

CERTIFICATION OFFICE FOR TRADE UNIONS
AND EMPLOYERS' ASSOCIATIONS

Certification Office
for Trade Unions and Employers' Associations

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Annual Report of the Certification Officer 1985

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**Annual Report
of the Certification Officer
1985**

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London, S.W.1.

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Advisory, Conciliation and Arbitration Service,
11-12 St. James's Square,
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I have pleasure in sending you the report on my activities during 1985.

M. WAKE
Certification Officer
26 February 1986

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INTRODUCTION

This is the tenth 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 from my appointment as Certification Officer on 1 May 1985 to the end of the calendar year. It also covers those of my predecessor between 1 January and 30 April 1985.

During 1985 additional statutory functions were acquired under Part I and Part III of the Trade Union Act 1984. Part III came into force on 31 March and Part I on 1 October. My full range of functions involves 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 receiving and determining applications by members that a trade union has failed to comply with one or more of the provisions of Part I 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.

Public interest in the internal affairs of trade unions increased during the year, as did the workload of the Office. The consideration and approval of ballot rules of trade unions involved in conducting political fund review ballots in accordance

with Part III of the 1984 Act was a major task. Mergers of trade unions continued, one which attracted particular public interest being the amalgamation of three organisations to form the Union of Democratic Mineworkers. Payments made to trade unions towards the costs of holding secret ballots rose significantly to nearly £1.4 million as, for the first time since the ballot refund scheme was introduced in 1980, TUC – affiliated unions applied for and received payments. Following the commencement of Part I of the 1984 Act on 1 October representations began to arrive in the Office concerning trade union elections; as yet it is too early to predict future developments.

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 for Employment.

Mr C W Wheatley 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. The net cost of the Office for the year ended 31 March 1985 was £306,000. 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 Certification Officer (Amendment of Fees) Regulations 1985 (S.I. 1985 No. 300).

Lists of Trade Unions and Employers' Associations

Entry in the lists and its significance

1.1 In accordance with section 8 of the Trade Union and Labour Relations Act 1974 lists of trade unions and employers' associations are maintained by the Certification Office.

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 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 employers' association, he may, after giving the organisation concerned the opportunity to make representations, remove its name from that 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. There is a right of appeal to the Employment Appeal Tribunal against removal of a name from a list.

The lists at 31 December 1985

1.7 As required by section 8(9) of the 1974 Act this Report includes the lists as at 31 December 1985. They are reproduced as Appendices 1 and 2. The lists at that date comprised 409 trade unions and 147 employers' associations.

1.8 Changes during 1985 are summarised in the table below:-

	On lists at 31 December 1984	Changes between 1 January 1985 and 31 December 1985		On lists at 31 December 1985
		Additions	Removals	
Trade Unions	413	13	17	409
Employers' Associations	158	2	13	147

1.9 The 13 additions to the list of trade unions consisted of 10 newly formed unions (including one formed by amalgamation) and three existing unions which had not previously applied for listing. Of the 17 trade unions removed from the list 11 had ceased to exist because of mergers, 5 had been dissolved and one no longer fitted the definition of a trade union. One application for listing was refused.

1.10 Of the two employers' associations added to the list one was newly formed and one had not previously applied for listing. There were 13 employers' associations removed from the list; three due to mergers, 4 no longer fitted the definition of an employers' association and 6 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 44 trade unions and 192 employers' associations which submit annual returns to the Office but which had not sought to be listed. There may be others meeting the requirements of section 28 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.*

* See the Employment Gazette for January 1986 pages 16 to 18.

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. Where he proposes to do so he must notify the trade union of the proposal and must also follow, with appropriate modifications, the procedure for dealing with an application for a certificate of independence described in paragraph 2.2 above. 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 ACAS 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 continued unchanged during the year. 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 remained unchanged. These 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 good industrial relations.

Applications

2.7 Three applications for a certificate of independence were received during 1985, seven fewer than in 1984 and the lowest number in any year since the Office was formed in 1976.

2.8 One application was the subject of an objection lodged jointly by two trade unions. In accordance with the practice introduced in 1977, the Certification Officer met a representative of the objecting unions to discuss the objections. The objections were not upheld. Additionally, representations were received to the effect that a trade union which was in possession of a certificate of independence was no longer independent within the definition of section 30(1) of the 1974 Act. This matter was still under consideration at the end of the year.

Decisions

2.9 During the year 7 certificates were issued, two in respect of applications made in 1985 and 5 in respect of applications made in 1984. No application was refused. Ten certificates were cancelled because the unions concerned had ceased to exist. Mergers accounted for 9 of these cancellations. Details are given in Appendix 3.

2.10 Cumulative totals from 1 February 1976 to 31 December 1985 are as follows:-

Certificates issued and still in force	260
Certificates issued and subsequently cancelled	103
Applications refused	50
Applications withdrawn or lapsed	11
Applications under consideration at 31 December 1985	2
Applications in abeyance awaiting further union action	2
Total number of applications received (including references by ACAS)	428

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

The 103 cancelled certificates consisted of 88 where the union had ceased to exist because of a merger, 13 where the union had been dissolved and two where the organisation ceased to be a trade union within the meaning of section 28 of the 1974 Act.

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. Two such directions were issued during 1985.

3.4 Schedule 2 also stipulates that the annual return is to include a copy of the auditor's report on the accounts, and 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 on the return form 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.

Compliance with the statutory provisions

3.8 During 1985 there has again been a problem of late submission of some annual returns and the Office has been in contact with all organisations which did not meet the time limit in respect of their 1984 returns. There have also been some cases of incorrect completion of returns and problems concerning compliance with the accounting provisions of the Act, but none has given rise to any major difficulty.

National Union of Mineworkers

3.9 In the case of the National Union of Mineworkers (NUM), returns are normally submitted in respect of the National Union and separately in respect of 42 areas and other constituents of the National Union, the figures in Appendix 4 being compiled by consolidating the information thus provided. The protracted miners' strike in 1984/85 led to difficulties affecting the submission of many of the returns and by the end of the year a number of returns for 1984 had not been received, including the return for the National Union. It is therefore not possible to give the usual statistical information for 1984 for the NUM in the following paragraphs or in Appendix 4. During the year the Office was in frequent contact with the Official Receiver and NUM officials regarding the late returns, and assurances have been received that every effort is being made to provide them.

Returns for 1984

3.10 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 1984. This is because the Office's information is derived from the annual returns (which include audited accounts) for 1984 submitted during 1985, the year covered by this report.

3.11 Appendix 4 shows that at the end of 1984 there were 22 trade unions with over 100,000 members.

3.12 Appendix 6 shows that at the end of 1984 there were 35 employers' associations with an income of over £500,000.

3.13 The total of 769 returns received for 1984 was made up as follows:-

Listed trade unions	399
Unlisted trade unions	37
Listed employers' associations	148
Unlisted employers' associations	185

Trade unions

3.14 Statistics detailing the membership and finances of trade unions derived from 1984 returns are given in Appendix 4. Separate figures are shown for unions with over 100,000 members.

3.15 *Comparability with 1983 figures.* As mentioned in 3.9 above, figures are not available for the NUM for 1984 and for purposes of comparability the NUM 1983 figures are excluded from totals in Appendix 4, Appendix 5 and the following paragraphs. With the exception of the NUM all unions of substantial size are included in both sets of figures which are therefore broadly comparable.

*3.16 *Membership.* The trade unions from which returns were received had a total membership of about 10,774,000. The major unions with a membership of over 100,000 named in Appendix 4 accounted for 8,451,000 members or 78 per cent of the total.

*3.17 Total trade union membership fell during 1984 by almost 208,000 maintaining the downward trend noted in previous Annual Reports. Trade union returns record the loss of about two million members since 1979 when membership stood at 12.8 million.

* Excludes figures relating to the NUM.

3.18 The following table shows changes of 10,000 or more in the membership of individual unions between December 1983 and December 1984:-

Changes in Trade Union Membership

	Membership (000's)		
	1983	1984	Difference
<i>Increase:-</i>			
Royal College of Nursing of the United Kingdom	231	245	+ 14
<i>Decreases:-</i>			
Transport and General Workers Union	1547	1491	- 56
General Municipal Boilermakers and Allied Trades Union	875	847	- 28
Association of Scientific Technical and Managerial Staffs	410	390	- 20
National Union of Public Employees	689	673	- 16
National Association of Local Government Officers	780	766	- 14
Electrical Electronic Telecommunication and Plumbing Union	405	394	- 11
Union of Shop Distributive and Allied Workers	403	392	- 11

3.19 *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.

*3.20 In 1984 the gross income of trade unions was £394.7 million compared with £387.2 million in 1983. Income from members rose from £310.2 million to £322.1 million, reflecting higher subscription rates. Income from investments rose from £30.0 million to £33.6 million.

* Excludes figures relating to the NUM.

*3.21 *Expenditure.* Gross expenditure rose from £340.7 million in 1983 to £353.6 million in 1984. Changes in payments on unemployment benefit, dispute benefit and administration expenses compared with 1983 are shown in the following table:-

Changes in expenditure

	1983 (£ million)	1984 (£ million)	Percentage change
Gross expenditure including:-	340.7	353.6	+ 3.8
(a) total benefits to members including	47.2	47.2	nil
(i) unemployment benefit	4.0	2.3	-42.9
(ii) dispute benefit	11.6	12.3	+ 5.4
(b) administration expenses and other outgoings †	250.7	264.8	+ 5.6

*3.22 The table below shows the average contribution and total income per member in 1984 together with average expenditure on benefits and administration and total expenditure per member. Similar figures are included for 1983.

Average annual income per member (£)			Average annual expenditure per member (£)				
	Total income per member	Average contribution received	Unemployment benefit	Dispute benefit	All benefits	Administration expenses and other outgoings	Total expenditure
1984	36.64	29.90	0.21	1.14	4.39	24.58	32.82
1983	35.26	28.25	0.36	1.06	4.30	22.83	31.02

The amounts given are based on total membership which was smaller in 1984 than in 1983. In some unions not all members contribute for every benefit.

*Excludes figures relating to the NUM.

† 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.

*3.23 *Funds.* The figures given in Appendix 4 include both general funds and others where applicable, e.g. contingency, superannuation and political funds**. During 1984 total funds increased from £431.1 million to £475.3 million.

*3.24 *Assets.* At the end of 1984 gross assets of trade unions amounted to £531.1 million, an increase of £60.4 million over the previous year's figure. Fixed assets increased by £12.7 million to £144.1 million, and investments by £17.7 million to £225.2 million.

Employers' associations

3.25 Statistics about the finances and membership of employers' associations derived from the 1984 returns are given in Appendix 6, together with comparative totals for 1983. Separate figures are given for each association (including some which are unlisted) whose return for 1984 showed its total income as more than £500,000. Aggregate figures are given for other listed and unlisted employers' associations.

3.26 *Comparability with 1983 figures.* The statistics in Appendix 6 are based on returns from 333 employers' associations compared with returns from 326 associations for 1983. The largest employers' associations, as measured by total income, are included in both sets of figures, which are therefore broadly comparable.

3.27 *Income and Expenditure.* In 1984 the gross income of employers' associations was £93.8 million compared with £84.0 million in 1983. Income from members rose from £56.3 million to £62.3 million and income from investments rose from £5.0 million to £5.9 million. Gross expenditure increased from £79.4 million to £89.7 million.

3.28 *Funds.* The figures given in the Appendix include both general funds and, where applicable, funds maintained for specific purposes. During 1984 total funds increased from £44.1 million to £49.8 million.

3.29 *Assets.* At the end of 1984 gross assets of employers' associations amounted to £89.0 million, an increase of £11.0 million over the previous year's figure. Fixed assets increased by £1.5 million to £22.5 million, and investments by £4.3 million to £31.4 million.

Public inspection of annual returns

3.30 Copies of the annual returns (including the rules) of trade unions and employers' associations from 1974 onwards are available for public inspection at the Certification Office (or the office of the Assistant Certification Officer for Scotland), and photocopies can be purchased on request.

*Excludes figures relating to the NUM.

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

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 shall 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.

The actuarial report

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 During the year one union which maintained a superannuation scheme, the Trade Society of Machine Calico Printers, was dissolved. As a result, at the end of the year there were 26 superannuation schemes maintained by 19 trade unions. They are listed in Appendix 8. Eight of these schemes are exempt from actuarial examination.

Reports: 1985

4.4 Actuarial reports were due from 4 unions in respect of 4 schemes maintained by them and at the end of the year one report was still awaited.

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

The three reports received were from:-

National Graphical Association 1982 (Electrotypers and Stereotypers Superannuation and Death Benefit Fund)

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

National Union of Flint Glass Workers

The report outstanding at the end of the year was in respect of a scheme operated by the Amalgamated Union of Engineering Workers – Engineering Foundry and Construction Section which was due by 31.12.85. The Office is in contact with the union and expects the report to be submitted shortly.

Amalgamations, Transfers of Engagements and Changes of Name

The statutory provisions

5.1 The Trade Union (Amalgamations, etc.) Act 1964 ('the 1964 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 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 £1.50.

Advice on procedure

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 effected

5.8 During 1985 the procedures laid down by the Act were used to bring about 10 transfers of engagements and one amalgamation of trade unions. Two mergers took place involving employers' associations, one being a transfer of engagements and the other an amalgamation. Details of the 13 mergers are given in Appendix 7.

5.9 The 11 mergers of trade unions which took place during the year involved 73,526 members. One transfer of engagements involved the 27,000 members of the National Society of Metal Mechanics, which was established in 1872, transferring to the Amalgamated Union of Engineering Workers – Technical Administrative and Supervisory Section. Just under 1,000 members of three staff associations transferred their engagements to the Association of Scientific Technical and Managerial Staffs. The amalgamation of three unions to form the Union of Democratic Mineworkers (see paragraphs 5.10 to 5.12 below) involved 31,702 members.

Union of Democratic Mineworkers

5.10 Of particular public interest during the second half of the year was the formation of the Union of Democratic Mineworkers by an amalgamation, under the procedures of the 1964 Act, between the National Union of Mineworkers (Nottingham Area), the National Union of Mineworkers (South Derbyshire Area) and the Colliery Trades and Allied Workers Association. The following paragraphs briefly summarise the various stages of the process.

5.11 In August and September meetings were held at the Certification Office with the legal advisers of the three organisations concerned to discuss their proposed merger and the necessary procedures and documents. On 10 September and 1 October written objections to the proposed merger were received from solicitors acting on behalf of the National Union of Mineworkers and others. The Certification Officer took the view that his duty was to exercise his powers of approval under the 1964 Act provided that the requirements of the Act were observed by the organisations proposing to amalgamate. After careful consideration of all the objections, so far as they raised issues which he was entitled to take into account, he concluded that none of the objections should prevent approval.

5.12 After further discussions and correspondence the Certification Officer approved the notices to members and the instrument of amalgamation, and ballots were held during October. Following affirmative votes an application for registration of the instrument of amalgamation was received on 26 October, and the statutory 6 week waiting period commenced that day (see paragraph 5.5). On 5 December a letter was received which contained three complaints concerning the ballot in the NUM (South Derbyshire Area). The Certification Officer considered and dismissed these complaints (see Appendix 10) and the instrument of amalgamation was registered on 6 December 1985.

Position at 31 December 1985

5.13 During 1985 the Office was concerned with 49 proposed mergers of trade unions and two proposed mergers of employers' associations. Eleven mergers involving trade unions and two mergers involving employers' associations became effective during the year. Three proposed mergers of trade unions did not proceed to ballot and in two ballots held by trade unions the vote went against the proposed merger. At the end of the year applications for registration of instruments of transfer had been received from 19 unions proposing to merge with the Federation of Managerial and Professional Officers Union. Registration was due to take place after 31 December. Fourteen cases remained in various stages of progress at the end of the year including those of 10 unions proposing to merge with the General Municipal Boilermakers and Allied Trades Union.

Complaints

5.14 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.

5.15 During 1985 the Certification Officer received one letter containing three complaints (see paragraph 5.12 and Appendix 10).

Changes of name

5.16 The 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 1985 approval was given to the changes of name of the 7 trade unions and the two employers' associations shown below:-

TRADE UNIONS		Effective date
From	Burmah Engineering Senior Staff Union	
To	Costain Petrocarbon Senior Staff Association	16.1.85
From	Scottish Further Education Association	
To	Scottish Further and Higher Education Association	14.3.85

From	Post Office Engineering Union	
To	National Communications Union (Engineering and Clerical Groups)	30.4.85
From	Entertainment Trades Alliance	
To	Broadcasting and Entertainment Trades Alliance	28.5.85
From	Merchant Navy and Airline Officers Association	
To	National Union of Marine Aviation and Shipping Transport Officers	21.6.85
From	Greater London Council Staff Association	
To	Greater London Staff Association	22.8.85
From	United Friendly Insurance Co Ltd Assistant Managers Association	
To	United Friendly Assistant Managers Association	2.9.85

EMPLOYERS' ASSOCIATIONS

Effective date

From	East Midlands Engineering Employers Association	
To	Engineering Employers East Midlands Association	1.1.85
From	Engineering Employers West of England Association	
To	Engineering Employers Western Association	31.5.85

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 and 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 an organisation who alleges that he is aggrieved by a breach of political fund rules may complain to the Certification Officer under section 3(2) of the 1913 Act. If, after giving the complainant and the organisation 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 a trade union which already has a political resolution in force and which wishes to continue to spend money on political objects, to pass a political resolution again on a further ballot of the members (a review ballot) at least once every 10 years. A trade union in this position which has a resolution passed on a

ballot held before 31 March 1976 must conduct a review ballot by 31 March 1986. The review ballot must be held in accordance with rules approved by the Certification Officer. Part III amended section 4(1) of the 1913 Act changing the requirements on which the Certification Officer must be satisfied before he may 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 the year the process of approving the rules for political fund review ballots under the 1984 Act was a major task for the Office; by 31 December 1985 the Certification Officer had approved the ballot rules of 37 trade unions intending to hold such ballots i.e. the bulk of those unions which already had a political resolution in force on 31 March 1985. In addition, 5 unions had submitted ballot rules for consideration with the intention of setting up political funds for the first time.

Advice on procedures

6.7 The Office gives advice on the procedures for establishing political funds and for holding review ballots. For the assistance 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 on 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 the earliest opportunity.

Number of organisations maintaining political funds at 31 December 1985

6.8 During 1985 two trade unions with political funds, the National Society of Metal Mechanics and the National Union of Blastfurnacemen Ore Miners Coke Workers and Kindred Trades, ceased to exist as a result of mergers. One trade union, the National Association of Colliery Overmen Deputies and Shotfirers (Yorkshire Area), rescinded its political fund rules. The number of organisations which maintained political funds at 31 December 1985 was 51: 50 trade unions and one employers' association. Trade unions with political funds at that date are identified in Appendix 1.

Political funds of trade unions at 31 December 1984

*6.9 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. The Appendix is derived from returns made by trade unions which maintained political funds at the end of 1984.

* Excludes figures relating to the NUM and 4 constituents for the reasons given in paragraph 3.9

*6.10 Annual returns showed the total income of political funds as £8.5 million in 1984 compared with £7.7 million in 1983 and expenditure £6.0 million as compared with £8.3 million. Total funds at the end of 1984 were £7.0 million compared with £4.5 million at the end of 1983.

Political fund membership

*6.11 Appendix 5 also gives membership information provided by the unions which maintained political funds at 31 December 1984. Column 1 gives total membership for each union. The total membership reported by some trade unions includes a number of special categories (eg honorary or retired) who are members under the union's rules but who are not required to pay contributions to the general fund and are not required to pay the political levy nor to seek formal exemption. 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 comparable totals for the unions with political funds at 31 December 1983.

6.12 It should be noted that the difference between columns 2 and 3 of Appendix 5 is not necessarily an accurate reflection of the number of members in a union who have exercised their rights under the 1913 Act to be exempt from making the political contribution (see note (b) to Appendix 5).

Political funds of employers' associations at 31 December 1984

6.13 Only one employers' association, the National Association of Shopkeepers of Great Britain and Northern Ireland, maintained a political fund at 31 December 1984. The fund totalled £8,163 at the end of 1984 compared with £7,934 at the beginning of the year.

Exemption notices

6.14 Exemption notices are obtainable from the organisation concerned or from the Certification Office. The Office supplied 253 such notices during 1985 compared with 86 in 1984.

Amendments to rules

6.15 Amendments to political fund rules require the Certification Officer's approval which is given provided that the amendments have been adopted in accordance with, and satisfy the requirements of, the 1913 Act. Six trade unions had amendments approved in this way in 1985.

Complaints

6.16 During 1985, 7 trade union members complained to the Certification Officer under section 3(2) of the Trade Union Act 1913, the same number as last year.

6.17 In addition to the new complaints received during 1985, there were 5 earlier complaints unresolved at 31 December 1984. Of this total of 12 complaints, work was completed on 11 leaving one still under consideration at 31 December 1985. All 11 completed cases were resolved to the satisfaction of the complainants as a result of action or explanation by the unions concerned.

6.18 The 11 complaints on which work was completed during the year involved 8 trade unions. They were:-

Amalgamated Union of Engineering Workers – Engineering Foundry and Construction Section	(1)
Association of Scientific Technical and Managerial Staffs	(1)
Confederation of Health Service Employees	(1)
Furniture Timber and Allied Trades Union	(1)
National Union of Public Employees	(1)
National Union of Railwaymen	(2)
Transport and General Workers Union	(3)
Transport Salaried Staffs Association	(1)

6.19 The 11 complaints resolved in 1985 involved 16 separate grounds of complaint. Three of these related to allegations that the unions concerned had spent money from their general funds which should have been spent from their political funds. The remainder alleged that the unions involved had acted in breach of their political fund rules in a manner which affected the complainants in a personal way.

Formal hearings

6.20 There were no formal hearings of political fund complaints during 1985.

6.21 Reference was made in paragraph 6.22 of last year's report to a complaint against the Association of Scientific Technical and Managerial Staffs which was unresolved at 31 December 1984. During 1985 a formal hearing of this complaint was arranged but the complainant did not attend and the hearing could not proceed. Subsequently the complaint was withdrawn and accordingly it is included in the total of 11 on which work was completed during the year.

* Excludes figures relating to the NUM and 4 constituents for the reasons given in paragraph 3.9.

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.

7.2 Last year's Annual Report referred to amendments made to section 1 of the 1980 Act by section 20 of the Trade Union Act 1984 and to the subsequent changes in the Scheme introduced by The Funds for Trade Union Ballots Regulations 1984 (S.I. 1984 No. 1654). These Regulations came into operation on 5 February 1985, extending the scope and amending the conditions of the Scheme in respect of ballots held on or after that date.

7.3 In addition, the 1984 Regulations permitted further applications to be made under the Scheme contained in the 1980 Regulations* provided that such applications were made within 6 months of 5 February 1985 and were in respect of ballots where the ballot period ended between 1 January 1984 and 4 February 1985 inclusive. No application could be made under the earlier Scheme after 4 August 1985.

Qualifying purposes

7.4 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

* The Funds for Trade Union Ballots Regulations 1980 (S.I. 1980 No. 1252) as amended by The Funds for Trade Union Ballots (Amendment) Regulations 1982 (S.I. 1982 No. 1108).

- (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 (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 requirements 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

7.5 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

7.6 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 leaflet *Funds for Trade Union Ballots* which is available from the Office free of charge.

Applications

7.7 During 1985 26 unions made applications for refund in respect of 408 ballots, compared with 17 unions which made applications in respect of 30 ballots in 1984. The increase in the number of ballots was accounted for mainly by applications made by the Amalgamated Union of Engineering Workers (Engineering Foundry and Construction Section) and the Electrical Electronic Telecommunication and Plumbing Union. A large number of these applications were retrospective and concerned ballots held during the period from the commencement of the Scheme in 1980 to the introduction of the new Regulations in February 1985.

7.8 The Certification Officer was able to make payments in respect of 179 ballots for which applications were made during the year. He was unable to make payment in respect of 10 ballots held by 7 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.

7.9 In the great majority of cases where a payment was made, the amount refunded was less than the total applied for. The most common reasons for reductions were:

refund claimed for items outside the scope of the Scheme eg election literature other than that enclosed with voting papers;

ineligible postal costs;

printing and stationery overclaimed, particularly in respect of unused stocks of envelopes suitable for use on other occasions.

7.10 The Certification Officer made payments during the year totalling £1,391,982.14. This sum comprised £400,709.14 paid towards the cost of stationery and printing, and £991,273.00 towards postage. It included payments in respect of three ballots for which applications were lodged in 1984. The recipients are listed in Appendix 9.

Significant developments during the year

7.11 In previous years only a relatively small number of trade unions, none of them affiliated to the TUC, had made use of the ballot refund Scheme. As already indicated however, during 1985 two trade unions affiliated to the TUC—the Amalgamated Union of Engineering Workers (Engineering Foundry and Construction Section) and the Electrical Electronic Telecommunication and Plumbing Union—applied for and received substantial sums. This caused considerable controversy within the TUC as well as speculation about future TUC policy towards the Scheme.

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 set by 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, give the applicant and the trade union an opportunity to be heard, before making or refusing 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 any similar kind, as that of the declared failure does not arise on the part of the union; 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 matter 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.

Enquiries and applications

8.5 Between 1 October 1985 (the date Part I came into operation) and 31 December 1985, 34 enquiries were received. Four of the enquiries, relating to two

separate unions' elections, carried between them 47 signatures. They were subsequently treated as formal applications under section 5 of the Act. At the end of the year the applications were still under consideration.

Appendix 1 (see paragraph 1.7)

LIST OF TRADE UNIONS AT 31 DECEMBER 1985

Notes:

Trade Unions entered in the list during 1985 are shown in italics.

*Denotes a trade union holding a certificate of independence at 31 December 1985.

†Denotes a trade union whose application for a certificate of independence was refused and which had not, at 31 December 1985, obtained a certificate as a result of a subsequent application.

(P) Denotes a trade union which, at 31 December 1985, had a political fund.

England and Wales

- *Abbey National Staff Association
- Airport Fire-Fighters Federation
- *Alliance Building Society Staff Association
- †Alumasc Employees Association
- *Amalgamated Association of Beamers Twisters and Drawers (Hand and Machine)
- *Amalgamated Society of Textile Workers and Kindred Trades (P)
- *Amalgamated Society of Wire Drawers and Kindred Workers
- Amalgamated Tape Sizers Friendly Protection Society
- *Amalgamated Textile Warehousemen
- *Amalgamated Textile Warehouse Operatives (Bolton and District Branch)
- *Amalgamated Textile Workers Union (P)
- *Amalgamated Textile Workers Union Central Lancashire and Calderdale
- *Amalgamated Textile Workers Union (Southern Area)
- *Amalgamated Textile Workers Union—Staff Section
- *Amalgamated Union of Asphalt Workers
- *Amalgamated Union of Engineering Workers—Engineering Foundry and Construction Section (P)
- *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 Education Officers
- *Association of First Division Civil Servants
- †Association of Football League Referees and Linesmen
- *Association of Her Majesty's Inspectors of Taxes
- *Association of Local Authority Chief Architects
- *Association of Local Authority Chief Executives
- Association of Local Government Lawyers
- *Association of Local Government Personnel Officers
- *Association of Magisterial Officers
- *Association of Managerial Staff of the National Bus Company and Subsidiary Companies
- *Association of National Health Service Officers
- *Association of Nurse Administrators
- *Association of Official Architects
- *Association of Optical Practitioners Limited
- *Association of Passenger Transport Executives and Managers
- *Association of Planning Officers
- Association of Plastic Operatives and Engineers
- *Association of Polytechnic Teachers
- *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 Public Service Professional Engineers
- *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
- *Bank of England Staff Organisation
- *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
- *Blackburn and District Weavers Winders and Warpers Association
- *Bradford and Bingley Building Society Staff Association

- Bradford and District Power Loom Overlookers Society
- *Britannia Building Society Staff Association
- *Britannic Field Staff Association
- *British Actors Equity Association Incorporating the Variety Artists Federation
- *British Aerospace (Dynamics Group) Employees Association
- *British Aircraft Corporation Limited Senior Staff Association
- *British Air Line Pilots Association
- *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
- 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
- †Carlsberg Brewery Staff Association
- *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
- *Civil Service Union
- *Clearing Bank Union
- Clerical Medical and General Staff Association
- Colman Association of Staff
- *Colne and Craven Textile Workers Association
- *Colne and District Power Loom Overlookers Association
- *Colne and District Textile Warehouse Association
- *Commercial Union Group Staff Association
- *Communication Managers Association
- *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
 Cotton Rayon and Allied Fibres Tapesizers Association
 Council of Civil Service Unions
 County Association of Care Practitioners
 Cumbria Colliery Officials Association

†Derbyshire Building Society Staff Association
Dexion Staff Association
 *Diplomatic Service Association

*Electrical Electronic Telecommunication and Plumbing Union (P)
Engineering Craft Association
 *Engineering Officers Technical Association
 *Engineers and Managers Association
 English Chiropodists Association

*Federation of Managerial and Professional Officers Unions
 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 Staff Association
 Guild of Anatomical Pathology Technicians
 *Guild of Directors of Social Services
 *Guild of Local Authority Valuers and Estate Surveyors
 *Guild of Medical Secretaries
 *Guild of Professional Teachers of Dancing
 *Guild of Senior Officers of the Greater London Council and the Inner London
 Education Authority
 *Guild of Textile Supervisors
 *Guild of Water Service Senior Officers
 *Guinness Brewing Staff Association (UK)
 *Guinness (Park Royal) Supervisory Association

H & R Johnson Tiles Limited Clerical Staff 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
 *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

Kirkless Craftsmens Branch of the NUM North Western Area

*Lancashire Box Packing Case and General Woodworkers Friendly Relief Sick
 Superannuation and Burial Society
 Leeds and District Power Loom Overlookers Society
 *Leicester Building Society Staff Association
 Leicestershire Overmen Deputies and Shotfirers Association
 *Lloyds Bank Group Staff Union
 Lloyds Register (UK) Staff Association
 London Jewel Case and Jewellery Display Makers Union
 *London Society of Tie Cutters
 *Lufthansa Staff Association United Kingdom

Managerial Staff Association of the Provincial Insurance Group of Companies
 *Manchester Pilots Association
 Midshires Staff 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 Chief Environmental Health Officers
- *National Association of Chief Housing Officers
- *National Association of Colliery Overmen Deputies and Shotfirers (P)
- National Association of Colliery Overmen Deputies and Shotfirers Cannock Chase Area
- National Association of Colliery Overmen Deputies and Shotfirers Durham Area (P)
- National Association of Colliery Overmen Deputies and Shotfirers Midland Area
- National Association of Colliery Overmen Deputies and Shotfirers (Northumberland Area) (P)
- 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 Ethnic Minority Civil Servants
- *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 Schoolmasters and the 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 Tile Faience and Mosaic Fixers Society
- *National Unilever Managers Association
- *National Union of Chief Leisure Officers
- *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

- *National Union of Insurance Workers
- *National Union of Journalists
- *National Union of Local Authority Secretaries
- *National Union of Lock and Metal Workers
- *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 (Cumberland Area)
- National Union of Mineworkers (Derbyshire Area)
- National Union of Mineworkers (Durham Area) (P)
- National Union of Mineworkers (Durham Enginemen Group No. 1 Area)
- National Union of Mineworkers (Durham Mechanics Group No. 1 Area)
- National Union of Mineworkers (Kent Area) (P)
- *National Union of Mineworkers (Leicester Area) (P)
- National Union of Mineworkers (Leigh Craftsmens Branch)
- National Union of Mineworkers (Midland Area)
- National Union of Mineworkers (North Stafford Federation Midland Area)
- National Union of Mineworkers (Northumberland Area) (P)
- *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 Association of Preparatory Workers
 *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-Boatmen's Association
 *Northern Carpet Trades Union
 *Northern Colliery Officials and Staffs Association
 *Northern Counties Textile Trades Federation
 *Northern Rock Building Society Staff Association (NORSA)
 *North West Lancashire Durham and Cumbria Textile Workers Union
 Nottingham and District Federation of Club Stewards

Oldham Association of Loom Overlookers
 *Oldham Provincial Union of Textile and Allied Workers
 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 District Powerloom Overlookers Association
 Pride of Golborne Miners Branch
 *Printing Trades Alliance
 *Prison Officers Association
 *Professional Association of Nursery Nurses
 *Professional Association of Teachers
 *Professional Federation of Health Service Chefs
 †Professional Flight Instructors Association
 Professional Footballers Association
 Prosecuting Solicitors Society of England and Wales

†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
 Sheffield Wool Shear Workers Trade Union
 *Skipton and District Power-Loom Overlookers Association
 †Societe Generale Staff Association
 *Society of Authors Limited
 *Society of Chief Officers of Probation
 *Society of Chief Trading Standards Officers
 *Society of Chiropodists
 *Society of Civil and Public Servants (Executive Directing and Analogous
 Grades)
 *Society of Graphical and Allied Trades 1982 (SOGAT) (P)
 *Society of Metropolitan and County Chief Librarians
 *Society of Public Analysts and Other Official Analysts
 *Society of Radiographers
 Society of Registration Officers (Births Deaths and Marriages)
 *Society of Shuttlemakers (P)
 *Society of Telecom Executives (P)
 *Society of Union Employees (NUPE) (P)
 *Space and Communications Stevenage Staff Association
 *Stable Lads Association
 †Staff Association of the SW Farmer Group of Companies
 *Staffordshire Building Society Staff Association
 *Star Aluminium Managerial Staff Association
 *Sun Alliance and London Staff Association
 *Sun Life Staff Association
 Sutton Manor Branch of Miners

*Teston Independent Society of Cricket Ball Makers
 *Thames Water Staff Association
 *Thorn EMI Electronics Limited Junior and Middle Management Staff
 Association
 *Tobacco Mechanics Association
 *Tobacco Workers Union (P)
 *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

- *Walsall Lock and Keysmiths Male and Female Trade Society
- *West Bromwich Building Society Staff Association
 - Whatman Reeve Angel Staff Association
- *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

Glasgow and West of Scotland Power Loom Tenters Society

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

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 Association of Nurse Administrators

- *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 Overlookers

LIST OF EMPLOYERS' ASSOCIATIONS AT 31 DECEMBER 1985

Note: Employers' Associations entered in the list during 1985 are shown in *italics*.

England and Wales

Advertising Film and Videotape Producers Association
 Art Studios Photographic Laboratories Association
 Association of British Orchestras
 Association of Circus Proprietors of Great Britain
 Association of Glass Container Manufacturers
 Association of Indian Banks in the United Kingdom
 Association of Midland Advertising Agencies
 Association of Northern Advertising Agencies
 Association of Scottish Advertising Agencies.

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

Central Lancashire Engineering Employers Association
 China Clay Association
 Cinematograph Exhibitors Association of Great Britain and Ireland
 Construction Plant-Hire Association
 Co-operative Employers Association

Dairy Trade Federation

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

Federation of Bakers
 Federation of Civil Engineering Contractors
 Federation of Design and Engineering Contractors
 Federation of Dredging Contractors
 Federation of London Clearing Bank Employers
 Federation of London Wholesale Newspaper Distributors
 Federation of Master Builders
 Federation of Master Organ Builders
 Federation of Medium and Small Employers

Graphic Reproduction Federation
 Grimsby Fishing Vessel Owners Association

Heating and Ventilating Contractors Association
 Hinckley and District Knitting Industry Association
 Hull Association of Port Labour Employers
 Hull Fishing Industry Association

Independent Programme Producers Association Limited

Leather Producers Association
 London and South Eastern Furniture Manufacturers Association

London Association of Shore Gang Contractors
London Dress Makers and Allied Contractors Association
London Enclosed Docks Employers Association

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

National Association of Glove Manufacturers
National Association of Master Bakers Confectioners and Caterers
National Association of Plumbing Heating and Mechanical Services Contractors
National Association of Shopkeepers of Great Britain and Northern Ireland
(formerly NUSS)
National Building and Allied Hardware Manufacturers Federation
National Engineering Construction Employers Association
National Federation of Master Window Cleaners
National Federation of Retail Newsagents
National Fillings Trades Association
National Hairdressers Federation
National Master Farriers Blacksmiths and Agricultural Engineers Association
National Master Tile Fixers Association
National Pharmaceutical Association Limited
National Sawmilling Association
National Society of Provincial Wholesale Sunday Newspaper Distributors
National Trainers Federation
Newspaper Publishers Association Limited
Newspaper Society
North East Association of Small Mines
North East Lancashire Textile Manufacturers Association
North of England Engineering Employers Association
North Wales Slate Quarries Association
North West Lancashire Engineering Employers Association

Office Machines and Equipment Federation
Oil and Chemical Plant Constructors Association

Provincial Wholesale Newspaper Distributors Association

Representative National Organisation of Employers of Local Authorities
Administrative Professional Technical and Clerical Services
Representative National Organisation of Employers of Local Authorities
Services (Manual Workers)
Representative National Organisation of Employers of New Towns Staff

Representative Organisation of Local Authorities Services (Building and Civil
Engineering)
Representative Organisation of the North Eastern Provincial Employers of
Local Authorities Administrative Professional Technical and Clerical Services
Representative Organisation of the Northern Provincial Employers of Local
Authorities Services (Manual Workers)
Representative Organisation of the South Western Provincial Employers of
Local Authorities Services (Administrative Professional Technical and Clerical)
Representative Organisation of the South Western Provincial Employers of
Local Authorities Services (Manual Workers)
Representative Organisation of the Western Provincial Employers of Local
Authorities Services (Manual Workers)
Rochdale Engineering Employers Association

Showmens Guild of Great Britain
Slag Employers Association
Smithfield Market Tenants Association London
Society of British Printing Ink Manufacturers Ltd
South Eastern Local Authorities Employers Organisation
Stourbridge Crystal Glass Manufacturers Association

Test and County Cricket Board
Timber Packaging and Pallet Confederation

Vehicle Builders and Repairers Association

Welsh Engineers and Founders Association
Wire and Wire Rope Employers Association

Yorkshire and Humberside Representative Provincial Organisation of Employers
Local Authorities Services (Manual Workers)
Yorkshire and Humberside Representative Provincial Organisation of Employers
Local Authorities Administrative Professional Technical and Clerical Services
Yorkshire Glass Manufacturers Association

Scotland

Association of Jute Spinners and Manufacturers

Electrical Contractors Association of Scotland

Federation of Scottish Bank Employers
Flax and Linen Association

Glasgow and District Retail Fleshers Association
Glasgow Area Federation of Community Based Housing Associations

Hawick Knitwear Manufacturers Association
Hebridean Spinners Advisory Committee

Malt Distillers Association of Scotland

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

Appendix 3 (see paragraph 2.9)

DECISIONS ON TRADE UNION INDEPENDENCE DURING 1985

Trade unions issued with certificates of independence

Association of British Professional Divers
Association of Deputy and Assistant Chief Probation Officers
Audit Commission Staff Association
National and Provincial Building Society Staff Association
Professional Association of Nursery Nurses
Society of Chief Officers of Probation
Staffordshire Building Society Staff Association

Certificates cancelled because the union ceased to exist owing to a merger

Association of Lecturers in Scottish Central Institutions
Clerical and Secretarial Staffs Association of the University of Liverpool
Grindlays Staff Association
National Society of Metal Mechanics
National Union of Blastfurnacemen Ore Miners Coke Workers and Kindred Trades
National Union of Mineworkers (Nottingham Area)
National Union of Mineworkers (South Derbyshire Area)
Radio and Electronic Officers Union
Squibb UK Staff Association

Certificates cancelled because the union had been dissolved

Society of Remedial Gymnastics and Recreational Therapy Ltd

It may be difficult to correlate the figures in the Appendix with those in the published accounts of the individual trade unions. This is because there are considerable variations in the ways in which unions present information in their accounts, and the method of presentation of that information often differs from that required in the annual return from which the figures in the Appendix have been abstracted.

Notes

- (a) The gross assets figures take no account of liabilities. The net worth of unions is indicated in column 14.
- (b) 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.
- (c) Investment income is net of certain items such as outgoings on property held as an investment but for most unions tax paid on investment income has not been deducted.
- (d) Total income and total expenditure include all items which increased or decreased a union's total funds during the year and are not confined to normal revenue income and expenditure. Tax recoveries and provisions no longer required are therefore included in total income.
- (e) 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.
- (f) These figures have been adjusted to take account of later information.
- (g) Less than £500.

Summary of Statistics—Trade Unions, 1984
(see paragraph 3.11)

Appendix

	Number of Members	GROSS INCOME				GROSS EXPENDITURE							TOTAL FUNDS		GROSS ASSETS (a)			
		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
		(b) £000s	(c) £000s	(d) £000s	(e) £000s	(f) £000s	(g) £000s	(h) £000s	(i) £000s	(j) £000s	(k) £000s	(l) £000s	(m) £000s	(n) £000s	(o) £000s	(p) £000s	(q) £000s	(r) £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	1,490,555	41,272	4,151	787	46,210	—	2,670	4,451	7,121	30,893	3,298	41,312	54,242	59,140	24,533	26,946	10,638	62,117
*Amalgamated Union of Engineering Workers	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—Engineering Foundry and Construction Section	1,000,883	17,301	2,225	159	19,685	—	939	5,321	6,260	12,655	2,250	21,165	(f) 22,775	21,295	7,496	9,513	5,544	22,553
—Technical Administrative and Supervisory Section	220,000	6,041	324	607	6,972	—	278	320	598	5,679	268	6,545	(f) 5,845	6,272	2,381	285	4,077	6,743
General Municipal Boilermakers and Allied Trades Union	846,565	25,092	1,856	277	27,225	—	579	3,958	4,537	20,310	2,062	26,909	31,351	31,667	10,594	4,457	16,641	31,692
National and Local Government Officers Association	766,390	27,862	1,932	3,894	33,688	—	3,836	561	4,397	15,941	12,044	32,382	31,142	32,448	7,319	19,708	6,394	33,421
National Union of Public Employees	673,445	15,814	888	226	16,928	—	213	1,599	1,812	13,083	1,188	16,083	17,690	18,535	7,781	8,105	4,703	20,589
Electrical Electronic Telecommunication and Plumbing Union	394,283	8,985	815	81	9,881	—	258	891	1,149	6,813	729	8,691	(f) 10,396	11,586	3,733	7,315	1,303	12,351
Union of Shop Distributive and Allied Workers	392,307	7,933	1,091	364	9,388	36	21	431	488	7,206	748	8,442	8,658	9,604	1,763	5,027	2,995	9,785
Association of Scientific Technical and Managerial Staffs	390,000	9,445	131	3	9,579	15	245	984	1,244	7,422	756	9,422	4,182	4,339	5,257	134	3,839	9,230
**National Union of Mineworkers	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
National Union of Teachers	259,366	6,773	821	904	8,498	—	787	236	1,023	6,147	671	7,841	11,697	12,354	1,034	9,634	3,524	14,192
Union of Construction Allied Trades and Technicians	249,961	5,250	263	91	5,604	8	39	356	403	4,478	345	5,226	4,269	4,647	1,544	3,140	583	5,267
Royal College of Nursing of the United Kingdom	245,000	4,042	—	—	4,042	—	—	65	65	3,977	—	4,042	—	—	—	—	1,797	1,797
Confederation of Health Service Employees	214,321	5,847	350	293	6,490	—	25	405	430	4,653	432	5,515	5,412	6,387	2,404	3,222	1,161	6,787
Society of Graphical and Allied Trades 1982 (SOGAT)	210,118	11,611	706	2,705	15,022	255	118	1,707	2,080	10,841	466	13,387	13,719	15,354	5,308	2,911	8,845	17,064
Union of Communication Workers	195,374	8,088	243	765	9,096	—	—	676	676	5,035	3,024	8,735	7,824	8,185	1,153	3,474	3,558	8,185
Civil and Public Services Association	190,347	7,480	392	56	7,928	—	635	274	909	4,831	1,698	7,438	7,759	8,249	3,666	3,383	1,549	8,598
National Association of Schoolmasters and the Union of Women Teachers	164,295	3,253	301	394	3,948	—	—	221	221	2,757	228	3,206	4,079	4,821	889	1,614	2,545	5,048
Banking Insurance and Finance Union	154,579	3,937	98	41	4,076	—	(g)	22	22	3,514	146	3,682	2,058	2,452	1,087	1,210	391	2,688
National Union of Railwaymen	136,435	5,786	2,618	63	8,467	(g)	33	1,696	1,729	5,434	564	7,727	25,272	26,012	9,192	15,298	2,179	26,669
National Graphical Association 1982	131,584	6,188	1,438	3,871	11,497	1,801	248	721	2,770	5,104	1,378	9,252	(f) 16,494	18,739	926	14,855	5,516	21,297
National Communications Union (Engineering and Clerical Groups)	125,387	6,467	155	132	6,754	—	—	856	856	4,302	422	5,580	(f) 3,150	4,324	1,999	780	2,791	5,570
Total of above unions with 100,000 members or more	8,451,195	234,467	20,799	15,713	270,979	2,115	10,924	25,751	38,790	181,088	32,717	252,595	(f) 288,038	306,422	100,059	141,011	90,585	331,655
Total of 343 other listed unions with less than 100,000 members	2,302,798	81,055	10,510	12,129	103,694	140	1,340	5,202	6,682	76,555	6,230	89,467	(f) 118,788	133,015	41,176	71,630	45,208	158,014
Total of listed unions	10,753,993	315,522	31,309	27,842	374,673	2,255	12,264	30,953	45,472	257,643	38,947	342,062	(f) 406,826	439,437	141,235	212,641	135,793	489,669
Trades Union Congress	—	5,335	397	1,425	7,157	—	—	—	—	3,659	2,051	5,710	3,625	5,072	2,644	1,955	923	5,522
Total of 33 other unlisted unions which have submitted returns	19,960	1,277	1,932	9,697	12,906	(g)	—	1,772	1,772	3,491	563	5,826	(f) 23,703	30,783	186	10,569	25,156	35,911
**Total for all unions for 1984	10,773,953	322,134	33,638	38,964	394,736	2,255	12,264	32,725	47,244	264,793	41,561	353,598	(f) 434,154	475,292	144,065	225,165	161,872	531,102
**Total for all unions for 1983	10,981,795	310,223	29,992	46,985	387,200	3,952	11,640	31,605	47,197	250,712	42,791	340,700	384,646	431,146	131,367	207,438	131,931	470,726

*The federal body of the Amalgamated Union of Engineering Workers was dissolved in 1985.

**Figures for the National Union of Mineworkers for 1984 are not yet available (see paragraphs 3.9 and 3.15). Information for the National Union of Mineworkers for year ended 31 December 1983 has also been omitted from the 1983 totals to avoid distortion in comparisons between 1983 and 1984.

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 and who either pay no contribution to union funds or make only a nominal payment. Such members are neither required to pay the political levy nor seek formal exemption.
- (b) The number of members contributing to the general fund 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 make only a nominal contribution to union funds. Such members are neither required to pay the political levy nor seek formal exemption.
- (c) Adjusted figure.
- (d) Net figure accounting for deficits.
- (e) The union adopted political objects in 1984 but contributions to the political fund did not commence until 1985.

Summary of Statistics – Political Funds of Trade Unions, 1984
(see paragraph 6.9)

Appendix

	Total Union Membership	Number of Members contributing to the General Fund	Number of Members contributing to the Political Fund (a) (b) (3)	POLITICAL FUND			
				Income	Expenditure	Fund at Beginning of the Year	Fund at End of the Year
	(a) (1)	(b) (2)	(3)	£ (4)	£ (5)	£ (6)	£ (7)
(a) Amalgamated Society of Textile Workers and Kindred Trades (e)	3,360	3,360	—	—	—	—	—
Amalgamated Textile Workers Union	15,500	15,500	14,992	10,177	10,482	(c) 25,029	24,724
Amalgamated Union of Engineering Workers – Engineering Foundry and Construction Section	1,000,883	739,961	542,846	817,298	589,105	(c) 732,188	960,381
Amalgamated Union of Engineering Workers – Technical Administrative and Supervisory Section	220,000	187,000	145,765	158,729	102,214	(c) 226,002	282,517
(b) Associated Society of Locomotive Engineers and Firemen	22,735	22,735	21,164	34,795	29,869	11,679	16,605
Association of Cinematograph Television and Allied Technicians	24,573	21,500	2,278	3,554	2,863	17	708
(c) Association of Professional Executive Clerical and Computer Staff (APEX)	94,846	94,846	64,069	74,855	69,093	155,390	161,152
Association of Scientific Technical and Managerial Staffs	390,000	375,000	99,132	156,000	125,000	—57,000	—26,000
Bakers Food and Allied Workers Union	36,286	36,286	35,574	33,733	32,679	7,885	8,939
Ceramic and Allied Trades Union	30,297	30,297	30,002	20,479	23,748	—48	—3,317
Confederation of Health Service Employees	214,321	214,321	196,523	313,488	244,939	150,257	218,806
Electrical Electronic Telecommunication and Plumbing Union	394,283	370,659	279,873	195,547	225,990	110,151	79,708
Fire Brigades Union	45,100	43,256	27,108	34,552	20,540	27,535	41,547
Furniture Timber and Allied Trades Union	54,347	54,347	33,103	22,862	16,057	1,314	8,119
General Municipal Boilermakers and Allied Trades Union	846,565	846,565	729,108	1,635,333	1,050,934	1,891,119	2,475,518
General Union of Associations of Loom Overlookers	1,293	1,293	1,152	579	615	480	444
Iron and Steel Trades Confederation	74,175	42,197	36,094	73,290	47,350	1,642	27,582
Musicians Union	37,637	37,517	30,197	14,444	4,428	6,699	16,715
National Association of Colliery Overmen Deputies and Shotfirers	15,848	15,848	15,383	25,406	20,884	(c) 49,837	54,359
National Association of Colliery Overmen Deputies and Shotfirers (Durham Area)	1,252	1,252	1,250	1,342	1,424	1,047	965
National Association of Colliery Overmen Deputies and Shotfirers (Northumberland Area)	587	587	581	284	614	1,945	1,615
National Association of Colliery Overmen Deputies and Shotfirers (Scottish Area)	1,087	1,087	1,087	1,416	694	3,947	4,669
National Association of Colliery Overmen Deputies and Shotfirers (Yorkshire Area)	8,367	4,755	4,711	7,242	5,692	—876	674
National Communications Union (Engineering and Clerical Groups)	125,387	125,387	94,013	152,121	154,148	66,317	64,290
National Graphical Association 1982	131,584	111,003	57,725	76,281	41,727	(c) 86,945	121,499
National League of the Blind and Disabled	2,930	2,930	600	1,106	894	2,397	2,609
National Society of Metal Mechanics	27,035	24,346	19,652	8,127	12,376	31,016	26,767
National Union of Blastfurnacemen Ore Miners Coke Workers and Kindred Trades	4,907	4,907	3,393	5,623	2,912	5,001	7,712
National Union of Domestic Appliances and General Operatives	4,000	4,000	1,380	1,170	1,651	1,501	1,020

Summary of Statistics – Political Funds of Trade Unions, 1984
cont. (see paragraph 6.9)

Appendix 5
cont.

	Total Union Membership	Number of Members contributing to the General Fund	Number of Members contributing to the Political Fund (a) (b) (3)	POLITICAL FUND			
				Income	Expenditure	Fund at Beginning of the Year	Fund at End of the Year
	(a) (1)	(b) (2)	(a) (b) (3)	£ (4)	£ (5)	£ (6)	£ (7)
*National Union of Mineworkers	—	—	—	—	—	—	—
*National Union of Mineworkers (Durham Area)	—	—	—	—	—	—	—
*National Union of Mineworkers (Kent Area)	—	—	—	—	—	—	—
*National Union of Mineworkers (Leicester Area)	—	—	—	—	—	—	—
*National Union of Mineworkers (Northumberland Area)	—	—	—	—	—	—	—
National Union of Public Employees	673,445	673,445	653,862	1,213,691	1,127,509	-68,120	18,062
National Union of Railwaymen	136,435	136,315	132,133	375,563	203,989	202,720	374,294
National Union of Scalemakers	1,123	1,123	5	11	3	192	200
National Union of Seamen	27,791	27,700	21,800	21,726	19,747	-3,210	-1,231
National Union of Tailors and Garment Workers	76,699	76,699	67,578	72,507	50,770	23,563	45,300
National Union of the Footwear Leather and Allied Trades	41,113	37,412	36,266	30,092	22,474	3,830	11,448
Power Loom Carpet Weavers and Textile Workers Union	3,200	3,200	3,140	4,500	2,545	556	2,511
Rossendale Union of Boot Shoe and Slipper Operatives	3,960	3,960	3,927	1,406	56	2,876	4,226
Scottish Carpet Workers Union	1,058	1,058	1,055	651	851	111	-89
Society of Graphical and Allied Trades 1982 (SOGAT)	210,118	191,130	109,871	181,525	92,035	180,961	270,451
Society of Shuttlemakers	49	49	—	—	—	1	1
Society of Telecom Executives	27,996	27,996	19,298	23,297	5,000	576	18,873
Society of Union Employees (NUPE)	177	177	175	303	—	—	303
Tobacco Workers Union	13,448	13,448	7,480	9,270	4,775	14,516	19,011
Transport and General Workers Union	1,490,555	1,490,555	1,379,351	1,758,933	1,022,130	147,831	884,634
Transport Salaried Staffs Association	52,116	52,116	42,713	68,015	43,675	45,307	69,647
Union of Communication Workers	195,374	195,374	181,748	337,460	212,117	243,288	368,631
Union of Construction Allied Trades and Technicians	249,961	241,599	188,005	136,800	110,716	32,473	58,557
Union of Shop Distributive and Allied Workers	392,307	392,307	358,175	364,525	276,007	162,712	251,230
*Total of the 53 unions with political funds for 1984	7,425,110	6,998,405	5,695,337	8,480,108	6,033,321	(c) 4,529,599	(d) 6,976,386
*Total of the 58 unions with political funds for 1983	8,097,837	6,901,184	5,876,357	7,685,900	8,293,676	(d) 5,133,805	(d) 4,526,029

*National Union of Mineworkers statistical details for 1984 are not yet available (see paragraph 3.9). Corresponding information for year ended 31 December 1983 has also been omitted from the 1983 totals to avoid distortion in comparisons between 1983 and 1984.

Appendix 6

Summary of Statistics – Employers' Associations, 1984

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.

Summary of Statistics – Employers' Associations, 1984
(see paragraph 3.12)

Appendix 6

	GROSS INCOME			Gross Expenditure (c) £000s (4)	TOTAL FUNDS		GROSS ASSETS (a)				Number of Members (11)
	From Members (1) £000s	From Investments (b) £000s	Total Income (c) £000s		Beginning of the year (5) £000s	End of the year (6) £000s	Fixed Assets (7) £000s	Investments (8) £000s	Other Assets (9) £000s	Total Assets (10) £000s	
Employers' Associations each with over £500,000 Total Income:-											
Engineering Employers Federation	1,653	598	2,251	1,957	6,334	7,201	214	6,606	1,317	8,137	18
Engineering Employers West Midlands Association	774	81	1,937	1,976	1,306	1,267	565	590	557	1,712	977
Engineering Employers London Association	691	80	923	912	391	402	93	221	206	520	873
Engineering Employers Western Association	395	38	690	645	180	225	157	112	127	396	344
Central Lancashire Engineering Employers Association	82	11	601	528	90	163	68	**	168	236	184
12 other Engineering Employers Associations in Great Britain and Scotland	2,144	190	2,760	2,692	1,448	1,516	542	441	1,300	2,283	2,407
*National Farmers Union	8,569	513	9,419	9,347	10,684	10,756	8,043	1,039	3,860	12,942	119,951
Building Employers Confederation	5,376	343	6,365	6,030	2,675	3,010	894	2,127	1,439	4,460	9,151
Test and County Cricket Board	—	44	5,953	5,953	—	—	—	—	1,480	1,480	19
*Freight Transport Association	1,063	119	5,315	5,197	1,667	1,785	1,350	774	1,621	3,745	13,555
*General Council of British Shipping }	1,846	253	4,783	4,753	705	735	474	15	3,426	3,915	163
*British Shipping Federation											
Electrical Contractors Association	1,275	839	3,500	3,293	1,946	2,153	114	10,959	2,572	13,645	2,183
*Chemical Industries Association Limited	2,072	129	2,747	2,724	131	154	92	550	250	892	158
British Printing Industries Federation	2,025	115	2,373	2,318	636	691	659	208	265	1,132	2,657
Motor Agents Association	1,926	18	2,237	2,225	1,136	1,148	1,905	**	848	2,753	13,988
Newspaper Society	1,640	93	1,792	1,722	431	501	112	296	386	794	277
National Federation of Retail Newsagents	1,567	113	1,694	1,514	1,496	1,676	375	490	1,017	1,882	29,638
Heating and Ventilating Contractors Association	766	377	1,544	1,545	470	469	74	593	601	1,268	1,199
*Road Haulage Association Limited	942	78	1,524	1,302	1,355	1,577	1,221	18	611	1,850	10,762
National Pharmaceutical Association Limited	1,132	28	1,381	1,292	200	289	148	73	745	966	7,006
Federation of Civil Engineering Contractors	1,131	71	1,380	1,350	521	551	136	231	386	753	423
Federation of Master Builders	1,161	90	1,299	1,206	917	1,010	392	6	895	1,293	19,986
*Incorporated National Association of British and Irish Millers Limited	1,251	11	1,274	1,208	304	370	25	50	429	504	52
British Paper and Board Industry Federation Limited	875	66	1,250	1,174	156	232	79	135	211	425	69
*British Jewellery and Giftware Federation Limited	174	123	1,100	575	298	823	121	315	798	1,234	1,644
Newspaper Publishers Association Limited	1,066	5	1,073	1,060	62	75	69	8	155	232	11
Dairy Trade Federation	733	—	1,039	1,064	104	79	97	—	151	248	4,100
*Publishers Association	786	28	957	980	-13	-36	54	—	326	380	385
*National Farmers Union of Scotland †	759	45	853	838	372	387	86	160	244	490	15,064
*Builders Merchants Federation	491	37	622	585	94	131	328	**	391	719	902
*Cement Makers Federation	577	18	595	582	-24	-11	15	—	76	91	3
*Scottish Building Employers Federation	562	13	575	555	142	162	19	120	77	216	29
Vehicle Builders and Repairers Association	240	11	536	503	107	140	32	109	123	264	3,296
Representative National Organisation of Employers of Local Authorities Administrative Professional Technical and Clerical Services	514	—	515	532	168	151	—	—	287	287	36
Representative National Organisation of Employers of Local Authorities Services (Manual Workers)	456	—	509	480	126	155	—	—	217	217	43
Total of above employers' associations	46,714	4,578	73,939	70,617	36,615	39,937	18,553	26,246	27,562	72,361	261,553
Total of 114 other listed employers' associations	7,287	770	9,970	9,346	5,284	5,908	1,940	3,524	3,857	9,321	43,689
Total of 172 other unlisted employers' associations	8,329	546	9,902	9,770	3,860	3,992	2,007	1,656	3,627	7,290	19,652
TOTAL of all employers' associations for 1984	62,330	5,894	93,811	89,733	45,759	49,837	22,500	31,426	35,046	88,972	324,894
<i>Total of all employers' associations for 1983</i>	<i>56,311</i>	<i>4,989</i>	<i>83,951</i>	<i>79,406</i>	<i>39,523</i>	<i>44,068</i>	<i>21,000</i>	<i>27,136</i>	<i>29,908</i>	<i>78,045</i>	<i>338,872</i>

*Unlisted employers' associations

**Below £500

†Includes funds of 28 area committees

Appendix 7 (see paragraph 5.8)

TRADE UNION MERGERS COMPLETED IN 1985
under the Trade Union (Amalgamations, etc.) Act 1964

Transfers of engagements effected

Engagements transferred from	To	Transfer Registered on
National Union of Blast-furnacemen Ore Miners Coke Workers and Kindred Trades	Iron and Steel Trades Confederation	15.4.85
Clerical and Secretarial Staffs Association of the University of Liverpool	Association of Scientific Technical and Managerial Staffs	29.4.85
Bank of New Zealand London Staff Association	Association of Scientific Technical and Managerial Staffs	30.5.85
Squibb UK Staff Association	Association of Professional Executive Clerical and Computer Staff (APEX)	3.6.85
Radio and Electronic Officers Union	Merchant Navy and Airline Officers Association	21.6.85
Mercantile Marine Service Association	Merchant Navy and Airline Officers Association	21.6.85
Association of Lecturers in Scottish Central Institutions	Educational Institute of Scotland	6.9.85
RCN Staff Association	Association of Professional Executive Clerical and Computer Staff (APEX)	23.9.85
Grindlays Staff Association	Association of Scientific Technical and Managerial Staffs	13.11.85
National Society of Metal Mechanics	Amalgamated Union of Engineering Workers—Technical Administrative and Supervisory Section	18.11.85

Appendix 7 *cont.* (see paragraph 5.8)

TRADE UNION MERGERS COMPLETED IN 1985
under the Trade Union (Amalgamations, etc.) Act 1964

Amalgamations effected		
Amalgamating Trade Unions	Forming	Amalgamation Registered on
National Union of Mineworkers (Nottingham Area) with National Union of Mineworkers (South Derbyshire Area) and with Colliery Trades and Allied Workers Association	Union of Democratic Mineworkers	6.12.85

EMPLOYERS' ASSOCIATION MERGERS COMPLETED IN 1985
under the Trade Union (Amalgamations, etc.) Act 1964

Transfer of engagements effected		
Engagements transferred from	To	Transfer Registered on
Engineering Employers Association of South Wales	Engineering Employers West of England Association	28.1.85

Amalgamations effected		
Amalgamating Employers Associations	Forming	Amalgamation Registered on
Southern Representative Provincial Organisation of Employers Local Authorities Administrative Technical and Clerical Services with Mid-Southern Representative Provincial Organisation of Employers Local Authorities Services	Southern and Mid-Southern Provincial Local Authorities Employers Organisation	24.6.85 effective 1.7.85

Appendix 8 (see paragraph 4.3)

TRADE UNIONS MAINTAINING MEMBERS' SUPERANNUATION SCHEMES AT 31 DECEMBER 1985

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

Amalgamated Society of Wire Drawers and Kindred Workers
Amalgamated Union of Engineering Workers—Engineering Foundry and Construction Section
Amalgamated Union of Engineering Workers—Technical Administrative and Supervisory Section (2 schemes)
Associated Society of Locomotive Engineers and Firemen

Bradford and 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

Appendix 9 (see paragraph 7.10)

REFUNDS OF BALLOT COSTS, 1985

Trade Union	Amount Paid £
Amalgamated Union of Engineering Workers— Engineering Foundry and Construction Section	1,199,922.19
Association of Public Service Finance Officers	628.95
Electrical Electronic Telecommunication and Plumbing Union	168,443.67
Immigration Service Union	511.98
Institute of Journalists	509.08
National and Provincial Building Society Staff Association	868.66
Professional Association of Teachers	6,175.07
Retail Book Stationery and Allied Trades Employees Association	1,539.34
Royal College of Nursing of the United Kingdom	8,538.33
Society of Radiographers	2,879.64
Undeb Cenedlaethol Athrawon Cymru: (National Association of Teachers of Wales)	1,965.23

Appendix 10 (see paragraphs 5.10 to 5.12)

STATEMENT OF THE REASONS FOR DECISIONS OF THE CERTIFICATION OFFICER ON COMPLAINTS MADE UNDER SECTION 4 OF THE TRADE UNION (AMALGAMATIONS, ETC.) ACT 1964

K RICHARDS

AND

NATIONAL UNION OF MINeworkERS (SOUTH DERBYSHIRE AREA)

Date of complaints 5 December 1985

Date of Decisions 6 December 1985

1. Ballots were held in October 1985 on a resolution to approve an amalgamation between the National Union of Mineworkers (Nottingham Area), the National Union of Mineworkers (South Derbyshire Area) and the Colliery Trades and Allied Workers Association. In each case a majority of those voting approved the terms of the amalgamation, and an application to register the Instrument of Amalgamation was made on 25 October.
2. On 5 December Mr Kevin Richards, acting through his solicitor, Seifert Sedley Williams, submitted to me written objections concerning the conduct of the ballot in the South Derbyshire Area. Mr Richards was a member of the National Union of Mineworkers (South Derbyshire Area), which hereafter I shall refer to as the South Derbyshire NUM. I treated his submission as containing three complaints under section 4 of the Trade Union (Amalgamations, etc.) Act 1964 ("the 1964 Act").
3. Under section 4(3) of the 1964 Act I have the power to dismiss complaints without holding a hearing. After careful consideration I decided to dismiss each of the complaints, and I so informed Mr Richards, through his solicitors, on 6 December. Under section 4(4) of the 1964 Act I am required to furnish a statement of the reasons for my decisions. The reasons for my decisions on Mr Richards' three complaints are set out below.

THE FIRST COMPLAINT

4. Mr Richards headed his first complaint "Members eligible to vote" and began by saying "This is a complaint under section 4(i) and (ii)". I took this to mean section 4(1) (a) and section 4(1) (b) of the 1964 Act. This reading is consistent

with his other references to "section 4(i) and section 4(ii)" in relation to other sections of the 1964 Act found elsewhere in his complaints.

5. In support of the grounds of his complaint Mr Richards quoted three different figures of the number of members eligible to vote in the South Derbyshire Area: those given to him by the solicitor for the South Derbyshire NUM (2,767); those to be found in the South Derbyshire NUM ledgers (2,754); and those he put forward based on what he referred to as the National Coal Board Printout for the week ending 19 October 1985 (2,488). His conclusion from these three figures was that "This would imply that either more people than members were given entitlement to vote or less", and that "Either case amounts to a breach of either or both sections 1(2) (a) or (b)."
6. Consideration must start with the grounds of complaint set out in sections 4(1) (a) and 4(1) (b) of the 1964 Act. The ground of complaint in section 4(1) (a) is that:-

"the manner in which the vote on the resolution was taken did not satisfy the conditions specified in section 1(2) of this Act;"

and the ground in section 4(1) (b) is that:-

"where the vote was taken under arrangements made under section 2(2) of this Act, that the manner in which it was taken was not in accordance with the arrangements;"
7. As to the ground of complaint in section 4(1) (a), Mr Richards directed my attention to the conditions in paragraphs (a) and (b) of section 1(2). The conditions in paragraphs (c) and (d) of section 1(2) were not raised in his complaint.
8. The conditions specified in paragraphs (a) and (b) of section 1(2) are that -

"(a) every member of the union must be entitled to vote on the resolution;

(b) every member of the union must be allowed to vote without interference or constraint and must, so far as is reasonably possible, be given a fair opportunity of voting;"
9. Mr Richards' assertions as to fact consisted of the three figures he quoted (see paragraph 5). He made no assertion as to which, if any, was the correct figure. Even assuming the figures he quoted to be provable in evidence, I do not accept that they bear the implications which Mr Richards claimed for them. I am in no doubt that by themselves, these figures are incapable of

demonstrating as a matter of fact that entitlement to vote was given to more or to fewer people than were members, or that any member wishing to vote was subjected to interference or constraint or was not given a fair opportunity to vote.

10. As to the ground of complaint in section 4(1) (b), that ground refers back to section 2(2) which says -

"For the purposes of the passing of a resolution to approve an instrument of amalgamation or transfer, the committee of management or other governing body of a trade union shall, unless the rules of that union expressly provide that this subsection shall not apply in relation to that union, have power, notwithstanding anything in the rules of the union, to arrange for a vote of the members of that union to be taken in any manner which that body think fit."

Mr Richards did not seek to show that the Union had adopted arrangements under section 2(2), nor what those arrangements were, nor in what respect the manner in which the vote was taken was not in accordance with them. I find nothing in the figures he produced which could of itself demonstrate a departure from voting arrangements made by the Union.

11. For those reasons I decided to dismiss Mr Richards' first complaint.

THE SECOND COMPLAINT

12. Mr Richards headed his second complaint "High percentage of voting". He began by saying "This is a complaint under section 4(ii)", and ended "I submit that each of these instances amount to breaches of section 2(2)." Section 2(2) is, as is clear from paragraph 10 above, concerned exclusively with the power of the committee of management or other governing body of a trade union to make voting arrangements. As the ground of complaint in section 4(1) (b) is that the manner in which a vote was taken was not in accordance with arrangements made under section 2(2), I concluded that his reference to section 4(ii) was intended to be a reference to section 4(1) (b), and I treated the complaint accordingly.
13. Mr Richards again relied on figures to support his complaint. He said that the Electoral Reform Society had registered 2,553 votes cast. Referring back to the figures which he had produced for his first complaint he concluded that, taking the South Derbyshire Area as a whole, 2,553 votes would represent -

on South Derbyshire NUM figures	92.27% of the membership,
on South Derbyshire NUM ledger figures	92.7% of the membership,
on NCB figures	97.45% of the membership.

14. Mr Richards then produced figures in relation to three of the branches within the Area where, he said, observers had noted the number of ballot papers issued. His figures read:

"Ballot papers issued

Rawden	785
Donisthorpe	804
Cadley Hill	778

Compared with numbers entitled to vote (South Derbyshire NUM Ledger).

Rawden	834
Donisthorpe	871
Cadley Hill	851
	<hr/>
	2556

This gives the percentage vote for each pit of:

Rawden	$\frac{785}{834} \times 100 = 94.13\%$
Donisthorpe	$\frac{804}{871} \times 100 = 92.3\%$
Cadley Hill	$\frac{778}{851} \times 100 = 91.4\%$

15. Finally, Mr Richards produced figures showing that the absentee rates for the three branches over the two days on which voting took place were

Rawden	17 October 1985	12.9%
	18 October 1985	15.3%
Donisthorpe	17 October 1985	14.6%
	18 October 1985	20%
Cadley Hill	17 October 1985	14.8%
	18 October 1985	19.4%

16. Again, Mr Richards did not seek to show that the Union had adopted arrangements under section 2(2), nor what those arrangements were, nor in what respect the manner in which the vote was taken was not in accordance with them. His sole contention was that the figures show the percentage of members voting was substantially higher than the percentage who attended work, and that this raised an "irresistible inference... that either members voted more than once or non-members voted or there was a mathematical error". Even assuming that Mr Richards had proved in evidence all the figures that he introduced, I find no "irresistible inference" from these figures that there was irregularity in the conduct of the vote of the kind he suggested.

Nor do I find anything in the figures he produced which could of itself demonstrate a departure from voting arrangements made by the Union.

17. For those reasons I decided to dismiss Mr Richards' second complaint.

THE THIRD COMPLAINT

18. Mr Richards headed his third complaint "Sick members". The terms of the complaint were brief and I set them out in full -

"I submit this claim under section 4(i). I have been informed that at least one member registered as sick was unable to cast his vote, this is a contravention of section 1(2) (b)".

Again, I treated the reference to section 4(i) as an intended reference to section 4(1) (a), which is the only ground of complaint which relates directly to the conditions specified in section 1(2). As already indicated the condition specified in section 1(2) (b) is that -

"every member of the union must be allowed to vote without interference or constraint and must, so far as is reasonably possible, be given a fair opportunity of voting;"

19. In support of his claim that the conditions in section 1(2) (b) were not satisfied Mr Richards said no more than that he had been informed that at least one member registered as sick had been unable to cast his vote. But even if it were proved that one member of the Union, or perhaps more than one member, had been unable to vote because he was ill throughout the period of the vote, that fact alone would not make a case that there had been interference or constraint, or that the member or members concerned had been denied a fair opportunity to vote. The further issue of whether the Union had done all that was reasonably possible to give that sick member, or others, a fair opportunity to vote was not addressed at all by Mr Richards.
20. In putting his complaint in these terms, Mr Richards in effect required me to draw a particular inference against the Union from a circumstance which, even if proved, bears no necessary inference that I can discern. I am in no doubt that this circumstance did not and could not of itself demonstrate a failure to satisfy one or more of the conditions specified in section 1(2) (b) of the 1964 Act.
21. For that reason I decided to dismiss Mr Richards' third complaint.