (P)
- *Institute of Journalists
- *Institution of Professional Civil Servants (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
- Lloyds Register (UK) Staff Association
- *London Society of Tie Cutters
- *Lufthansa Staff Association United Kingdom

Managerial Staff Association of the Provincial Insurance Group of Companies

- **Manufacturing Science and Finance Union (P)*
- *Military and Orchestral Musical Instrument Makers Trade Society
- *Ministry of Defence Staff Association
- *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
- *National Association of Senior Probation Officers
- *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 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
- Nelson and District Powerloom Overlookers Society
- New Towns Chief Officers Association
- Nielsen Staff Association
- *North-East Coast Tug-Boatmens Association
- *Northern Carpet Trades Union
- *Northern Colliery Officials and Staffs Association
- *Northern Counties Textile Trades Federation
- *Northern Rock Building Society Staff Association (NORSA)
- Nottingham and District Federation of Club Stewards

Oldham Association of Loom Overlookers
Organisation of CPL Technicians

Parkside Branch of the National Union of Mineworkers (North Western Area)

Parsonage Branch of the Lancashire Area of the National Union of Mineworkers of Great Britain

- *Pattern Weavers Society
- *PMB Staff Association
- *Portman Staff Association
- *Power Loom Carpet Weavers and Textile Workers Union (P)
- Pressed Glass Makers Society of Great Britain
- Pride of Golborne Miners Branch
- *Printing Trades Alliance
- *Prison Governors Association
- *Prison Officers Association
- *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)

*Screw Nut Bolt and Rivet Trade Union

*Secondary Heads Association

Self Employed and Employed Electricians Association

Sheffield Wool Shear Workers Trade Union

Shipbuilding Engineering and Aerospace Group

*Skipton and District Power-Loom Overlookers Association

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

Springfields Foremans Association

*Stable Lads Association

*Staffordshire Building Society Staff Association

*Star Aluminium Managerial Staff Association

Sun Alliance Staff Union

*Sun Life Staff Association

Sutton Manor Branch of Miners

*Teston Independent Society of Cricket Ball Makers

*Thorn EMI Electronics Limited Junior and Middle Management Staff Association

*Tobacco Mechanics Association

*Town and Country Building Society Staff Association

*Transport and General Workers Union (P)

*Transport Salaried Staffs Association (P)

*Undeb Cenedlaethol Athrawon Cymru (National Association of Teachers of Wales)

*Union of Communication Workers (P)

*Union of Construction Allied Trades and Technicians (P)

*Union of Democratic Mineworkers (P)

Union of Dexion Workers

- *Union of Shop Distributive and Allied Workers (P)
- *United Association of Power Loom Overlookers
- *United Friendly Agents Association
- United Friendly Head Office Management Association
- *United Road Transport Union

- *West Bromwich Building Society Staff Association
- Whatman Reeve Angel Staff Association
- *Wire Workers Union
- *Woolwich Independent Staff Association
- *Writers Guild of Great Britain

- *Yorkshire Association of Power Loom Overlookers
- *Yorkshire Building Society Staff Association

Scotland

- *Association of British Professional Divers
- Association of Scottish Local Government Directors of Personnel

District Nursing Association UK
Dunfermline Building Society Staff Association

- *Educational Institute of Scotland (P)

National Association of Colliery Overmen Deputies and Shotfirers
 (Scottish Area)
 National House Building Council Staff Association
 National Union of Mineworkers Group 2 Scottish Colliery Enginem
 Boilermen and Tradesmens Association
 National Union of Mineworkers (Scottish Area)

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

- Scottish Association of Amenity Supervisory Staffs
- Scottish Association of Local Government and Educational Psychologists
- *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 1988

Note: Employers' Associations entered in the list during 1988 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
 British Textile Employers Association (Cotton Man-made and Allied Fibres)
 Building Employers Confederation

Central Lancashire Engineering Employers Association
 China Clay Association
 Cinematograph Exhibitors Association of Great Britain and Ireland
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

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)
 Representative Organisation of the South Western Provincial Employers of Local Authorities Services (Administrative Professional Technical and Clerical)
 Representative Organisation of the South Western Provincial Employers of Local Authorities Services (Manual Workers)
 Representative Organisation of the Western 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
 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

Decisions on Trade Union Independence during 1988

Certificates of independence issued

General Dental Practitioners Association
Manufacturing Science and Finance Union
National Union of Civil and Public Servants
Prison Governors Association

Certificates of independence refused

Nil

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

Alliance Building Society Staff Association
Amalgamated Union of Engineering Workers – Technical
Administrative and Supervisory Section
Association of Lecturers in Colleges of Education in Scotland
Association of Scientific Technical and Managerial Staffs
Civil Service Union
Gateway Building Society Staff Association
Greater London Staff Association
Imperial Supervisors Association (Imperial Tobacco Limited)
Leicester Building Society Staff Association
Preston and Districts Powerloom Overlookers Association
Society of Civil and Public Servants
United Friendly Field Management Association

Certificates cancelled because the union was dissolved

Association of Managerial Staff of the National Bus Company and
Subsidiary Companies
Clearing Bank Union
Manchester Pilots Association
Royal Insurance Branch Managers Association

Summary of Statistics – Trade Unions, 1987

The annual returns completed by trade unions for this 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 1987 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 (eg. 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.

	Number of Members (a)	GROSS INCOME				GROSS EXPENDITURE			TOTAL FUNDS		GROSS ASSETS (b)			
		From Members	From Investments	Other Income	Total Income	Benefits to Members	Administration and other Expenditure	Total Expenditure	Beginning of the Year	End of the Year	Fixed Assets	Investments	Other Assets	Total Assets
		£000s	(c) £000s	£000s	(d) £000s	(e) £000s	(e) £000s	(d) £000s	£000s	£000s	£000s	£000s	£000s	£000s
Unions with 100,000 members or more:-	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
Transport and General Workers Union	1,348,712	50,084	3,916	163	54,163	6,355	46,435	52,790	73,131(f)	74,504	34,476	27,754	15,471	77,701
Amalgamated Engineering Union	815,072	20,600	331	463	21,394	3,940	16,416	20,356	17,392	18,430	8,418	5,379	5,553	19,350
General Municipal Boilermakers and Allied Trades Union	803,319	28,528	2,254	728	31,510	3,776	27,128	30,904	36,342	36,948	11,237	7,422	18,397	37,056
National and Local Government Officers Association	758,780	36,868	2,426	4,613	43,907	1,716	35,596	37,312	41,624	48,219	8,902	33,277	8,400	50,579
National Union of Public Employees	650,930	19,337	857	30	20,224	2,508	18,969	21,477	18,022	16,769	8,879	4,246	5,488	18,613
Association of Scientific Technical and Managerial Staffs	400,000	10,748	151	22	10,921	1,227	10,691	11,918	5,306	4,309	5,031	317	3,018	8,366
Union of Shop Distributive and Allied Workers	387,207	8,916	949	426	10,291	535	9,701	10,236	10,884	10,939	2,196	5,765	3,103	11,064
Electrical Electronic Telecommunication and Plumbing Union	369,244	10,237	3,310	28	13,575	1,392	9,550	10,942	15,124	17,757	12,606	5,587	1,091	19,284
Royal College of Nursing of the United Kingdom	270,053	5,925	-	-	5,925	400	5,525	5,925	-	-	-	202	2,371	2,573
Union of Construction Allied Trades and Technicians	255,883	5,376	215	239	5,830	468	5,423	5,891	5,205	5,144	1,819	2,559	1,329	5,707
Amalgamated Union of Engineering Workers – Technical Administrative and Supervisory Section	253,000	7,388	334	787	8,509	495	9,033	9,528	10,056	9,037	5,596	3,525	1,685	10,806
National Union of Teachers	224,538	7,611	765	1,562	9,938	399	9,078	9,477	11,034	11,495	1,255	8,761	3,993	14,009
Confederation of Health Service Employees	207,841	7,125	375	716	8,216	530	7,041	7,571	8,006	8,651	3,304	4,883	1,302	9,489
Union of Communication Workers	197,758	9,524	37	2,733	12,294	1,013	11,271	12,284	8,567	8,577	1,201	2,698	4,677	8,576
Society of Graphical and Allied Trades 1982 (SOGAT)	196,231	12,567	1,001	3,828	17,396	1,929	14,597	16,526	16,507	17,377	6,152	5,860	7,152	19,164
National Union of Mineworkers	186,753	12,173	1,235	3,614	17,022	2,556	13,622	16,178	17,187(f)	18,031	4,537	5,828	13,821	24,186
Banking Insurance and Finance Union	165,939	4,928	131	729	5,788	51	4,955	5,006	2,956	3,738	2,488	1,618	531	4,637
National Association of Schoolmasters and Union of Women Teachers	163,051	3,948	420	586	4,954	632	3,511	4,143	5,724	6,535	898	3,717	2,261	6,876
National Communications Union (Engineering and Clerical Groups)	151,407	8,709	118	218	9,045	751	7,502	8,253	4,705	5,497	1,950	502	3,333	5,785
Civil and Public Services Association	149,484	7,027	349	727	8,103	448	8,971	9,419	9,714	8,398	6,831	1,827	627	9,285
National Graphical Association 1982	130,992	12,288	1,518	2,367	16,173	5,356	9,490	14,846	25,244(f)	26,571	2,274	19,175	6,430	27,879
Assistant Masters and Mistresses Association	129,392	3,149	166	112	3,427	-	3,304	3,304	1,670	1,793	2,023	415	387	2,825
National Union of Railwaymen	117,622	6,857	2,393	28	9,278	2,067	6,597	8,664	26,952	27,566	8,681	16,041	3,481	28,203
Clearing Bank Union	113,108	2,436	91	1,330	3,857	10	3,825	3,835	2,059	2,081	471	1,058	3,182	4,711
Total of above unions with 100,000 members or more	8,446,216	302,349	23,342	26,049	351,740	38,554	298,231	336,785	373,411	388,366	141,225	168,416	117,083	426,724
Total of 296 other listed unions with less than 100,000 members	2,025,521	95,724	11,669	18,181	125,574	8,435	101,348	109,783	159,418	175,209	60,561	88,919	64,165	213,645
Total of listed unions	10,471,737	398,073	35,011	44,230	477,314	46,989	399,579	446,568	532,829	563,575	201,786	257,335	181,248	640,369
Trades Union Congress	-	8,132	405	549	9,086	4,072	4,247	8,319	4,896	5,663	2,867	2,072	1,503	6,442
Total of 24 other unlisted unions which have submitted returns	8,413	1,532	1,973	8,421	11,926	8,756	3,867	12,623	35,577	34,880	389	11,797	33,631	45,817
Total for all unions for 1987	10,480,150	407,737	37,389	53,200	498,326	59,817	407,693	467,510	573,302	604,118	205,042	271,204	216,382	692,628
Total for all unions for 1986	10,598,008	383,981	37,251	55,300	476,532	50,969	377,792	428,761	530,227	577,998	181,459	267,539	207,945	656,943

NOTE: The item "Benefits to Members" includes unemployment, dispute and other benefits (shown separately in previous years); the item "Administration and Other Expenditure" includes items previously headed "Administration Expenses and other Outgoings" and "Other Expenditure".

Appendix 5

Summary of Statistics – Employers' Associations, 1987

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	1,813	2,472	4,442	2,744	8,901	10,599	220	9,619	1,801	11,640	17
Engineering Employers London Association	791	72	1,116	1,108	506	514	122	478	172	772	666
Engineering Employers West Midlands Association	841	123	2,634	2,533	1,763	1,864	820	782	980	2,582	982
13 Other Engineering Employers Associations in Great Britain	3,273	295	5,085	4,743	2,343(d)	2,685	949	715	2,082	3,746	2,910
*National Farmers Union	10,205	947	11,427	11,699	11,922(d)	11,650	10,028	1,242	3,053	14,323	114,375
*Freight Transport Association	1,326	151	7,390	7,290	2,560	2,660	2,634	475	1,940	5,049	13,588
Test and County Cricket Board	—	60	6,850	6,850	—	—	—	—	770	770	19
Building Employers Confederation	5,605	175	6,804	6,678	2,772	2,898	791	2,232	1,664	4,686	9,251
Electrical Contractors Association	1,577	1,126	4,282	3,261	5,472	6,493	905	17,203	4,985	23,093	2,296
*Chemical Industries Association Limited	2,771	148	3,690	3,627	138	201	98	600	262	960	154
Motor Agents Association Limited	2,372	210	3,111	3,060	1,176	1,227	2,073	(e)	4,174	6,247	13,672
British Printing Industries Federation	2,265	1,103	2,982	2,887	944	1,039	771	374	1,166	2,311	3,117
National Federation of Retail Newsagents	2,022	243	2,351	2,289	1,745	1,807	1,954	386	1,075	3,415	31,765
Newspaper Society	1,839	162	2,040	2,137	1,035	938	123	268	1,114	1,505	251
Heating and Ventilating Contractors Association	953	531	1,952	2,000	481	433	90	417	147	654	1,176
*Road Haulage Association Limited	1,119	122	1,857	1,635	1,748	1,970	2,023	5	735	2,763	10,407
Federation of Master Builders	1,459	83	1,639	1,566	1,224	1,297	480	6	930	1,416	19,651
National Pharmaceutical Association Limited	570	47	1,639	1,582	391	448	244	329	658	1,231	7,114
Federation of Civil Engineering Contractors	1,262	84	1,586	1,550	614	650	151	263	445	859	376
*Incorporated National Association of British and Irish Millers Limited	1,487	20	1,520	1,529	373	364	16	50	543	610	50
Publishers Association	1,201	38	1,474	1,425	—	41	93	—	412	505	238
British Paper and Board Industry Federation Limited	911	35	1,412	1,380	221	253	151	107	179	437	66
Vehicle Builders and Repairers Association	497	23	1,090	1,007	215	298	121	187	355	663	3,347
Total of above Employers' Associations	46,159	8,270	78,373	74,580	46,536	50,329	24,857	35,738	29,642	90,237	235,488
Total of 110 other listed Employers' Associations	8,571	855	12,035	11,435	5,840	6,440	1,986	3,310	5,381	10,677	37,858
Total of 168 other unlisted Employers' Associations	10,841	1,220	14,960	14,429	8,262	8,793	3,428	2,197	9,576	15,201	34,681
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
Total of all Employers' Associations for 1986	64,532(d)	7,286 (d)	105,222	98,144	53,736	60,814	27,693	35,838	45,289	108,820	314,091

*Unlisted Employers' Association

Appendix 6 (see paragraph 4.3)

Trade Unions Maintaining Members' Superannuation Schemes at 31 December 1988

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

Amalgamated Engineering Union
Associated Society of Locomotive Engineers and Firemen

Bradford District Power Loom Overlookers Society

*Colne and District Textile Warehouse Association

General Municipal Boilermakers and Allied Trades Union

*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 1988

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

Trade Union Amalgamations

Amalgamating Trade Unions	Forming	Amalgamation registered on
Amalgamated Union of Engineering Workers – Technical Administrative and Supervisory Section <i>and</i> Association of Scientific Technical and Managerial Staffs	Manufacturing Science and Finance Union	18.1.88
Alliance Building Society Staff Association <i>and</i> Leicester Building Society Staff Association	Alliance and Leicester Building Society Staff Association	9.6.88

Trade Union Transfers of Engagements

Engagements transferred from	To	Transfer registered on
United Friendly Assistant Managers Association	United Friendly Divisional and District Managers Association*	4.1.88
Association of Lecturers in Colleges of Education in Scotland	Educational Institute of Scotland	21.3.88
United Friendly Field Management Association	Manufacturing Science and Finance Union	9.6.88
Imperial Supervisors Association	Manufacturing Science and Finance Union	9.6.88
Greater London Staff Association	General Municipal Boilermakers and Allied Trades Union	14.9.88
Preston and Districts Powerloom Overlookers Association	Blackburn and District Amalgamated Powerloom Overlookers Association	17.10.88
Church of England Children's Society Staff Association	Manufacturing Science and Finance Union	29.11.88
Association of Her Majesty's Inspectors of Taxes	Association of First Division Civil Servants	21.12.88 <i>effective on 1.1.89</i>
Gateway Building Society Staff Association	Woolwich Independent Staff Association	29.12.88

*This organisation changed its name on 3.3.88 to the United Friendly Field Management Association (see paragraph 5.13)

Appendix 7 continued

Employers' Association Amalgamation

Amalgamating Employers Associations	Forming	Amalgamation registered on
Yorkshire and Humberside Provincial Organisation for Local Authorities Administrative Professional Technical and Clerical Services <i>and</i> Yorkshire and Humberside Organisation for Local Authorities Services (Manual Workers)	Yorkshire and Humberside Local Authorities Employers Organisation	9.8.88

Appendix 8

Political Funds of Trade Unions, 1987 (see paragraph 6.13)

	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)
Amalgamated Engineering Union	384,128	180,865	460,624	769,543	532,449	223,530
Amalgamated Society of Textile Workers and Kindred Trades	2,697	141	1,948	2,628	1,941	1,261
Amalgamated Union of Engineering Workers – Technical Administrative and Supervisory Section	164,560	88,440	225,793	333,015	321,338	214,116
Associated Society of Locomotive Engineers and Firemen	18,778	1,256	36,430	43,406	35,890 (c)	28,914
Association of Cinematograph Television and Allied Technicians	6,000	22,680	20,147	25,831	6,009	325
Association of Her Majesty's Inspectors of Taxes	2,179	139	3,336	2,600	–	736
Association of Professional Executive Clerical and Computer Staff (APEX)	53,799	25,925	102,855	132,913	170,403	140,345
Association of Scientific Technical and Managerial Staffs	132,000	268,000	162,000	223,000	58,000	–3,000
Bakers Food and Allied Workers Union	34,461	1,956	39,157	34,759	2,890	7,288
Broadcasting and Entertainment Trades Alliance	28,924	1,271	46,555	21,817	22,500	47,238
Ceramic and Allied Trades Union	28,983	974	27,979	26,844	1,719	2,854
Communication Managers Association	18,534	667	16,680	–	–	16,680
Confederation of Health Service Employees	190,885	17,027	303,779	368,460	93,440	28,759
Electrical Electronic Telecommunication and Plumbing Union	294,211	35,703	240,677	264,742	120,411	96,346
Fire Brigades Union	28,149	17,354	52,034	90,129	63,062	24,967
Furniture Timber and Allied Trades Union	40,855	6,153	29,057	34,462	14,975	9,570
General Municipal Boilermakers and Allied Trades Union	688,025	39,222	1,853,689	2,572,736	3,493,938	2,774,891
General Union of Associations of Loom Overlookers	1,056	117	1,254	1,774	797	277
Inland Revenue Staff Federation	48,722	2,807	120,687	47,419	17,164	90,432
Iron and Steel Trades Confederation	36,750	5,073	68,089	83,941	53,480	37,628
Musicians Union	33,235	1,871	17,278	17,062	30,700	30,916
National Association of Colliery Overmen Deputies and Shotfirers	9,352	201	28,098	51,506	58,667 (c)	35,259
National Communications Union (Engineering and Clerical Groups) – Engineering Group	90,194	27,102	238,268	243,692	31,532	26,108
National Communications Union (Engineering and Clerical Groups) – Clerical Group	31,759	2,352	51,969	1,139	–	50,830
National Graphical Association (1982)	59,185	71,807	151,767	236,653	323,247	238,361

	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	1,549	1,534	2,821	1,906	3,336	4,251
National Union of Domestic Appliances and General Operatives	3,600	2,280	1,052	1,116	154	70
National Union of Hosiery and Knitwear Workers	47,128	126	68,739	40,086	55,247	83,900
National Union of Mineworkers	86,600	4,247	583,243	660,825	1,697,004(c)	1,619,422
National Union of Public Employees	630,301	20,629	1,436,074	1,439,839	149,702	145,937
National Union of Railwaymen	114,653	2,960	348,106	519,545	461,614	290,175
National Union of Scalemakers	5	1,207	12	2	223	233
National Union of Seamen	19,321	442	25,361	48,802	7,229	-16,212
National Union of Tailors and Garment Workers	66,942	9,926	101,639	116,767	81,206	66,078
National Union of the Footwear Leather and Allied Trades	32,308	1,093	28,023	35,000	11,399	4,422
Power Loom Carpet Weavers and Textile Workers Union	3,140	60	5,419	6,968	3,433	1,884
Rosendale Union of Boot Shoe and Slipper Operatives	4,457	-	132	1,857	4,560	2,835
Scottish Carpet Workers Union	792	12	683	578	278	-173
Society of Graphical and Allied Trades 1982 (SOGAT)	106,928	66,820	215,733	453,554	422,888	185,067
Society of Telecom Executives	16,464	12,370	34,479	96,026	80,836	19,289
Society of Union Employees (NUPE)	177	1	399	1,000	954	353
Transport and General Workers Union	1,246,515	30,751	3,239,751	4,716,915	3,208,977	1,731,813
Transport Salaried Staffs Association	35,718	7,842	64,150	96,571	105,622	73,201
Union of Communication Workers	185,948	11,810	301,158	457,794	402,827	246,191
Union of Construction Allied Trades and Technicians	206,397	49,486	150,400	199,864	18,549	-30,915
Union of Shop Distributive and Allied Workers	355,268	31,939	450,592	503,675	302,802	249,719
Total of the 45 unions with political funds for 1987	5,591,632	1,074,447	11,358,096	15,028,761	12,472,836(d)	8,802,171(d)
Total of the 42(c) unions with political funds for 1986	5,599,081(c)	-	10,392,497(c)	8,172,395(c)	10,236,834(d)	12,456,936(c)(d)

Notes:

- (a) The information in the table relates to the position at the end of 1987 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 not 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 7.8)

Refunds of Ballot Costs, 1988

Trade Union	Amount Paid £
Amalgamated Engineering Union	152,732.39
Association of Cinematograph Television and Allied Technicians	34,490.51
Association of Professional Executive, Clerical and Computer Staffs	43,797.88
Banking Insurance and Finance Union	29,627.44
Barclays Group Staff Union	56,973.99
Britannic Field Staff Association	278.45
British Dental Association	4,590.64
British Air Line Pilots Association	2,096.30
British Association of Colliery Management	4,353.15
British Cement Staffs Association	557.71
British Medical Association	27,454.00
Broadcasting and Entertainment Trades Alliance	14,817.87
Communication Managers Association	5,584.56
Electrical Electronic Telecommunication and Plumbing Union	140,900.35
Electrical Power Engineers Association	9,594.17
Engineers and Managers Association	8,665.90
Federated Union of Managerial and Professional Officers	2,652.68
Guild of Professional Teachers of Dancing	117.11
Halifax Building Society Staff Association	1,444.98
Immigration Service Union	1,034.14
Institute of Journalists	252.34
Lloyds Bank Group Staff Union	7,585.82
Manufacturing Science and Finance Union	150,690.47
Musicians Union	6,499.99

National and Provincial Building Society Staff Association	2,234.46
National Association of Head Teachers	10,522.80
National Association of Licensed House Managers	8,387.61
National Association of Schoolmasters and Union of Women Teachers	7,430.17
National Society for Education in Art and Design	855.90
National Union of Seamen	6,078.95
Professional Association of Teachers	12,268.25
Retail Book Stationery and Allied Trades Employees Association	953.03
Royal College of Midwives	16,814.98
Royal College of Nursing	65,021.93
Society of Radiographers	3,787.25
Transport Salaried Staffs Association	16,040.08
United Road Transport Union	1,297.05
Union of Shop Distributive and Allied Workers	10,963.09
Total	869,448.39