

1987 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
1987**

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I have pleasure in sending you the report on my activities during 1987.

M. WAKE
Certification Officer
29 February 1988

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Introduction

This is the twelfth Annual Report to be published since the post of Certification Officer was established under Section 7 of the Employment Protection Act 1975. It covers my activities during the calendar year 1987.

During 1987 there were no changes in my functions, which involve 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 wishing 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;

under the Trade Union (Amalgamations, etc.) Act 1964 — for seeing that the statutory procedures for transfers of engagements, amalgamations 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 voting members of its principal executive committee and to maintain an accurate register of its members.

A separate chapter discusses each of these functions. At this stage it is not possible to judge the extent to which certain functions may be affected by the Employment Bill 1987, which is currently before Parliament.

During the year the number of complaints received concerning trade union elections (Part I of the Trade Union Act 1984) decreased. I issued 8 declarations in the course of the year to the effect that the unions concerned had failed to comply with various provisions of the Act, and declined to issue declarations in 2 other cases. Work concerned with payments towards the costs of secret postal ballots increased compared with 1986. There was no lessening of trade union interest in political funds, involving the Office in considering and approving both the ballot rules for establishing such funds and the political fund rules themselves. Work connected with trade union mergers continued at a fairly high level.

The Office continues to receive professional advice on superannuation and accounting matters from the Government Actuary's Department and the Government Accountancy Service respectively.

The Advisory, Conciliation and Arbitration Service remains responsible for providing me with the finances 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.

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

Accounts of the Office prepared under paragraph 35 of Schedule 1 to the Employment Protection Act 1975 are published separately by order of the House of Commons. In broad terms it is estimated that just over 40% of the Office's resources are allocated to activities 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 1987 was £431,000.

*The Certification Officer (Amendment of Fees) Regulations 1987 (S.I. 1987 No. 258).

1 Lists of Trade Unions and Employers' Associations

Entry in the lists and its significance

- 1.1 The Certification Office 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 for 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, 15-17 Ormond Yard, Duke of York Street, London SW1Y 6JT. 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 1987

- 1.7 As required by section 8(9) of the 1974 Act this Report includes the lists as at 31 December 1987. They are reproduced as Appendices 1 and 2. The lists at the end of 1987 comprised 367 trade unions and 144 employers' associations.

Changes in the lists

- 1.8 Changes during 1987 are summarised in the table below:—

	On lists at 31 December 1986	Changes between 1 January 1987 and 31 December 1987		On lists at 31 December 1987
		Additions	Removals	
Trade Unions	375	7	15	367
Employers' Associations	148	1	5	144

- 1.9 The 7 additions to the list of trade unions are shown in italics in Appendix 1. Of the 15 unions removed from the list 4 had ceased to exist as a result of mergers and 11 had been dissolved.
- 1.10 One employers' association was added to the list. This body had not previously applied for listing. Five employers' associations were removed from the list, four because they were no longer employers' associations as defined and one because it had ceased to exist.

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 34 trade unions and 188 employers' associations which submit annual returns to the Office but which had 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 remained 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 One application for a certificate of independence was received during 1987. This is the lowest number in any year since the Office was formed in 1976.

Reference by an industrial tribunal

- 2.8 One case was referred by an Industrial Tribunal for investigation and decision in accordance with section 8(12) of the Employment Protection Act 1975. This is the first time that an Industrial Tribunal has made use of this provision. The Certification Officer declined to issue a certificate of independence to the union in question.

Decisions

- 2.9 During the year one certificate of independence was issued; this was in respect of an application made in 1986. One certificate was refused (see paragraph 2.8). Six certificates were cancelled because the unions concerned had ceased to exist. Mergers accounted for four of these cancellations. Details are given in Appendix 3.

- 2.10 Cumulative totals from 1 February 1976 to 31 December 1987 are as follows:—

Certificates issued and still in force	231
Certificates issued and subsequently cancelled	140
Applications refused	52
Applications withdrawn or lapsed	13
Applications under consideration at 31 December 1987	1
Applications in abeyance awaiting further union action	2
Total number of applications received	439

*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 prescribed form. 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 other 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 an 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 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. The position showed some improvement in 1987, when there was a reduction in the number of organisations which failed to meet the time limit in rendering their returns to the Certification Officer. Efforts to secure stricter compliance with the statutory requirements are continuing.

Returns for 1986

- 3.9 Statistical information derived from the annual returns of trade unions and employers' associations is given at Appendices 4, 5 and 6. *It has to be emphasised that this information and the following comments in this chapter relate to the year 1986.* This is because the Office's information is derived from the annual returns (which include audited accounts) for 1986 submitted during 1987, the year covered by this report.

- 3.10 Appendix 4 shows that at the end of 1986 there were 24 trade unions with over 100,000 members.
- 3.11 Appendix 6 shows that at the end of 1986 there were 23 employers' associations with an annual income of over £1,000,000.
- 3.12 The total of 747 returns received for 1986 was made up as follows:—

Listed trade unions	393
Unlisted trade unions	34
Listed employers' associations	146
Unlisted employers' associations	174

Trade unions

- 3.13 Statistics detailing the membership and finances of trade unions derived from the 1986 returns are given in Appendix 4. Separate figures are shown for unions with over 100,000 members.
- 3.14 *Comparability with 1985 figures.* The statistics in Appendix 4 are based on 427 returns from 374 unions in 1986 compared with 454 returns from 391 unions in 1985. 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 10,598,000. The major unions with a membership of over 100,000 named in Appendix 4 accounted for 8,518,000 members or 80 per cent of the total.
- 3.16 Trade union returns record that total trade union membership fell during 1986 by almost 221,000, maintaining the downward trend noted in previous Annual Reports. By the end of 1986, trade union membership had fallen by over two and a half million members since 1979 when membership stood at a peak of 13.2 million.

- 3.17 The following table shows changes of 10,000 or more in the membership of individual unions between December 1985 and December 1986: –

Changes in Trade Union Membership

	Membership (000's) (a)		
	1985	1986	Differences
<i>Increases: –</i>			
Assistant Masters and Mistresses Association	113	123	+ 10
<i>Decreases: –</i>			
Amalgamated Engineering Union	975	858	– 117
Transport and General Workers Union	1434	1378	– 56
National Union of Mineworkers	248	211	– 37
National Union of Teachers	254	230	– 24
General Municipal Boilermakers and Allied Trades Union	827	814	– 13
Electrical Electronic Telecommunications and Plumbing Union	385	374	– 11

- (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 the union funds or make a nominal payment only.

- 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 1986 the gross income of trade unions was £476.5 million compared with £447.9 million in 1985. Income from members rose from £358.6 million to £384.0 million, reflecting higher subscription rates. Income from investments fell from £39.1 million to £37.3 million.

- 3.20 *Expenditure.* Gross expenditure rose from £418.5 million in 1985 to £428.8 million in 1986. Changes in payments on unemployment benefit, dispute benefit and administration expenses compared with 1985 are shown in the following table: –

Changes in Expenditure

	1985 (£ million)	1986 (£ million)	Percentage change
Gross expenditure including: –	418.5	428.8	+ 2.5
(a) total benefits to members including	54.7	51.0	– 6.8
(i) unemployment benefit	1.5	2.1	+ 40.0
(ii) dispute benefit	14.7	6.9	– 53.0
(b) administration expenses and other outgoings †	306.8	324.3	+ 5.7

- 3.21 The table below shows the average contribution and total income per member in 1986 together with average expenditure on benefits and administration and total expenditure per member. Similar figures are included for 1985.

	Average annual income per member (£)		Average annual expenditure per member (£)				
	Total income per member	Average contri- bution received	Unem- ployment benefit	Dispute benefit	All benefits	Adminis- tration expenses and other outgoings†	Total expend- iture
1986	44.96	36.23	0.20	0.65	4.81	30.60	40.46
1985	41.40	33.14	0.14	1.36	5.05	28.36	38.68

The amounts given are based on total membership which was smaller in 1986 than in 1985. In some unions not all members contribute for every benefit.

† As pointed out in previous reports, expenditure under this heading covers a range of services to members which include not only the employment of full-time officials but also the training of shop stewards and others and the provision of legal and other advisory services.

3.22 *Funds.* The figures given in Appendix 4 include both general funds and others where applicable, eg. contingency, superannuation and political funds*. During 1986 total funds increased from £528 million to £578 million.

3.23 *Assets.* At the end of 1986 gross assets of trade unions amounted to £656.9 million, an increase of £49.1 million over the previous year's figure. Fixed assets increased by £20.1 million to £181.5 million, and investments by £13.5 million to £267.5 million.

Employers' associations

3.24 Statistics about the finances and membership of employers' associations derived from the 1986 returns are given in Appendix 6, together with comparative totals for 1985. Separate figures are given for each association (including some which are unlisted) whose return for 1986 showed its total income as more than £1,000,000. Aggregate figures are given for other listed and unlisted employers' associations.

3.25 *Comparability with 1985 figures.* The statistics in Appendix 6 are based on returns from 320 employers' associations compared with returns from 328 associations for 1985. 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 1986 the gross income of employers' associations was £105.2 million compared with £99.7 million in 1985. Income from members rose from £62.9 million to £74.1 million and income from investments fell from £7.6 million to £7.4 million. Gross expenditure increased from £94.2 million to £98.1 million.

3.27 *Funds.* The figures given in the Appendix include both general funds and, where applicable, funds maintained for specific purposes. During 1986 total funds increased from £55 million to £61 million.

3.28 *Assets.* At the end of 1986 gross assets of employers' associations amounted to £108.8 million, an increase of £11.9 million over the previous year's figure. Fixed assets increased by £1.9 million to £27.7 million, and investments by £3.4 million to £35.8 million.

Public inspection of annual returns

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

*Separate figures for political funds are given in Appendix 5.

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, or from periodical re-examination, if he is satisfied that, by reason of the small number of members to which the scheme is applicable or for any other special reasons, it is unnecessary for the scheme to be examined. 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 26 members' superannuation schemes maintained by 19 trade unions. They are listed in Appendix 8. Eight of these schemes were exempt from actuarial examination.

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

Reports: 1987

- 4.4 Actuarial reports were due in 1987 from 3 unions in respect of 5 schemes maintained by them. By the end of the year all these reports had been received.

The reports were from: –

National Graphical Association 1982 – (2 Schemes)

(i) London Region

(ii) Manchester Graphical Society

National Union of Hosiery and Knitwear Workers

Society of Graphical and Allied Trades 1982 – (2 Schemes)

(i) London Central Branch

(ii) Printing and Machine Branch

There were 4 reports outstanding at 31 December 1986, all of which were received in 1987.

The reports were from: –

General Municipal Boilermakers and Allied Trades Union

National Graphical Association 1982 – Superannuation and Pension Fund

Wire Workers Union

Amalgamated Union of Engineering Workers –
Technical Administrative and Supervisory Section (TASS)

5 Amalgamations, Transfers of Engagements and Changes of Name

The statutory provisions

- 5.1 The Trade Union (Amalgamations, etc.) Act 1964 ('the Act') 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 then 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 £2.00.

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. In addition 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: 1987

- 5.8 During 1987 there were 4 transfers of engagements of trade unions and one amalgamation of trade unions, using the procedures laid down by the Act. Details of these mergers are given in Appendix 7. Two other proposed transfers of engagements did not take place following a negative vote of the membership of the transferor trade unions. There were no mergers involving employers' associations in 1987 (the proposed amalgamation of two employers' associations referred to in paragraph 5.10 of the 1986 Report did not proceed).
- 5.9 The 5 mergers of trade unions which took place during the year involved 125,200 members. By far the largest was the amalgamation of the Civil Service Union with the Society of Civil and Public Servants to form the National Union of Civil and Public Servants. This amalgamation, which involved 118,123 members, was registered on 31 December 1987 to take effect on 1 January 1988.
- 5.10 Although only five mergers were actually registered in the year, merger activity continued at a fairly high level. The main involvement of the Office during the year was in the proposed amalgamation of the Association of Scientific Technical and Managerial Staffs and the Amalgamated Union of Engineering Workers - Technical Administrative and Supervisory Section. Action on this merger was nearing completion at the end of the year and the amalgamation was due to be registered early in 1988.
- 5.11 At the end of the year another amalgamation proposal involving two trade unions was being dealt with by the Office, and further substantial amalgamations were in prospect. This increased activity in amalgamations as distinct from transfers of engagements is noteworthy in that, in the 11 years since the Office was established, there have been only 12 trade union amalgamations compared with 131 transfers of engagements.

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 1987.

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 1987 approval was given to the changes of name of two trade unions and one employers' association as shown below: -

Trade Unions		Effective Date
From	Guild of Senior Officers of the Greater London Council and the Inner London Education Authority	
To	Greater London Senior Staff Guild	4.2.87
From	Association of Optical Practitioners Ltd	
To	Association of Optometrists	9.4.87
Employers' Associations		Effective Date
From	National Master Farriers Blacksmiths and Agricultural Engineers Association	
To	National Association of Farriers Blacksmiths and Agricultural Engineers	24.6.87

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 are to 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) by reason of their being exempt; and that contribution to the political fund shall not be made a condition for admission to the organisation.
- 6.3 Members wishing to claim exemption must give notice of their objection in the form laid down in the 1913 Act or in a form to the like 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, which came into force on 31 March 1985, 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 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 During 1987 ballot rules were approved for 9 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 1987.

Advice on procedures

- 6.7 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 interested in these procedures it has prepared three sets of model rules, copies of which are available on request. These are (i) rules for governing the operation of a political fund, (ii) rules for a ballot concerning the adoption of a political resolution, and (iii) rules for a review ballot. 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.

Organisations with political fund rules at 31 December 1987

- 6.8 Five trade unions had political fund rules approved for the first time during 1987. The unions concerned were:—
- Association of Her Majesty's Inspectors of Taxes
 - Civil and Public Services Association
 - Civil Service Union
 - National Union of Lock and Metalworkers
 - Society of Civil and Public Servants
- 6.9 One employers' association, the National Association of Shopkeepers of Great Britain and Northern Ireland, decided to hold a further review ballot in 1987. The result of the ballot went against the retention of political objects as an object of the Association. This meant that, as at 31 December 1987, there were no employers' associations maintaining political funds.

- 6.10 The number of political fund resolutions in force at 31 December 1987 was 50. The 49* trade unions concerned are indicated in Appendix 1.

Political funds of trade unions at 31 December 1986

- 6.11 Detailed information about the political funds of trade unions is derived from the unions' annual returns. The latest available information is given in Appendix 5, which is derived from returns made by trade unions which maintained political funds at the end of 1986.
- 6.12 Annual returns showed the total income of political funds as £10.3 million in 1986 compared with £10.0 million in 1985 and expenditure £8.2 million as compared with £8.0 million. Total funds at the end of 1986 were £12.4 million compared with £10.6 million at the end of 1985.

Political fund membership

- 6.13 Appendix 5 also gives membership information provided by the unions which maintained political funds at 31 December 1986. Column 1 gives the total membership for each union. Column 2 shows the number of members contributing to the general fund and Column 3 shows the number of members contributing to the political fund. The Appendix also shows similar information for unions with political funds at 31 December 1985. It should be noted that it is not possible to calculate from this table the proportion of the membership who have contracted out of paying the political levy (see note (a) to Appendix 5).

Exemption notices

- 6.14 Exemption notices (see paragraph 6.3) are obtainable from the organisation concerned or from the Certification Office. The Office supplied 125 such notices during 1987 compared with 375 in 1986.

Amendments to rules

- 6.15 Amendments to political fund rules require the Certification Officer's approval. Such approval is given provided that the amendments have been adopted in accordance with, and satisfy the requirements of, the 1913 Act. Five trade unions had amendments approved in this way in 1987.

Complaints

- 6.16 During 1987, 7 trade union members complained to the Certification Officer under section 3(2) of the Trade Union Act 1913.
- 6.17 In addition to the complaints received during 1987, there was one earlier complaint unresolved at 31 December 1986. Of this total of 8 complaints, work was completed on 4 leaving 4 still under consideration at 31 December 1987. All 4 completed cases related to allegations that the unions involved had

acted in breach of their political fund rules in a manner which affected the complainants in a personal way. They were resolved to the satisfaction of the complainants as a result of action or explanation by the unions concerned. There were no formal hearings of political fund complaints during 1987.

- 6.18 The 4 complaints on which work was completed during the year involved the following trade unions:—

Amalgamated Engineering Union
Furniture Timber and Allied Trades Union
Transport and General Workers Union
Union of Shop Distributive and Allied Workers

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

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, together with detailed provisions, are laid down in a Scheme contained in Regulations made by the Secretary of State for Employment.* The Scheme does not cover non-postal or workplace ballots.

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)
 - (i) carrying out an election in relation to which section 2 of the Trade Union Act 1984 ("the 1984 Act") 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) carrying out an election 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) carrying out an election 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;

- (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 resolution is already in force, that is to say, only in respect of a review ballot which complies with the requirement of Part III of the 1984 Act);
- (f) obtaining a decision or ascertaining the views of members of a trade union as to the acceptance or rejection of a proposal made by an employer which relates in whole or in part to remuneration (whether in money or money's worth), hours of work, level of 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 still satisfy the conditions set out in the Regulations if it is to qualify for payment. Certain 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 conditions which must be satisfied, and other guidance, are set out in detail in the explanatory booklet *Funds for Trade Union Ballots* which is available from the Certification Office free of charge.

Applications

- 7.5 During 1987 42 unions made applications for refund in respect of 526 ballots, including several unions applying for the first time. This compares with 40 unions which made applications in respect of 399 ballots in 1986.
- 7.6 The Certification Officer made payments in respect of 380 ballots for which applications were made during the year. He also made payments in respect of 153 ballots for which applications were lodged in 1986. He was unable to make payment in respect of 19 ballots held by 10 unions because of the applicants' failure to meet the provisions of the Scheme. The remaining applications were still under consideration at the end of the year.
- 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;

*The Funds for Trade Union Ballots Regulations 1984 (S.I. 1984 No. 1654).

ineligible postal costs;

printing and stationery costs overclaimed;

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 £1,158,800.79 (as compared with £738,301.33 in 1986). This sum comprised £368,414.32 paid towards the cost of stationery and printing, and £790,386.47 towards postage. The recipients are listed in Appendix 9.

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 5 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.
- 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. 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.

- 8.4 Where such a subsequent application is made, the Court is required to have due regard to any declaration, reasons or observations of the Certification Officer in the proceedings before him which are brought to the notice of the Court.

Applications, investigations and decisions

- 8.5 The number of complaints made to the Certification Officer concerning trade union elections fell during 1987 as compared with 1986. During 1987 6 decisions containing a total of 8 declarations were issued in cases where formal applications under section 5 of the Act were dealt with. There were no cases outstanding at the end of the year. Investigations were conducted in a variety of ways including correspondence, meetings and, where appropriate, formal hearing.
- 8.6 The Office continued to receive enquiries which did not fall within the scope of the Act, but the number of such enquiries was much smaller than in 1986.

Declarations

- 8.7 Four of the six decisions issued in 1987 contained declarations to the effect that the Union concerned had failed to comply with Part I of the Act. The Unions against whom the declarations were made were:—

Amalgamated Union of Engineering Workers – Technical	
Administrative and Supervisory Section (TASS)	(2)
Confederation of Health Service Employees	(1)
National and Local Government Officers Association	(2)
National Association of Teachers in Further and Higher Education	(3)

In the other two decisions the Certification Officer, after full investigation, declined to make the declarations sought.

- 8.8 The eight declarations involved eight breaches of the Act, seven of which concerned balloting procedures. In five cases there were failures to comply with section 2(1), which requires that entitlement to vote should be accorded equally to all members of the union. The other breaches were: failure to ensure that every person who is a voting member of the principal executive committee of the union holds that position by virtue of having been elected at an election satisfying the requirements of the Act (section 1(1)); failure to secure that the election was determined solely by counting the number of votes cast directly by those voting (section 2(8)(b)); and failure to secure that no member of a trade union was unreasonably excluded from standing as a candidate for election (section 2(9)).

- 8.9 Remedies for the breaches in question were discussed with all the unions against whom declarations were made, and steps agreed were specified in the published decisions. Copies of all decisions are available free of charge from the Certification Office.

Employment Bill 1987

- 8.10 The Employment Bill 1987, which is currently before Parliament, has certain implications for the Certification Officer's functions under Part I of the Trade Union Act 1984, as well as for some of his other statutory responsibilities. At this stage it is not possible to predict the extent of its effects on the work of the Office.

Appendix 1 (see paragraph 1.7)

LIST OF TRADE UNIONS AT 31 DECEMBER 1987

Notes:

Trade unions entered in the list during 1987 are shown in *italics*.

*Denotes a trade union holding a certificate of independence at 31 December 1987.

(P) Denotes a trade union with political fund rules at 31 December 1987.

England and Wales

- *Abbey National Staff Association
- Air 2000 Flight Crew Association*
- Airport Fire-Fighters Federation
- *Alliance Building Society Staff Association
- Alumasc Employees Association
- *Amalgamated Association of Beamers Twisters and Drawers (Hand and Machine)
- *Amalgamated Engineering Union (P)
- *Amalgamated Society of Textile Workers and Kindred Trades (P)
- Amalgamated Tape Sizers Friendly Protection Society
- *Amalgamated Union of Engineering Workers – Technical Administrative and Supervisory Section (P)
- *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 Managerial Staff of the National Bus Company and Subsidiary Companies
- *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 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 Scientific Technical and Managerial Staffs (P)
- 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
- Cantonian High School 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
- *Chief and Assistant Chief Fire Officers Association
- Church and Oswaldtwistle Power-Loom Overlookers Society
- *Civil and Public Services Association (P)
- *Civil Service Union (P)
- *Clearing Bank Union
- 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
- *Electrical Electronic Telecommunication and Plumbing Union (P)
- *Electrical Power Engineers Association
- *Engineering Craft Association
- *Engineering Officers Technical Association
- *Engineers and Managers Association
- English Chiropodists Association
- *Federated Union of Managerial and Professional Officers
- Federation of Professional Organisations (PT 'A' Whitley Council)
- *Federation of Professional Railway Staff
- *Film Artistes Association
- *Fire Brigades Union (P)
- Football League Executive Staffs Association
- *Foremens Association of the British Aerospace Public Limited Company – Warton Division

- *Furniture Timber and Allied Trades Union (P)
- *Gas Higher Management Association
- *Gateway Building Society Staff 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
- *Greater London Staff Association
- 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
- *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
- *Imperial Supervisors Association (Imperial Tobacco Limited)
- Independent Union of Owner Operators
- *Inland Revenue Staff Federation (P)
- *Institute of Journalists
- *Institution of Professional Civil Servants
- *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
- *Leicester 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
- *Manchester Pilots Association
- *Military and Orchestral Musical Instrument Makers Trade Society
- *Ministry of Defence Staff Association
- *Musicians Union (P)
- *National and Local Government Officers Association
- *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
- *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 Club Stewards
- *National Union of Domestic Appliances and General Operatives (P)
- *National Union of Flint Glass Workers
- National Union of Hebrew Teachers of Great Britain and Ireland
- *National Union of Hosiery and Knitwear Workers (P)
- *National Union of Insurance Workers
- *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
- *Preston and Districts Powerloom Overlookers Association
- 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
- *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
- *Royal Insurance Branch Managers Association
- 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 Civil and Public Servants (Executive Directing and Analogous Grades) (P)
- *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 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
- Union of Dexion Workers
- *Union of Shop Distributive and Allied Workers (P)
- *United Association of Power Loom Overlookers
- *United Friendly Agents Association
- United Friendly Assistant Managers Association
- *United Friendly Divisional and District Managers Association
- United Friendly Head Office Management Association
- *United Road Transport Union

- Wellbury House St. Christopher's Fellowship Staff Association
- *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 Lecturers in Colleges of Education in Scotland
- Association of Scottish Local Government Directors of Personnel
- District Nursing Association
- *Educational Institute of Scotland
- National Association of Colliery Overmen Deputies and Shotfirers (Scottish Area)
- National House Building Council Staff Association
- National Union of Mineworkers Group 2 Scottish Colliery Enginemen 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 1987

Note: Employers' Associations entered in the list during 1987 are shown in italics.

England and Wales

- 1 Advertising Film and Videotape Producers Association
- 2 Art Studios Photographic Laboratories Association
- 3 Association of British Orchestras
- 4 Association of Circus Proprietors of Great Britain
- 5 Association of Indian Banks in the United Kingdom
- 6 Association of Midland Advertising Agencies
- 7 Association of Northern Advertising Agencies
- 8 Association of Scottish Advertising Agencies
- 9 Birmingham Wholesale Fruit Flower and Potato Merchants Association
- 10 Blackburn District Textile Manufacturers Association
- 11 Bolton and District Textile Employers Association
- 12 British Amusement Catering Trades Association
- 13 British Box and Packaging Association
- 14 British Brush Manufacturers Association
- 15 British Ceramic Manufacturers Federation
- 16 British Decorators Association
- 17 British Exhibition Contractors Association
- 18 British Film and Television Producers Association Limited
- 19 British Lace Federation
- 20 British Leavers Lace Manufacturers Association
- 21 British Lock Manufacturers Association
- 22 British Paper and Board Industry Federation Limited
- 23 British Precast Concrete Federation Limited
- 24 British Printing Industries Federation
- 25 British Ready Mixed Concrete Association
- 26 British Scrap Federation
- 27 British Textile By-Products Association
- 28 British Textile Employers Association (Cotton Man-made and Allied Fibres)
- 29 Building Employers Confederation
- 30 Central Lancashire Engineering Employers Association
- 31 China Clay Association
- 32 Cinematograph Exhibitors Association of Great Britain and Ireland
- 33 Construction Plant-Hire Association
- 34 Co-operative Employers Association

36 Dairy Trade Federation

- 37 East Anglian Ship and Boat Building Employers Association
- 38 Eastern Representative Provincial Organisation of Local Authority Employers for Administrative Professional Technical and Clerical Services and Manual Worker Services
- 39 East Midlands Local Authorities Employers Organisation
- ~~Electric Cable Makers Confederation~~
- 40 Electrical Contractors Association
- 41 X Engineering and Shipbuilding Employers Association - Yorkshire and Humberside
- 42 X Engineering Employers Association of South Lancashire Cheshire and North Wales
- 43 X Engineering Employers East Anglian Association
- 44 Engineering Employers East Midlands Association
- 45 Engineering Employers Federation
- 46 Engineering Employers London Association
- 47 Engineering Employers Sheffield Association (South Yorkshire and North Midlands)
- 48 X Engineering Employers Western Association
- 49 X Engineering Employers West Midlands Association
- 50 Essex and Hertfordshire Representative Provincial Organisation of Local Authority Employers (for Administrative Professional Technical and Clerical Services and Manual Worker Services)
- 51 Federation of Bakers
- 2 Federation of Brickwork Contractors
- 3 Federation of Civil Engineering Contractors
- ~~4 Federation of Design and Engineering Contractors~~
- 4 Federation of Dredging Contractors
- ~~5 Federation of London Clearing Bank Employers~~
- 5 Federation of London Wholesale Newspaper Distributors
- 6 Federation of Master Builders
- 7 Federation of Master Organ Builders
- ~~8 Federation of Medium and Small Employers~~
- 52 Grimsby Fishing Vessel Owners Association
- 53 Heating and Ventilating Contractors Association
- 60 Hinckley and District Knitting Industry Association
- 1 Hull Association of Port Labour Employers
- 2 Hull Fishing Industry Association
- 3 Independent Programme Producers Association Limited
- 4 Leather Producers Association
- 5 London and South Eastern Furniture Manufacturers Association
- 6 London Association of Shore Gang Contractors
- 7 London Dress Makers and Allied Contractors Association
- 8 London Enclosed Docks Employers Association

- 9 Mastic Asphalt Council and Employers Federation Limited
- 70 Mid-Anglia Engineering Employers Association
 - 1 Motor Agents Association Limited
 - 2 Multiple Food Retailers Employers Association
 - 3 Multiple Shoe Retailers Association
 - 4 Multiwall Sack Manufacturers Employers Association
 - 5 Music Retailers Association Limited
- 6 National Association of Farriers Blacksmiths and Agricultural Engineers
- 7 National Association of Glove Manufacturers
- 8 National Association of Master Bakers Confectioners and Caterers
- 9 National Association of Plumbing Heating and Mechanical Services Contractors
- 80 National Association of Shopkeepers of Great Britain and Northern Ireland (formerly NUSS)
- 81 National Engineering Construction Employers Association
 - 2 National Federation of Master Window Cleaners
 - 3 National Federation of Retail Newsagents
 - 4 National Fillings Trades Association
 - 5 National Hairdressers Federation
 - 6 National Master Tile Fixers Association
 - 7 National Pharmaceutical Association Limited
 - 8 National Sawmilling Association
 - 9 National Society of Provincial Wholesale Sunday Newspaper Distributors
 - 9 National Trainers Federation
- 90 Natural Slate Quarries Association
 - 1 Newspaper Society
 - 2 North East Association of Small Mines
 - 3 North East Lancashire Textile Manufacturers Association
 - 4 North of England Engineering Employers Association
 - 5 North West Lancashire Engineering Employers Association
- 6 Oil and Chemical Plant Constructors Association
- 7 POLYTECHNICS + COLLEGES EMPLOYERS FORUM
- 8 Provincial Wholesale Newspaper Distributors Association
- 9 Publishers Association
- 100 Representative National Organisation of Employers of Local Authorities Administrative Professional Technical and Clerical Services
 - 1 Representative National Organisation of Employers of Local Authorities Services (Manual Workers)
 - 2 Representative National Organisation of Employers of New Towns Staff
 - 3 Representative Organisation of Local Authorities Services (Building and Civil Engineering)
 - 4 Representative Organisation of the North Eastern Provincial Employers of Local Authorities Administrative Professional Technical and Clerical Services
 - 5 Representative Organisation of the Northern Provincial Employers of Local Authorities Services (Manual Workers)
 - 6 Representative Organisation of the South Western Provincial Employers of Local Authorities Services (Administrative Professional Technical and Clerical)

- 7 Representative Organisation of the South Western Provincial Employers of Local Authorities Services (Manual Workers)
- 8 Representative Organisation of the Western Provincial Employers of Local Authorities Services (Manual Workers)
- 9 Rochdale Engineering Employers Association
- 10 Showmens Guild of Great Britain
 - 1 Slag Employers Association
 - 2 Smithfield Market Tenants Association London
 - 3 Society of British Printing Ink Manufacturers Limited
 - 4 South Eastern Local Authorities Employers Organisation
 - 5 Stourbridge Crystal Glass Manufacturers Association
- 6 Test and County Cricket Board
- 7 Thermal Insulation Contractors Association
- 8 Vehicle Builders and Repairers Association
- 9 Welsh Engineers and Founders Association
- 20 Wire and Wire Rope Employers Association
 - 1 Yorkshire and Humberside Representative Provincial Organisation of Employers Local Authorities Services (Manual Workers)
 - 1 Yorkshire and Humberside Representative Provincial Organisation of Employers Local Authorities Administrative Professional Technical and Clerical Services
- 22 Yorkshire Glass Manufacturers Association

Scotland

- 1 Association of Jute Spinners and Manufacturers
- 2 Clydeside Federation of Community Based Housing Associations
- 3 Electrical Contractors Association of Scotland
- 4 Flax and Linen Association (GB)
 - 5 Glasgow and District Retail Fleshers Association
- 6 Hawick Knitwear Manufacturers Association
- 7 Hebridean Spinners Advisory Committee
- 8 Malt Distillers Association of Scotland
- 9 Scottish and Northern Ireland Plumbing Employers Federation
- 10 Scottish Decorators Federation
 - 1 Scottish Engineering Employers Association
 - 2 Scottish Glass Merchants and Glaziers Association
 - 3 Scottish Grocery Trade Employers Association
 - 4 Scottish Lace and Window Furnishing Association
 - 5 Scottish Newspaper Proprietors Association
 - 6 Scottish Pharmaceutical Federation
 - 7 Scottish Woollen Industry
 - 8 Society of Master Printers of Scotland

Appendix 3 (see paragraph 2.9)

DECISIONS ON TRADE UNION INDEPENDENCE DURING 1987

Certificate of independence issued

Engineering Craft Association

Certificate of independence refused (following reference by an industrial tribunal)

Dexion Staff Association

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

Thames Water Staff Association

Bank of England Staff Organisation

Amalgamated Union of Asphalt Workers

National Tile Faience and Mosaic Fixers Society

Certificates cancelled because the union was dissolved

Amalgamated Textile Warehousemen

Walsall Lock and Key Smiths Male and Female Trade Society

Appendix 4 Summary of Statistics—Trade Unions, 1986

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 1986 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 14.
- (c) By far the largest part of the income from members is derived from regular contributions but a very small part (probably less than one per cent) is derived from such items as sale of diaries.
- (d) 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.
- (e) 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.
- (f) For most unions the figure for total benefits to members comprises sums such as sickness benefit and dispute benefit, paid direct to individual members; for some unions however expenditure on more general items of benefit, for instance group insurance policies or convalescent homes, is included.
- (g) This figure has been adjusted from last year's report to take account of later information.

Summary of Statistics – Trade Unions, 1986
(see paragraph 3.10)

Appendix 4

	Number of Members (a)	GROSS INCOME				GROSS EXPENDITURE							TOTAL FUNDS		GROSS ASSETS (b)			
		From Members	From Investments	Other Income	Total Income	Unemployment Benefit	Dispute Benefit	Other Benefits	Total Benefits to Members	Administration Expenses and other Outgoings	Other Expenditure	Total Expenditure	Beginning of the Year	End of the Year	Fixed Assets	Investments	Other Assets	Total Assets
		(c) £000s	(d) £000s	£000s	(e) £000s	£000s	£000s	£000s	(f) £000s	£000s	£000s	£000s	(g) £000s	£000s	£000s	£000s	£000s	£000s
Unions each with 100,000 members or more:-	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)
Transport and General Workers Union	1,377,944	48,994	3,793	321	53,108	-	799	5,803	6,602	36,226	3,727	46,555	66,477	73,030	31,102	32,308	12,498	75,908
Amalgamated Engineering Union	857,559	19,096	412	315	19,823	16	1,294	3,519	4,829	13,927	3,911	22,667	20,236	17,392	8,659	7,225	2,680	18,564
General Municipal Boilermakers and Allied Trades Union	814,084	27,521	2,333	2,340	32,194	-	347	3,833	4,180	23,096	2,209	29,485	33,633	36,342	11,697	6,191	18,484	36,372
National and Local Government Officers Association	750,430	33,211	2,302	4,460	39,973	-	205	839	1,044	17,578	14,149	32,771	34,422	41,624	7,627	28,172	7,396	43,195
National Union of Public Employees	657,633	18,090	922	152	19,164	-	84	2,384	2,468	15,420	1,297	19,185	18,043	18,022	8,784	5,072	6,829	20,685
Association of Scientific Technical and Managerial Staffs	390,000	10,816	169	372	11,357	-	9	1,134	1,143	8,267	1,220	10,630	4,579(g)	5,306	5,050	326	4,453	9,829
Union of Shop Distributive and Allied Workers	381,984	8,411	1,319	1,028	10,758	22	49	437	508	8,358	1,298	10,164	10,290	10,884	1,901	5,947	3,155	11,003
Electrical Electronic Telecommunication and Plumbing Union	373,715	9,922	1,346	62	11,330	-	117	967	1,084	7,796	744	9,624	13,418	15,124	5,512	8,870	1,955	16,337
Royal College of Nursing of the United Kingdom	258,225	5,047	-	-	5,047	-	-	96	96	4,951	-	5,047	-	-	-	86	2,184	2,270
Union of Construction Allied Trades and Technicians	249,485	5,305	285	431	6,021	6	23	424	453	4,793	451	5,697	4,881	5,205	1,863	3,548	508	5,919
Amalgamated Union of Engineering Workers – Technical																		
Administrative and Supervisory Section	241,000	7,075	352	3,563	10,990	-	304	391	695	7,950	417	9,062	8,128	10,056	5,468	5,155	1,558	12,181
National Union of Teachers	229,601	7,403	915	1,355	9,673	-	-	515	515	6,914	919	8,348	9,709	11,034	1,296	8,502	3,563	13,361
Confederation of Health Service Employees	212,312	6,130	386	908	7,424	-	10	520	530	5,586	724	6,840	7,422	8,006	3,135	4,192	1,323	8,650
National Union of Mineworkers	211,422	7,698	1,756	2,616	12,070	-	23	2,132	2,155	9,170	2,071	13,396	18,557(g)	17,231	3,671	4,838	17,222	25,731
Society of Graphical and Allied Trades 1982 (SOGAT)	202,019	12,499	1,086	2,840	16,425	219	468	1,638	2,325	13,780	743	16,848	16,931	16,508	6,132	5,186	7,077	18,395
Union of Communication Workers	191,959	9,181	239	2,771	12,191	-	-	901	901	7,585	4,049	12,535	8,911	8,567	1,122	3,616	3,829	8,567
National Association of Schoolmasters and Union of Women Teachers	166,583	3,480	394	650	4,524	-	-	262	262	3,087	646	3,995	5,195	5,724	858	3,146	1,990	5,994
Banking Insurance and Finance Union	158,746	4,434	129	226	4,789	-	-	31	31	4,307	181	4,519	2,686	2,956	1,191	1,491	541	3,223
National Communications Union (Engineering and Clerical Groups)	155,643	8,648	151	3	8,802	-	27	992	1,019	6,157	1,739	8,915	4,818	4,705	2,001	763	2,803	5,567
Civil and Public Services Association	150,514	6,525	587	847	7,959	-	45	409	454	4,981	1,451	6,886	8,641	9,714	4,396	2,832	2,845	10,073
National Graphical Association 1982	131,730	11,376	1,530	1,996	14,902	1,756	2,202	894	4,852	8,286	926	14,064	23,507(g)	24,345	1,907	17,564	6,449	25,920
National Union of Railwaymen	125,036	6,590	2,186	25	8,801	-	-	1,811	1,811	5,851	357	8,019	26,170	26,952	8,833	15,281	3,413	27,527
Assistant Masters and Mistresses Association	123,601	2,651	216	88	2,955	-	-	136	136	2,434	148	2,718	1,434	1,671	2,025	332	330	2,687
Clearing Bank Union	107,091	2,154	118	1,043	3,315	-	-	14	14	2,835	105	2,954	1,698	2,059	481	950	2,716	4,147
Total of above unions with 100,000 members or more	8,518,316	282,257	22,926	28,412	333,595	2,019	6,006	30,082	38,107	229,335	43,482	310,924	349,786	372,457	124,711	171,593	115,801	412,105
Total of 324 other listed unions with less than 100,000 members	2,063,896	93,602	11,718	15,765	121,085	116	873	7,907	8,896	86,118	7,899	102,913	146,963	165,100	53,273	82,635	61,319	197,227
Total of listed unions	10,582,212	375,859	34,644	44,177	454,680	2,135	6,879	37,989	47,003	315,453	51,381	413,837	496,714	537,557	177,984	254,228	177,120	609,332
Trades Union Congress	-	6,539	538	315	7,392	-	-	994	994	4,571	2,120	7,685	5,190	4,897	2,937	1,648	1,122	5,707
Total of 26 other unlisted unions which have submitted returns	15,796	1,583	2,069	10,808	14,460	-	-	2,972	2,972	4,232	35	7,239	28,323	35,544	538	11,663	29,703	41,904
Total for all unions for 1986	10,598,008	383,981	37,251	55,300	476,532	2,135	6,879	41,955	50,969	324,256	53,536	428,761	530,227	577,998	181,459	267,539	207,945	656,943
Total for all unions for 1985	10,818,949	358,588	39,108	50,223	447,919	1,546	14,711	38,408	54,665	306,826	57,012	418,503	498,600	528,016	161,420	253,996	192,393	607,809

Appendix 5

Summary of Statistics – Political Funds of Trade Unions, 1986

Notes

- (a) In the case of some trade unions, both columns (1) and (2) include varying numbers of special category members (eg. honorary, retired, unemployed) who are members under the union's rules but who are neither required to pay the political levy nor seek formal exemption. Consequently it is not possible from this table to calculate the proportion of the membership who have contracted out of paying the political levy.
- (b) This figure has been adjusted from last year's report to take account of later information.
- (c) Total after deducting minus entries shown in the table.

Summary of Statistics – Political Funds of Trade Unions, 1986
(see paragraph 6.11)

Appendix 5

	Total Union Membership	Number of Members contributing to the General Fund	Number of Members contributing to the Political Fund (a)	POLITICAL FUND			
				Income	Expenditure	Fund at Beginning of the Year	Fund at End of the Year
	(1)	(2)	(3)	£ (4)	£ (5)	£ (6)	£ (7)
Amalgamated Engineering Union	857,559	610,917	444,424	536,254	749,582	745,777	532,449
Amalgamated Society of Textile Workers and Kindred Trades	3,063	3,063	2,900	2,113	2,322	2,150	1,941
Amalgamated Union of Engineering Workers - Technical Administrative and Supervisory Section	241,000	204,850	159,060	193,451	197,084	324,971	321,338
Associated Society of Locomotive Engineers and Firemen	21,446	21,446	20,093	35,567	33,175	22,486	24,878
Association of Cinematograph Television and Allied Technicians	27,157	23,500	5,035	16,222	14,497	4,284	6,009
Association of Professional Executive Clerical and Computer Staff (APEX)	83,614	83,614	56,526	79,682	76,295	167,016	170,403
Association of Scientific Technical and Managerial Staffs	390,000	360,000	97,000	149,000	138,000	47,000(b)	58,000
Bakers Food and Allied Workers Union	35,988	35,988	34,331	36,265	38,161	4,786	2,890
Broadcasting and Entertainment Trades Alliance	42,501	42,087	41,735	22,500	-	-	22,500
Ceramic and Allied Trades Union	30,470	30,308	29,508	26,523	24,385	-419	1,719
Confederation of Health Service Employees	212,312	212,312	194,741	303,313	349,667	139,794	93,440
Electrical Electronic Telecommunication and Plumbing Union	373,715	336,155	296,845	197,478	171,877	94,810	120,411
Fire Brigades Union	47,335	44,919	27,287	42,645	38,401	58,818	63,062
Furniture Timber and Allied Trades Union	47,202	41,770	40,839	29,555	24,778	10,198	14,975
General Municipal Boilermakers and Allied Trades Union	814,084	814,084	697,861	1,878,722	1,405,974	3,021,190	3,493,938
General Union of Associations of Loom Overlookers	1,177	1,177	1,071	1,056	386	127	797
Inland Revenue Staff Federation	54,211	54,211	51,470	41,164	24,000	-	17,164
Iron and Steel Trades Confederation	45,432	42,942	34,638	61,934	66,839	58,385	53,480
Musicians Union	38,365	38,203	33,026	17,092	13,287	26,895	30,700
National Association of Colliery Overmen Deputies and Shotfirers	12,449	12,449	12,107	27,428	31,445	57,494	53,477
National Communications Union (Engineering and Clerical Groups)	155,643	155,643	89,236	210,998	227,677	48,211	31,532
- Engineering Group	131,730	103,607	58,518	138,271	52,053	237,029	323,247
National Graphical Association 1982	2,826	2,826	1,496	3,432	1,848	1,752	3,336
National League of the Blind and Disabled	3,100	3,100	1,380	1,004	1,067	217	154
National Union of Domestic Appliances and General Operatives	211,422	104,941	99,790	477,220	292,288	1,512,096	1,697,028
National Union of Mineworkers							

Summary of Statistics – Political Funds of Trade Unions, 1986 *cont.*
(see paragraph 6.11)

Appendix 5 *cont.*

	Total Union Membership	Number of Members contributing to the General Fund	Number of Members contributing to the Political Fund (a)	POLITICAL FUND			
				Income	Expenditure	Fund at Beginning of the Year	Fund at End of the Year
	(1)	(2)	(3)	£ (4)	£ (5)	£ (6)	£ (7)
National Union of Public Employees	657,633	657,633	637,072	1,344,666	1,015,703	-179,261	149,702
National Union of Railwaymen	125,036	124,991	121,683	367,984	270,747	364,377	461,614
National Union of Scalemakers	997	997	5	13	2	212	223
National Union of Seamen	27,457	22,896	23,093	30,778	27,530	3,981	7,229
National Union of Tailors and Garment Workers	75,063	75,063	66,296	93,578	78,554	66,182	81,206
National Union of Footwear Leather and Allied Trades	36,800	34,782	33,632	29,329	33,903	15,973	11,399
Power Loom Carpet Weavers and Textile Workers Union	3,200	3,200	3,140	5,177	2,465	721	3,433
Rossendale Union of Boot Shoe and Slipper Operatives	4,063	4,063	4,063	194	32	4,398	4,560
Society of Graphical and Allied Trades 1982 (SOGAT)	202,019	180,752	112,404	226,801	144,091	340,178	422,888
Society of Telecom Executives	28,303	28,303	16,982	34,811	6,000	52,025	80,836
Society of Union Employees (NUPE)	178	178	177	348	-	606	954
Transport and General Workers Union	1,377,944	1,335,245	1,235,456	2,789,919	1,720,959	2,140,017	3,208,977
Transport Salaried Staffs Association	45,824	45,824	37,388	64,611	49,672	90,683	105,622
Union of Communication Workers	191,959	191,959	179,651	304,483	295,106	393,450	402,827
Union of Construction Allied Trades and Technicians	249,485	240,572	199,136	150,400	173,977	42,126	18,549
Union of Shop Distributive and Allied Workers	381,984	381,984	349,133	361,055	374,352	316,099	302,802
Total of the 41 unions with political funds for 1986	7,291,746	6,712,554	5,550,228	10,333,036	8,168,181	10,236,834(c)	12,401,689
Total of the 50 unions with political funds for 1985	7,558,041	6,946,835	5,697,514	9,964,758	8,043,246	8,682,301(c)	10,603,813(c)

Appendix 6

Summary of Statistics – Employers' Associations,
1986

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.

Summary of Statistics – Employers' Associations, 1986
(see paragraph 3.11)

Appendix 6

Employers' Associations each with over £1,000,000 total income:-	GROSS INCOME			Gross Expenditure (c) £000s (4)	TOTAL FUNDS		GROSS ASSETS (a)				Number of Members (11)
	From Members £000s (1)	From Investments (b) £000s (2)	Total Income (c) £000s (3)		Beginning of the year £000s (5)	End of the year £000s (6)	Fixed Assets £000s (7)	Investments £000s (8)	Other Assets £000s (9)	Total Assets £000s (10)	
	(1)	(2)	(3)		(5)	(6)	(7)	(8)	(9)	(10)	
Engineering Employers Federation	1,742	748	2,887	2,167	8,181	8,901	220	7,626	1,914	9,760	17
Engineering Employers London Association	742	105	1,090	1,019	435(d)	506	110	279	288	677	730
Engineering Employers West Midlands Association	817	117	2,779	2,368	1,352	1,763	807	678	1,018	2,503	964
13 Other Engineering Employers Associations in Great Britain	2,553	293	4,562	4,363	2,140(d)	2,339	888	739	1,854	3,481	2,941
*National Farmers Union	9,547	676	11,708	11,057	11,023	11,674	8,718	1,163	4,308	14,189	115,740
Test and County Cricket Board	-	44	6,703	6,703	-	-	-	-	537	537	19
*Freight Transport Association	1,253	182	6,686	6,230	2,104	2,560	2,075	475	2,405	4,955	13,543
Building Employers Confederation	5,630	58	6,598	6,376	2,550(d)	2,772	790	1,387	2,024	4,201	9,370
*General Council of British Shipping Limited	2,003	311	5,854	4,873	676	1,657	351	15	4,094	4,460	145
*British Shipping Federation Limited	-	-	-	-	-	-	-	-	-	-	-
Electrical Contractors Association	1,286	1,113	4,326	2,670	3,816	5,472	889	15,116	4,762	20,767	2,262
*Chemical Industries Association Limited	2,502	136	3,386	3,249	1	138	76	600	382	1,058	158
Motor Agents Association Limited	2,061	170	2,788	2,830	1,218	1,176	1,953	(e)	2,303	4,256	13,208
British Printing Industries Federation	2,208	110	2,737	2,573	780	944	745	337	904	1,986	2,833
Newspaper Society	1,839	157	2,323	1,902	614	1,035	124	321	1,083	1,528	261
National Federation of Retail Newsagents	1,751	89	2,227	2,127	1,646	1,746	1,970	342	784	3,096	32,405
Heating and Ventilating Contractors Association	840	620	1,880	1,869	470	481	95	439	141	675	1,155
*Road Haulage Association Limited	1,015	131	1,687	1,475	1,536	1,748	1,235	5	1,247	2,487	10,162
Federation of Master Builders	1,293	124	1,524	1,383	1,083	1,224	418	6	1,152	1,576	19,242
Federation of Civil Engineering Contractors	1,204	88	1,514	1,488	588	614	134	220	444	798	369
Publishers Association	1,194	42	1,400	1,365	-43	-8	81	-	500	581	244
National Pharmaceutical Association Limited	1,024	33	1,330	1,291	352	391	201	331	503	1,035	7,173
*Incorporated National Association of British and Irish Millers Limited	1,298	14	1,326	1,351	398	373	23	50	347	420	50
British Paper and Board Industry Federation Limited	855	37	1,291	1,284	214	221	151	135	123	409	71
Newspaper Publishers Association Limited	1,253	3	1,256	1,256	79	79	52	8	326	386	10
Total of above Employers' Associations	45,910	5,401	79,862	73,269	41,213	47,806	22,106	30,272	33,443	85,821	233,072
Total of 116 other listed Employers' Associations	9,161	885	12,600	12,446	6,178	6,332	2,178	3,444	5,461	11,083	45,061
Total of 167 other unlisted Employers' Associations	18,987	1,135	12,760	12,429	6,345	6,676	3,409	2,122	6,385	11,916	35,958
Total of all Employers' Associations for 1986	74,058	7,421	105,222	98,144	53,736	60,814	27,693	35,838	45,289	108,820	314,091
Total of all Employers' Associations for 1985	62,871	7,627	99,710	94,243	49,609	55,076	25,772	32,407	38,571	96,850	320,489

*Unlisted Employers' Associations

Appendix 7 (see paragraph 5.8)

TRADE UNION MERGERS COMPLETED IN 1987 under the Trade Union (Amalgamations, etc.) Act 1964

Transfers of Engagements		
Engagements transferred from	To	Transfer registered on
Thames Water Staff Association	National and Local Government Officers Association	6.1.87
Bank of England Staff Organisation	Banking Insurance and Finance Union	31.7.87
Amalgamated Union of Asphalt Workers	Transport and General Workers Union	31.12.87
National Tile Faience and Mosaic Fixers Society	Transport and General Workers Union	31.12.87

Amalgamation		
Amalgamating Trade Unions	Forming	Amalgamation registered on
Society of Civil and Public Servants <i>with</i> Civil Service Union	National Union of Civil and Public Servants	31.12.87 <i>effective</i> <i>1.1.88</i>

Appendix 8 (see paragraph 4.3)

TRADE UNIONS MAINTAINING MEMBERS' SUPERANNUATION SCHEMES AT 31 DECEMBER 1987

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

Amalgamated Engineering Union
Amalgamated Union of Engineering Workers – Technical Administrative and Supervisory Section (TASS) (2 schemes)
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
National Graphical Association (1982) (6 schemes)
*National Union of Domestic Appliances and General Operatives
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 9 (see paragraph 7.8)

REFUNDS OF BALLOT COSTS, 1987

Trade Union	Amount Paid £
Amalgamated Engineering Union	459,858.59
Assistant Masters and Mistresses Association	20,125.19
Association of British Dental Surgery Assistants	243.38
Association of Magisterial Officers	92.47
Association of Scientific Technical and Managerial Staffs	53,868.34
Banking Insurance and Finance Union	39,068.99
British Actors Equity Association incorporating the Variety Artistes Federation	27,235.28
British Air Line Pilots Association	2,190.36
British Association of Colliery Management	4,608.04
British Cement Staffs Association	838.41
British Medical Association	81,741.29
Clearing Bank Union	5,912.77
Communication Managers Association	5,104.32
Electrical Electronic Telecommunication and Plumbing Union	170,845.59
Electrical Power Engineers Association	9,813.35
Federated Union of Managerial and Professional Officers	474.30
Film Artistes Association	593.03
Guild of Professional Teachers of Dancing	146.75
Immigration Service Union	967.12
Institute of Journalists	795.49
Lloyds Bank Group Staff Union	12,425.36
Musicians Union	3,811.94
National and Provincial Building Society Staff Association	829.22
National Association of Licensed House Managers	51.10
National Union of Seamen	14,060.34
NatWest Staff Association	7,456.34
Professional Association of Teachers	14,783.59
Retail Book Stationery and Allied Trades Employees Association	1,088.16
Royal College of Midwives	5,331.31

Royal College of Nursing	38,619.19
Society of Chiropodists	767.05
Society of Radiographers	3,281.97
Transport Salaried Staffs Association	13,712.40
Undeb Cenedlaethol Athrawon Cymru (National Association of Teachers of Wales)	2,955.03
Union of Construction Allied Trades and Technicians	49,011.86
Union of Shop Distributive and Allied Workers	98,345.65
United Road Transport Union	7,747.22
TOTAL	1,158,800.79