

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 1984

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Annual Report
of the Certification Officer
1984

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I have pleasure in sending you the report on my activities during 1984.

ALAN BURRIDGE
Certification Officer

15 February 1985

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INTRODUCTION

This is the ninth Annual Report to be published since the post of Certification Officer was established under section 7 of the Employment Protection Act 1975. It covers my activities during the calendar year 1984.

During 1984 my functions involved the following responsibilities:-

under the Trade Union Act, 1913—for ensuring observance of the statutory procedures governing the setting up and operation of political funds, 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 the provisions of a Scheme made by Regulations of the Secretary of State for Employment.

A separate chapter discusses each of these functions.

The Trade Union Act 1984 has added to my statutory functions. The responsibilities involved in these new functions, which will commence during 1985, are as follows:-

under Part III of the 1984 Act—for approving the ballot rules of a trade union with a political resolution in force that wishes to continue to spend money on political objects and that is required to pass a new political resolution on a further ballot of the members ("a review ballot") at least once every ten years. Part III comes into force on 31 March 1985 and amends the Trade Union Act 1913;

under Part I of the 1984 Act—for receiving and determining applications that a trade union has failed to comply with one or more of the provisions of Part I of the Act which imposes a duty on trade unions to hold secret ballots for elections to certain positions. Part I comes into operation on 1 October 1985.

Additionally, the Funds for Trade Union Ballots Regulations 1984 (S.I. 1984 No. 1654), which come into operation on 5 February 1985, revise the current Scheme under the Employment Act 1980 whereby independent trade unions can apply to me for refund of certain costs incurred in the holding of secret postal ballots. In particular, the 1984 Regulations will enable independent trade unions to claim towards the cost of secret postal ballots held under the Trade Union Act 1984.

Although these additional responsibilities do not come into effect until 1985 they have led to a considerable amount of preliminary work during the year, particularly the preparation of a guidance pamphlet and model ballot rules for the assistance of those unions affected by Part III of the 1984 Act.

As regards my present functions, public interest in the internal affairs and accounts of trade unions continued during 1984 but the number of complaints to me by trade union members alleging breaches of political fund rules by their unions fell to the lowest level in a full year since the Office was established. In contrast the trend towards mergers of trade unions gathered momentum. The number recorded in 1984 was the highest in any one year and several more long-established craft unions lost their identity through transfers of engagements. It is likely that even more mergers will take place in 1985. The number of trade unions applying for funds available for trade union secret postal ballots remained much the same as in earlier years although there was evidence at the end of the year of interest from some unions affiliated to the TUC.

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 the Secretary of State for Employment.

During the year Mr M V Scott retired from the position of Assistant Certification Officer and was replaced by Mr C W Wheatley. Mr J L J Craig, WS, continued to hold his appointment as Assistant Certification Officer for Scotland.

Accounts of the Office prepared under paragraph 35 of Schedule 1 to the Employment Protection Act 1975 are published separately by order of the House of Commons. The net cost of the Office for the year ended 31 March 1984 was £296,535. The statutory fees to be paid for certain items of work undertaken by the Office were not increased during 1984.

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, 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. Section 28 was reproduced in full in the 1983 Report, paragraph 1.13.

1.3 Any organisation aggrieved by the refusal of the Certification Officer to enter its name in the relevant list may appeal to the Employment Appeal Tribunal.

1.4 For trade unions, listing is an essential preliminary to applying for a certificate of independence under section 8 of the Employment Protection Act 1975; it also entitles them to 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. For organisations having their head office in Scotland the lists 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 a 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 1984

1.7 As required by section 8(9) of the 1974 Act this Report includes the lists as at 31 December 1984. These are reproduced as Appendices 1 and 2. The lists at that date comprised 413 trade unions and 158 employers' associations.

1.8 Changes during 1984 are summarised in the table below:-

	<i>On lists at 31 December 1983</i>	<i>Changes between 1 January 1984 and 31 December 1984</i>		<i>On lists at 31 December 1984</i>
		<i>Additions</i>	<i>Removals</i>	
Trade Unions	442	8	37	413
Employers' Associations	157	6	5	158

1.9 The 8 additions to the list of trade unions consisted of 7 newly-formed unions of which two were formed by amalgamations and one existing union which had not previously applied for listing. Of the 37 trade unions removed from the list 22 had ceased to exist because of mergers and 15 had been dissolved. One application for listing was refused.

1.10 Of the 6 employers' associations added to the list one was newly-formed and 5 had been in existence for three years or more. The 5 removals from the list were due to the associations concerned having 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 there were at the end of the year 61 trade unions and 201 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.

Liaison with the Department of Employment

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

*For the 1984 statistics, see the Employment Gazette for January 1985 pages 28 to 30.

Trade Union Independence

The statutory provisions

2.1 Section 30(1) of the Trade Union and Labour Regulations 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 involving a visit to the union's principal officers. The process of monitoring the affairs of selected unions continued.

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 not on the grounds of a union's success or failure in one area alone. He is not required to take into account whether the development of a new trade union is desirable; nor is he called upon to consider the effect the issue of a certificate might have on good industrial relations.

Applications

2.7 Ten applications for a certificate of independence were received during 1984, one more than in 1983. None of them attracted an objection from a third party. Two of the applications were made by newly formed trade unions following amalgamations where each of the unions involved had held a certificate of independence immediately prior to the effective dates of the mergers.

Decisions

2.8 During the year 10 certificates were issued. No application was refused. Twenty-one certificates were cancelled because the unions concerned had ceased to exist. Amalgamations and transfers of engagements accounted for 17 of these cancellations. Details are given in Appendix 3.

2.9 Cumulative totals from 1 February 1976 to 31 December 1984 are as follows:-

Certificates issued and in force	263
Certificates issued and subsequently cancelled	93
Applications refused	50
Applications withdrawn or lapsed	11
Applications under consideration at 31 December 1984	5
Applications in abeyance awaiting further union action	3
Total number of applications received (including references by ACAS)	425

The 93 cancelled certificates consisted of 79 where the union had ceased to exist because of a merger, 12 where the union had been dissolved and two where the organisation concerned ceased to be a trade union within the meaning of section 28 of the 1974 Act.

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

Annual Returns and Accounts

The statutory provisions

3.1 Section 10 of the Trade Union and Labour Relations Act 1974 provides that every trade union and employers' association (except one which consists wholly or mainly of representatives of constituent or affiliated organisations) must keep proper accounting records in respect of its transactions, assets and liabilities, and must establish and maintain a satisfactory system of control of its accounting records, its cash holdings and all its receipts and remittances. The accounting records kept must be such as are necessary to give a true and fair view of the state of affairs of the organisation and to explain its transactions.

3.2 Under section 11 of the Act the organisation (unless it has been in existence for less than 12 months) is also required to submit an annual return to the Certification Officer in the 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. Four such directions were issued during 1984.

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 receipts and payments, membership and assets 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 the statutory requirements have not, in his opinion, 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 1984 the Office again concentrated on the problem of the late submission of annual returns and has been in contact with all organisations which have been unable to meet the time limits in respect of their 1983 returns. The improvement in punctuality noted in recent reports continues. It is not always the same organisations which are late each year in submitting returns. It is more the case that from time to time some organisations encounter particular difficulties (such as the appointment of new auditors or the illness of senior officials) which upset time scales and lead inevitably to the late completion of returns. However, in the great majority of these cases the organisations concerned make every effort to submit returns at the earliest possible time.

3.9 Various problems concerning compliance with the accounting provisions of the Act came to light during the year but none has given rise to any major difficulty. In most cases corrective action has been agreed with the organisation concerned. The 1983 Report (paragraph 3.9) referred to long-term problems under discussion with three large unions. Following further meetings with officers of the unions concerned all three unions have now agreed to take action which will resolve these problems, although in one case the provision of full information will depend on completion of computerisation of records now being put in hand.

Returns for 1983

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 1983. This is because the Office's information is derived from the annual returns (which include audited accounts) for 1983, submitted during 1984, the year covered by this report.

3.11 At the end of 1983 there were 23 trade unions with over 100,000 members. As mentioned in the 1983 Annual Report the three trade unions formed by amalgamation in 1982 were not required to submit a return for that year. Returns have now been received from these trade unions; they are included in the statistics in Appendices 4 and 5 and cover the following periods:-

General Municipal Boilermakers and Allied Trades Union
-1 December 1982 to 31 December 1983

National Graphical Association (1982)
-29 March 1982 to 24 September 1983

Society of Graphical and Allied Trades 1982 (SOGAT)
-5 July 1982 to 30 September 1983.

3.12 Appendix 6 shows that at the end of 1983 there were 33 employers' associations with an income of over £500,000.

3.13 The total of 812 returns received for 1983 was made up as follows:-

Listed trade unions	432
Unlisted trade unions	43
Listed employers' associations	153
Unlisted employers' associations	184

Trade unions

3.14 Statistics about the membership and finances of trade unions derived from 1983 returns are given in Appendix 4, together with comparative totals for 1982. Separate figures are shown for unions with over 100,000 members, as well as aggregate figures for other listed and unlisted unions.

3.15 *Comparability with 1982 figures.* The statistics in Appendix 4 are based on 475 returns from 432 unions compared with 497 returns from 456 unions for 1982. 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 11,300,000. The major unions with a membership of over 100,000 named in Appendix 4 accounted for 9,040,000 members or 80 per cent of the total.

3.17 Total trade union membership fell during 1983 by almost 450,000 maintaining the downward trend noted in three previous Annual Reports. Trade union returns record the loss of nearly two million members since 1979 when membership stood at 13.2 million.

3.18 The following table shows changes of 10,000 or more in the membership of individual unions between December 1982 and December 1983:-

Changes in Trade Union Membership

	Membership (000's)		
	1982	1983	Difference
<i>Increase:-</i>			
Amalgamated Union of Engineering Workers —Technical Administrative and Supervisory Section	172	215*	+43
<i>Decreases:-</i>			
Transport and General Workers Union	1,633	1,547	-86
Amalgamated Union of Engineering Workers —Engineering Section	1,002	944	-58
National Union of Mineworkers	370	318	-52
Union of Shop Distributive and Allied Workers	417	403	-14
National Union of Public Employees	702	689	-13
Electrical Electronic Telecommunication and Plumbing Union	416	405	-11
National Union of Teachers	260	250	-10

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. It should be emphasised however that such transactions would be of an exceptional and occasional nature.

3.20 In 1983 the gross income of trade unions was £406.3 million compared with £369.6 million in 1982. Income from members rose from £298.1 million to £322.9 million, reflecting higher subscription rates. Income from investments rose from £31.4 million to £32.8 million.

*Includes membership transferred from the former National Union of Sheet Metal Workers, Coppersmiths and Heating and Domestic Engineers.

3.21 *Expenditure.* Gross expenditure rose from £310.4 million in 1982 to £355.1 million in 1983. Payments on unemployment benefit, dispute benefit and administration expenses increased compared with 1982 as the following table shows:—

Changes in Expenditure

	1982 (£ million)	1983 (£ million)	Percentage change
Gross expenditure including:—	310.4	355.1	+14.4%
(a) total benefits to members including	35.8	49.5	+38.3%
(i) unemployment benefit	1.7	4.0	+135.3%
(ii) dispute benefit	7.1	11.6	+63.4%
(b) administration expenses and other outgoings*	235.1	262.0	+11.4%

3.22 The table below shows the average contribution and total income per member in 1983 together with average expenditure on benefits and administration and total expenditure per member. Similar figures are included for 1982.

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
1983	3595p	2858p	35p	103p	438p	2319p	3143p
1982	3147p	2538p	15p	61p	305p	2002p	2643p

The amounts given are based on total membership which was smaller in 1983 than in 1982. In some unions not all members contribute for every benefit.

3.23 *Funds.* The figures given in Appendix 4 include both general funds and others where applicable, eg. contingency, superannuation and political funds.** During 1983 total funds increased from £431.1 million to £468.5 million.

*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.

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

3.24 *Assets* At the end of 1983 gross assets of trade unions amounted to £510.8 million, of which £135.7 million were fixed assets and £229.4 million were investments. Total assets increased by £35.4 million and fixed assets by £8.9 million. Investments increased by £14.5 million.

Employers' associations

3.25 Statistics about the finances and membership of employers' associations derived from the 1983 returns are given in Appendix 6, together with comparative totals for 1982. Separate figures are given for each association (including some which are unlisted) whose return for 1983 showed its total income as more than £500,000. Aggregate figures are given for other listed and unlisted employers' associations.

3.26 *Comparability with 1982 figures.* The statistics in Appendix 6 are based on returns from 326 employers' associations compared with returns from 341 associations for 1982. 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 1983 the gross income of employers' associations was £84.0 million compared with £77.5 million in 1982. Income from members rose from £54.3 million to £56.3 million and income from investments fell from £5.5 million to £5.0 million. Gross expenditure increased from £75.3 million to £79.4 million.

3.28 *Funds.* The figures given in the Appendix include both general funds and, where applicable, funds maintained for specific purposes. During 1983 total funds increased from £40.6 million to £44.1 million.

3.29 *Assets.* At the end of 1983 gross assets of employers' associations amounted to £78.0 million of which £21.0 million were fixed assets and £27.1 million were investments. Total assets increased by £7.5 million, fixed assets by £0.6 million and investments by £4.3 million.

The Accountancy Bodies' Guidance Statement

3.30 A revised guideline giving guidance to auditors on the special factors to be considered in the application of Auditing Standards to trade unions and employers' associations was issued in August 1984.

Public inspection of annual returns

3.31 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.

Superannuation Schemes

The statutory provisions

4.1 The Trade Union and Labour Relations Act 1974 (as amended) requires that any members' superannuation scheme maintained by a trade union or employers' association* must be examined periodically by a qualified actuary and a copy of each actuarial report sent to the Certification Officer. The actuarial examination is required to be made not later than five years after the effective date of the preceding examination but the Certification Officer has power to direct that in any particular case the period of five years may be reduced to such shorter period as he may specify. The Certification Officer also has power to exempt a members' superannuation scheme from actuarial examination, or from periodical re-examination, if he is satisfied that, by reason of the small number of members to which the scheme is applicable, or for any other special reasons, it is unnecessary for the scheme to be examined. No trade union or employers' association may maintain a members' superannuation scheme, whenever established, 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 shall be supplied free of charge to any member of the trade union or employers' association on application.

The actuarial report

4.2 The statutory provisions require that the report made 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 Association of Patternmakers and Allied Craftsmen, transferred its engagements to the Amalgamated Union of Engineering Workers—Technical Administrative and Supervisory Section which already maintains one superannuation scheme. In addition one scheme maintained by the National Graphical Association 1982 ceased to pay benefit by way of pension and no longer fell within the scope of the Act. As a result, at the end of the year there were 28 superannuation schemes maintained by 21 trade unions. They are listed in Appendix 8. Nine of these schemes were exempt from actuarial examination.

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

Reports: 1984

4.4 Actuarial reports were due from 7 unions in respect of 9 schemes maintained by them. One of these reports was outstanding from previous years. The details show that at the end of the year 3 reports were still awaited.

1st Report		2nd Report		3rd Report		4th Report	
Due	Received	Due	Received	Due	Received	Due	Received
NIL	NIL	3	2	5	3	1	1

The six reports received were from:—

National Graphical Association 1982 (Plate Preparers Section)
(2nd Report)

National Graphical Association 1982 (Litho Trade Group Printers)
(3rd Report)

Society of Graphical and Allied Trades 1982 (Printing Machine Branch)
(2nd Report)

Bradford and District Power Loom Overlookers Society
(3rd Report)

National Union of Hosiery and Knitwear Workers
(3rd Report)

Associated Society of Locomotive Engineers and Firemen
(4th Report)

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

National Graphical Association 1982 (Electrotypers and Stereotypers Superannuation and Death Benefit Fund) - due by 26.3.84*

National Union of Flint Glass Workers - due by 31.12.84

Amalgamated Union of Engineering Workers - Technical Administrative and Supervisory Section (Sheet Metal Workers) - due by 31.12.84

The Office is in contact with the above unions and it is expected that all three reports will be submitted in the near future.

*Report since received.

Amalgamations, Transfers of Engagements and Changes of Name

The statutory provisions

5.1 The Trade Union (Amalgamations, etc.) Act 1964 ('the Act') and the Trade Unions and Employers' Associations (Amalgamations, etc.) Regulations 1975, as amended, lay down procedures governing two types of mergers—*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 and all the amalgamating bodies cease to exist.

5.3 Organisations proposing to enter into a transfer of engagements or an amalgamation must prepare an instrument setting out the proposed terms of the merger and an explanatory notice to members. These documents are formally submitted to the Certification Officer and must have his approval before a ballot of members can be held to approve the instrument.

5.4 In a transfer of engagements, only the members of the transferor organisation vote on the resolution to approve the instrument; an amalgamation requires a favourable vote by the members of each amalgamating organisation. If the required majority of votes recorded in each ballot is in favour of the merger, application to register the instrument is made to the Certification Officer.

5.5 An interval of six weeks must elapse between 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. If after hearing both sides the Certification Officer 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 £1.25.

Mergers effected

5.7 During 1984 the procedures laid down by the Act were used to bring about 16 transfers of engagements and 2 amalgamations of trade unions—the highest number of mergers recorded in a year since the Office was established in 1976. The details are given in Appendix 7. No merger took place involving employers' associations.

5.8 The two amalgamations and 16 transfers of engagements of trade unions which took place during the year involved 142,302 members. One amalgamation—the Association of Broadcasting and Allied Staffs and the National Association of Theatrical Television and Kine Employees to form the Entertainment Trades Alliance—concerned 40,784 members; the other amalgamation, although dealing with much smaller numbers of members, brought together four representatives' associations to form a new union—the Cadbury Schweppes Representatives Association. The two transfers of engagements within the Amalgamated Union of Engineering Workers, referred to in paragraph 5.9 below, concerned 64,684 members. Two other transfers of engagements resulted in long-established trade unions going out of existence. The Association of Patternmakers and Allied Craftsmen which was formed in 1872 merged with the Amalgamated Union of Engineering Workers—Technical Administrative and Supervisory Section, and the Sheffield Sawmakers Protection Society whose history goes back to 1797 merged with the Transport and General Workers Union.

Amalgamated Union of Engineering Workers

5.9 The transfers of engagements of the Amalgamated Union of Engineering Workers Foundry Section and the Amalgamated Union of Engineering Workers (Constructional Section) to the Amalgamated Union of Engineering Workers—Engineering Section, were at last effected during the year. In 1980 an earlier attempt by these organisations to merge failed because the Certification Officer refused to approve the instruments of transfer on the grounds that the rules of the AUEW—Engineering Section (incorporating the rules of the AUEW itself) were inconsistent with the terms of the proposed instruments. The circumstances are outlined in the Certification Officer's Annual Report for 1981, paragraphs 5.10 to 5.12. The parties then appealed to the Court of Appeal but in October 1982 the Court unanimously dismissed the appeal (Certification Officer's Annual Report for 1982, paragraph 5.31). Subsequently, the parties to the proposed mergers and their legal advisers discussed with the Certification Officer the basis on which approval of the instruments of transfer could be given. Following these discussions the parties, early in 1984, submitted revised instruments of transfer and indicated that the rules of the AUEW were to be changed so that there would be no inconsistency between the rules and the terms of the instruments. In the light of these developments the Certification Officer was able to approve the instruments of transfer in July 1984. After the members of the two AUEW Sections had voted in favour of the resolutions to merge, the transfers of engagements were registered on 23 October 1984.

Position at 31 December 1984

5.10 During 1984 the Office was concerned with 40 proposed mergers of trade unions and two proposed mergers of employers' associations. Eighteen mergers involving trade unions became effective during the year. In two other cases (including one employers' association) members had voted in favour of the resolution to merge but registration had not taken place by 31 December. Twenty-two other cases remained in various stages of progress at the end of the year. It was known to the Office that a further 30 mergers were in prospect.

Complaints

5.11 The 1981 Annual Report sets 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 a ballot to approve an instrument of amalgamation or transfer. It also explains the Certification Officer's powers to deal with such a complaint. No complaint was received during 1984.

Advice on procedure

5.12 The Office's *Guide to Transfers of Engagements and Amalgamations* explains the merger procedures in detail and sets out, with explanatory notes, the matters which are 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 timetables.

Changes of name

5.13 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 1984 such approval was given to the changes of name of the 5 trade unions and 2 employers associations shown below:—

TRADE UNIONS		Effective date
From	Coventry Economic Building Society Staff Association	
To	Coventry Building Society Staff Association (Ceased to exist on 27.3.84—see Appendix 7)	9.1.84
From	Leek and Westbourne Staff Association	
To	Britannia Building Society Staff Association	24.2.84
From	Amalgamated Union of Engineering Workers— Engineering Section	
To	Amalgamated Union of Engineering Workers— Engineering Foundry and Construction Section	23.10.84
From	National Union of Domestic Appliance and General Metal Workers	
To	National Union of Domestic Appliances and General Operatives	1.11.84

From
To

Society of Remedial Gymnasts
Society of Remedial Gymnastics and Recreational
Therapy Ltd 1.11.84

EMPLOYERS' ASSOCIATIONS

From
To West Midlands Engineering Employers Association
Engineering Employers West Midlands Association 6.2.84

From
To National Federation of Building Trades Employers
Building Employers Confederation 1.3.84

Changes of name of 4 unlisted trade unions were reported to the Office in 1984.

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. The proposal to do so must be endorsed by a simple majority in a ballot of the members held under rules approved by the Certification Officer, by whom the rules governing the political fund must also be approved.

6.2 The Act requires the 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 give notice of their objection in accordance with the Act 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 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.

Trade Union Act 1984

6.5 The Trade Union Act 1984 received Royal Assent on 26 July. Part III of the Act, which comes 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 prior to 31 March 1976 must conduct a review ballot by 31 March 1986. The review ballot must be held in accordance with rules which must be approved by the Certification Officer. Part III also sets out a number of requirements on which the Certification Officer must be satisfied before he may approve a trade union's rules for a review ballot or a ballot to establish a political fund and redefines the political objects mentioned in para. 6.1 above.

6.6 The Office published a pamphlet (A Guide to Political Fund Review Ballots*) during the latter part of the year. This provides guidance to those trade unions affected by the new legislation about procedures to be followed in conducting a review ballot. Copies of the pamphlet were sent to the TUC and to all the trade unions concerned. The Office also prepared model ballot rules which trade unions will be able to adopt so as to conduct a review ballot in accordance with the requirements of the 1984 Act.**

Number of organisations maintaining political funds at 31 December 1984

6.7 Last year it was reported that there were 59 trade unions and two employers' associations which maintained political funds at the end of 1983†. However, one trade union, the Cloth Pressers Society, had ceased to maintain its fund during that year and the correct number of trade unions maintaining a political fund at 31 December 1983 was therefore 58.

6.8 During 1984 one new political fund was established by a trade union: the Amalgamated Society of Textile Workers and Kindred Trades. This union had previously maintained a political fund but had rescinded its political fund rules in 1982. Six trade unions with political funds ceased to exist as a result of mergers. They were:—

- Amalgamated Union of Engineering Workers (Constructional Section);
- Amalgamated Union of Engineering Workers—Foundry Section
- Association of Patternmakers and Allied Craftsmen
- National Union of Insurance Workers Prudential Section
- Liverpool Victoria Section of the National Union of Insurance Workers
- National Association of Theatrical Television and Kine Employees

One employers' association, the National Farmers Union, rescinded its political fund rules. The number of organisations which maintained political funds at 31 December 1984 was therefore 54: 53 trade unions and one employers'

*The Guide is available from the Office.

**The model ballot rules are available from the Office.

†Annual Report 1983 paragraph 6.6.

*The Office provides model political fund rules on request.

association. Trade unions with political funds at that date are identified in Appendix 1; the employers' association was the National Association of Shopkeepers of Great Britain and Northern Ireland.

Political funds of trade unions at 31 December 1983

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 the returns of the 58 trade unions mentioned in paragraph 6.7 which maintained political funds at the end of that year.

6.10 Annual returns showed the total income of political funds as £8.4 million in 1983 compared with £7.1 million in 1982, and expenditure £9.1 million as compared with £5.9 million. Total funds at the end of 1983 were £6.6 million compared with £7.6 million at the end of 1982.

Political fund membership

6.11 Appendix 5 also gives membership information provided by the 58 unions which maintained political funds at 31 December 1983. 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 63 unions with political funds at 31 December 1982.

6.12 It has been the practice in previous years to express the relationship of political fund membership to total membership as a percentage. Some commentators have tended to draw somewhat misleading conclusions from these percentages, particularly in the case of unions with special categories of members, and so the presentation of these percentages in Appendix 5 has been discontinued. The difference between columns 2 and 3 of that Appendix now reflects more closely the number of members in a union who have exercised their rights under the 1913 Act to be exempt from making the political contribution. However, this calculation may still not be accurate in the case of some unions which have special categories of members who pay a nominal contribution to the general fund but are not required to contribute to the political fund.

Political funds of employers' associations at 31 December 1983

6.13 As mentioned in paragraph 6.7 two employers' associations maintained political funds at 31 December 1983. These were the National Farmers Union and the National Association of Shopkeepers of Great Britain and Northern Ireland. The total income of political funds maintained by these associations was £18,200 in 1983 compared with £23,200 in 1982; expenditure was £200,

compared with £16,300 in the previous year. The funds totalled £222,900 at the end of 1983 compared with £204,900 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 86 such notices during 1984 compared with 58 in 1983.

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. Thirteen trade unions had amendments approved in this way in 1984.

Complaints

6.16 During 1984, 7 trade union members complained to the Certification Officer under section 3(2) of the Trade Union Act 1913. This was the lowest number of complaints received in a full year since the Office was established in 1976. The figures for complaints received are:-

1977	18	1981	12
1978	12	1982	24
1979	105	1983	21
1980	20	1984	7

6.17 In addition to the new complaints received during 1984, there were 8 earlier complaints unresolved at 31 December 1983. Of this total of 15 complaints, work was completed on 10 leaving 5 still under consideration at 31 December 1984. All 10 completed cases were resolved to the satisfaction of the complainant as a result of action or explanation by the unions concerned. Four of these cases concerned contributions by trade unions towards the purchase of property at Walworth Road—Labour Party HQ and were related to the decision of the Certification Officer in the case of E M L Parkin and ASTMS* which was the subject of an unsuccessful appeal by the Union to the Employment Appeal Tribunal. In all these four cases the complainant declared that he or she was satisfied after the trade union in question had agreed to transfer an appropriate sum from its political fund to its general fund.

The Unions concerned

6.18 The 10 complaints on which work was completed during the year involved 7 trade unions. They are:

Association of Scientific Technical and Managerial Staffs	(2)
General Municipal Boilermakers and Allied Trades Union	(2)

*See 1983 Report Appendix 9 paragraphs 57-86.

National Union of Railwaymen (NUR)
 Society of Graphical and Allied Trades 1982 (SOGAT)
 Transport and General Workers Union
 Transport Salaried Staffs Association
 Union of Communication Workers

(1)
 (1)
 (2)
 (1)
 (1)

Funds for Trade Union Ballots

6.19 *Analysis of complaints.* These 10 complaints involved 13 separate grounds of complaint. Six of the 13 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 on the following grounds:-

- exemption not acknowledged or put into effect
- failure to refund political fund contributions
- union operates a system under which political fund contributions are deducted from exempt members and subsequently refunded.

6.20 *Miscellaneous complaints.* Seven members from 6 trade unions made complaints during 1984 which did not fall within the provisions of section 3(2) of the 1913 Act. The Certification Officer has no authority to deal with such complaints.

Formal hearings

6.21 There were no formal hearings of complaints by trade union members during 1984. However, in September a formal preliminary hearing in respect of one complaint was held to enable the Certification Officer to determine whether the complainant was a member of the trade union concerned at the time when the complaint under section 3(2) of the Trade Union Act 1913 was made and, accordingly, whether the Certification Officer had jurisdiction to entertain the complaint under the 1913 Act.

6.22 Last year it was reported that a formal hearing was to be held in January 1984 of three complaints still under consideration at the end of 1983*. These were identical complaints made jointly by three members of the Association of Scientific Technical and Managerial Staffs (ASTMS). Before the date fixed for the hearing the Union offered, without prejudice, to take certain action in the matter and the hearing was postponed to enable the complainants to consider the Union's proposals. Two of the complainants subsequently agreed that the proposed action would resolve their complaints and accordingly these two complaints are included in the total of 10 on which work was completed during the year. The third complainant decided to continue with the complaint and at the end of the year this complaint remained unresolved.

*Annual Report 1983, paragraph 6.17.

The statutory provisions

7.1 By virtue of section 1 of the Employment Act 1980, as amended, the Certification Officer is empowered to refund certain costs incurred by independent trade unions in the holding of 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.*

7.2 The Scheme applies only to ballots which are so conducted as to secure, so far as reasonably practicable, that those voting may do so in secret.

7.3 The Scheme does not apply to a ballot if the arrangements for the conduct of the ballot do not:

- (a) require those voting to do so by marking a voting paper; and
- (b) provide that those voting shall individually return the voting paper by post to the trade union conducting the ballot or to another person responsible for counting the votes.

The Scheme does not cover non-postal or workplace ballots.

7.4 Regulation 4 provides that the ballot must be held for one or more of the following purposes:-

- (a) obtaining a decision or ascertaining the views of members of a trade union as to the calling or ending of a strike or other industrial action;
- (b) carrying out an election provided for by the rules of a trade union to the principal committee having the executive responsibility for managing the affairs of the trade union, whether known as the executive committee or by any other name;
- (c) carrying out an election provided for by the rules of a trade union to the position of president, chairman, secretary or treasurer of the trade union or to any position which the person elected will hold as an employee of the trade union;
- (d) amending the rules of a trade union;

*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).

- (e) obtaining a decision in accordance with the Trade Union (Amalgamations, etc.) Act 1964 on a resolution to approve an instrument of amalgamation or transfer of engagements;
- (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.

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. The conditions are:-

- (a) that the holding of the ballot was not in contravention of the rules of the trade union;
- (b) that any requirements in the rules of the trade union as to the conduct of the ballot were complied with;
- (c) in the case of a ballot containing a question for the purpose of ascertaining the views of members of a trade union as to the calling or ending of a strike or other industrial action, that, so far as reasonably practicable, the ballot was conducted so as to secure that all members likely to be called upon to participate in the action, or participating in the action, as the case may be, were entitled to vote;
- (d) that those entitled to vote were allowed to vote without interference or constraint;
- (e) that, so far as reasonably practicable, those entitled to vote had a fair opportunity of voting;
- (f) that where the votes on any question have not been counted, the decision not to count them was taken because of a change in circumstances occurring after the first day on which voting papers were despatched or given to persons entitled to vote which materially affected the issue to which the question related;
- (g) that where the votes have been counted, they have been fairly counted;
- (h) in the case of a ballot containing a question within paragraph (f) of Regulation 4 above, that only persons who were union members and were affected by the proposal were entitled to vote.

7.6 With one exception the Certification Officer may not make any payments under the Scheme if he considers that any of these conditions have not been satisfied or if any assurances he requests from the trade union relating to these conditions have not been given. The exception is that the Certification Officer need not withhold payment if he is satisfied that the only condition which has not been complied with is condition (b) above and that the failure to comply had no significant effect on the proper conduct of the ballot.

7.7 The Scheme includes special provisions applying to ballots conducted under the Trade Union (Amalgamations, etc.) Act 1964 on a resolution to approve an instrument of amalgamation or transfer of engagements.

7.8 Payments may be made, within limits laid down in the Regulations, towards the postal costs of the ballot, the stationery and printing costs of voting papers and envelopes, and any relevant literature enclosed with the voting papers. Refunds in respect of approved claims cannot be made earlier than six weeks after the date on which the result of the ballot is published or the date of the application, whichever is the later.

Trade Union Act 1984

7.9 Section 20 of the 1984 Act amends section 1 of the Employment Act 1980 and extends the purposes qualifying for payment under the refund Scheme so as to include ballots held for the following purposes:-

- (a) carrying out an election in relation to which section 2 of the 1984 Act is required to be satisfied; and
- (b) obtaining a decision on a political fund resolution under section 3 of the 1913 Act (provided that the trade union concerned already has a political resolution in force).

7.10 Following the 1984 Act, the Secretary of State for Employment made The Funds for Trade Union Ballots Regulations 1984 (S.I. 1984 No. 1654) which established a new Scheme to come into operation on 5 February 1985. The new Scheme will cover the ballots mentioned in paragraphs 7.4 and 7.9 above and will introduce a number of specific conditions which will be required to be met in relation to the various ballots to which it applies. In particular, the Scheme will provide that as from 1 October 1985, in order to qualify for a refund of costs, the voting papers must have been sent by post (except in relation to ballots about industrial action or pay and conditions of service).

7.11 The new Scheme will permit applications to be made under the existing 1980 Regulations provided (i) that they are made within 6 months of 5 February 1985 and (ii) are in respect of ballots where the ballot period ended between 1 January 1984 and 4 February 1985 inclusive. Applications will no longer be able to be made in respect of ballots held prior to 1 January 1984. Furthermore, with effect from the introduction of the new Scheme applications will have to be made within 6 months of the end of the ballot period.

Applications

7.12 Nineteen applications for refund in respect of 30 ballots were received in 1984, compared with 18 applications in respect of 20 ballots received in 1983. Sixteen of the 19 applications received in 1984 were made by unions which had made one or more applications previously.

7.13 The Certification Officer was able to make payments in respect of 21 ballots. He was unable to make a payment in respect of three ballots by one union because of the applicant's failure to meet the provisions of the Scheme. The remaining 6 ballots were still under consideration at the end of the year.

7.14 Of the ballots where payment was made, claims were met in full in 4 cases; in other cases a reduced payment was made for one or more of the following reasons:-

errors in calculations;

expenditure on items outside the scope of the Scheme eg. charges for inserting ballot literature into envelopes, affixing address labels to envelopes;

ineligible postal costs claimed;

printing and stationery overclaimed eg. cost of printing envelopes in excess of those required for the ballot and suitable for use on a subsequent occasion.

7.15 During 1984, for the first time since the introduction of the Scheme, the Certification Officer exercised his discretion under the Regulations to refund less than the actual cost incurred on an allowable item of expenditure where he considers that cost to have been unreasonable. In the case in question the Certification Officer took the view that the printing charge for the ballot papers was unreasonably high and after taking into account the representations made by the trade union concerned he refunded a reduced amount which he considered would have been a reasonable charge for the printing.

7.16 The Certification Officer made payments during the year totalling £72,498.41. This sum comprised £27,183.53 paid towards the cost of stationery and printing, and £45,318.88 towards postage. It included a payment of £242.09 in respect of an application lodged in 1983.

Guidance on the Scheme

7.17 In previous reports it has been emphasised that it is to the benefit of any trade union proposing to apply for refund towards costs incurred in holding a secret postal ballot to discuss its proposals with the Office at an early date. As explained in paragraphs 7.9-7.11 above, there are significant alterations in the Scheme which operates from 5 February 1985 and trade unions which have previously made applications may also wish to discuss with the Office any further applications they propose to make. A revised version of the pamphlet *Funds for Trade Union Ballots* explaining the Scheme operative from 5 February 1985 was in preparation at the end of the year.

LIST OF TRADE UNIONS AT 31 DECEMBER 1984

Notes:

Trade Unions entered in the list during 1984 are shown in *italics*.

*Denotes a trade union holding a certificate of independence at 31 December 1984.

†Denotes a trade union whose application for a certificate of independence was refused and which had not, at 31 December 1984, obtained a certificate as a result of a subsequent application.

(P) Denotes a trade union which, at 31 December 1984, 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

*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
- 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
- †Bank of New Zealand (London) Staff Association
- *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 Warpings Association
- *Bradford and Bingley Building Society Staff Association

- Bradford and District Power Loom Overlookers Society
- *Britannia Building Society Staff Association
- *Britannic Field Staff Association
- *British Actors Equity Association Incorporating the Variety Artistes Federation
- *British Aerospace (Dynamics Group) Employees Association
- *British Aircraft Corporation Limited Senior Staff Association
- *British Air Line Pilots Association
- *British Association of 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
- Building Trades Union
- †Burmah Engineering Senior Staff Union
- Burnley and District Tape Sizers Protective Society

- Cadbury Schweppes Representatives Association*
- *Cadbury Schweppes Senior Managers 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 and Secretarial Staffs Association of the University of Liverpool
- 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

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

*Diplomatic Service Association
 Dowsett Engineering Construction Limited Staff Association

Electrical and Mechanical Instrument Makers Association
 *Electrical Electronic Telecommunication and Plumbing Union (P)
 *Engineering Officers Technical Association
 *Engineers and Managers Association
 English Chiropodists Association
 *Entertainment Trades Alliance

*Federation of Managerial and Professional Officers Unions
 *Federation of Nursing Personnel
 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)
 Graphic and Creative Arts Association
 *Greater London Council Staff Association
 *Grindlays 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

Halifax and District Powerloom Overlookers Society

*Halifax Building Society Staff Association
 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
 *Merchant Navy and Airline Officers 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) (P)
- *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 Federation of Sub-Postmasters
- *National Graphical Association (1982) (P)
- *National League of the Blind and Disabled (P)
- *National Owner Drivers Association UK
- *National Society of Metal Mechanics (P)
- *National Tile Faience and Mosaic Fixers Society
- *National Unilever Managers Association
- *National Union of Blastfurnacemen Ore Miners Coke Workers and Kindred Trades (P)
- *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 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 (Nottingham Area)
- *National Union of Mineworkers (Power Group Area)
- *National Union of Mineworkers (South Derbyshire 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
 *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
 *Post Office Engineering Union (P)
 *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

 *Radio and Electronic Officers Union
 †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 Remedial Gymnastics and Recreational Therapy Ltd
 *Society of Shuttlemakers (P)
 *Society of Telecom Executives (P)
 *Society of Union Employees (NUPE) (P)
 *Space and Communications Stevenage Staff Association
 *Squibb UK 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
 Trade Society of Machine Calico Printers
 *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 Dexion Workers
- *Union of Shop Distributive and Allied Workers (P)
- *United Association of Power Loom Overlookers
- *United Friendly Agents Association
- *United Friendly Divisional and District Managers Association
- †United Friendly Head Office Management Association
- †United Friendly Insurance Co Ltd Assistant Managers 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 Lecturers in Scottish Central Institutions

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 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 1984

Note: Employers' Associations entered in the list during 1984 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 Northern Master Electrotypers and Stereotypers
 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

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 Engineering Employers Association
 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 Federation
 Engineering Employers London Association
 Engineering Employers Association of South Wales
 Engineering Employers Sheffield Association (South Yorkshire and North
 Midlands)
 Engineering Employers West Midlands Association
 Engineering Employers West of England 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

Hampshire Yacht and Boat Builders 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

Knitted Textile Dyers Federation

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
 Lowestoft Fishing Industry Association

Mastic Asphalt Council and Employers Federation Limited
 Merseyside Master Boatmen and Dock Pilots Association
 Mid-Anglian Engineering Employers Association
 Mid-Southern Representative Provincial Organisation of Employers Local Authorities Services
 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
 Southern Representative Provincial Organisation of Employers Local Authorities Administrative Professional Technical and Clerical Services
 Stourbridge Crystal Glass Manufacturers Association

Test and County Cricket Board
 Thames Ship and Boat Builders Association
 Timber Packaging and Pallet Confederation

Vehicle Builders and Repairers Association

Welsh Engineers and Founders Association
 West Midlands Engineering Employers 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 Floor Covering Contractors (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 Daily Newspaper Society
Scottish Decorators Federation
Scottish Engineering Employers Association
Scottish Glass Merchants and Glaziers Association
Scottish Grocery Trade Employers Association
Scottish House Furnishers Federation
Scottish Lace and Window Furnishing Association
Scottish Newspaper Proprietors Association
Scottish Pharmaceutical Federation
Scottish Woollen Trade Employers Association
Society of Master Printers of Scotland

Appendix 3 (see paragraph 2.8)

DECISIONS ON TRADE UNION INDEPENDENCE DURING 1984

Trade unions issued with certificates of independence

Association of Professional Ambulance Personnel
Cheshire Building Society Staff Association
Entertainment Trades Alliance
Federation of Professional Railway Staff
Heart of England Building Society Staff Association
Ministry of Defence Staff Association
National Association of Chief Environmental Health Officers
National Union of Chief Leisure Officers
Professional Federation of Health Service Chefs
Stable Lads Association

Certificates cancelled because the union ceased to exist owing to a transfer of engagements

Amalgamated Union of Engineering Workers (Constructional Section)
Amalgamated Union of Engineering Workers—Foundry Section
Association for Adult and Continuing Education
Association of Patternmakers and Allied Craftsmen
Bolton and District Powerloom Overlookers Association
Chelsea Building Society Staff Association
COSESA
Coventry Building Society Staff Association
Liverpool Victoria Section of the National Union of Insurance Workers
National Union of Insurance Workers Prudential Section
National Union of Insurance Workers (Royal London Section)
National Union of Textile and Allied Workers (Rochdale Districts)
Northern Textile and Allied Workers Union
Rolls Royce Management Association
Sheffield Sawmakers Protection Society

Certificates cancelled because the union ceased to exist owing to an amalgamation

Association of Broadcasting and Allied Staffs
National Association of Theatrical Television and Kine Employees

Certificates cancelled because the union had been dissolved

Association of Community Homes
Cloth Pressers Society
National Association of Unions in the Textile Trade
Textile Manufacturing Trades Federation of Bolton and Surrounding Districts

Appendix 4

Summary of Statistics – Trade Unions, 1983

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.
- (h) These figures include those of 42 areas and other constituents of the Union which submit separate returns.

Summary of Statistics – Trade Unions, 1983
(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	1,547,443	37,739	3,962	98	41,799	—	1,665	3,988	5,653	30,136	3,863	39,652	(f)52,095	54,242	22,440	26,470	7,928	56,838
Amalgamated Union of Engineering Workers	—	—	—	10	10	—	—	—	—	9	—	9	23	24	(g)	—	24	24
Constructional Section	23,856	805	85	19	909	—	(g)	84	84	756	38	878	1,116	1,147	397	508	250	1,155
Engineering Section	943,538	16,092	1,857	282	18,231	—	1,000	3,082	4,082	11,871	1,736	17,689	(f)19,355	19,897	6,671	11,671	3,305	21,647
Foundry Section	41,287	760	91	7	858	—	2	73	75	709	31	815	736	779	128	597	158	883
Technical Administrative and Supervisory Section	215,052	3,929	235	19	4,183	—	114	228	342	3,320	311	3,973	4,032	4,242	1,761	1,815	1,101	4,677
*General Municipal Boilermakers and Allied Trades Union	875,187	28,332	1,741	2,909	32,982	—	1,913	4,181	6,094	21,666	2,225	29,985	28,354	31,351	10,155	3,631	17,657	31,443
National and Local Government Officers Association	(f)780,037	26,892	1,467	4,030	32,389	—	1,197	489	1,686	13,792	12,010	27,488	26,241	31,142	6,594	18,922	6,690	32,206
National Union of Public Employees	689,046	14,864	868	444	16,176	—	926	1,180	2,106	12,109	1,228	15,443	16,957	17,690	7,578	7,862	3,473	18,913
Association of Scientific Technical and Managerial Staffs	410,000	8,840	270	539	9,649	23	76	205	304	7,017	1,588	8,909	(f)3,442	4,182	5,314	37	3,587	8,938
Electrical Electronic Telecommunication and Plumbing Union	405,041	7,870	718	55	8,643	—	166	819	985	6,304	812	8,101	9,197	9,739	3,358	5,815	1,092	10,265
Union of Shop Distributive and Allied Workers	403,446	7,994	994	311	9,299	34	6	411	451	6,984	759	8,194	7,553	8,658	816	4,283	3,006	8,105
National Union of Mineworkers (h)	318,084	12,705	2,763	3,590	19,058	—	—	2,267	2,267	11,286	860	14,413	(f)32,664	37,309	4,357	21,942	13,755	40,054
Union of Construction Allied Trades and Technicians	259,873	5,198	241	301	5,740	11	18	374	403	4,368	259	5,030	3,559	4,269	1,459	2,865	495	4,819
National Union of Teachers	250,499	6,211	740	1,803	8,754	—	25	198	223	5,528	627	6,378	9,321	11,697	909	10,079	2,634	13,622
Royal College of Nursing of the United Kingdom	230,786	3,404	—	—	3,404	—	—	50	50	3,354	—	3,404	—	—	—	—	1,639	1,639
Confederation of Health Service Employees	222,869	5,600	238	188	6,026	—	24	364	388	4,195	412	4,995	4,381	5,412	2,246	2,487	1,059	5,792
*Society of Graphical and Allied Trades 1982 (SOGAT)	216,639	12,261	898	9,140	22,299	479	53	1,787	2,319	12,233	873	15,425	6,845	13,719	6,081	2,833	6,385	15,299
Union of Communication Workers	196,426	7,666	259	2,246	10,171	—	—	533	533	6,430	2,761	9,724	7,377	7,824	1,169	3,413	3,242	7,824
Civil and Public Services Association	190,832	7,454	247	62	7,763	—	125	272	397	4,436	1,599	6,432	6,428	7,759	3,726	3,229	1,165	8,120
Banking Insurance and Finance Union	156,476	3,604	97	72	3,773	—	39	10	49	3,287	120	3,456	1,742	2,059	1,091	839	383	2,313
National Association of Schoolmasters and the Union of Women Teachers	156,172	2,818	317	314	3,449	—	108	217	325	2,306	87	2,718	3,348	4,079	553	1,145	2,598	4,296
National Union of Railwaymen	143,404	5,389	1,765	3,287	10,441	(g)	1	1,482	1,483	4,543	434	6,460	21,291	25,272	9,402	15,129	1,516	26,047
*National Graphical Association (1982)	133,949	8,530	1,903	2,137	12,570	3,182	289	1,421	4,892	6,896	603	12,391	16,117	16,296	904	13,091	2,713	16,708
Post Office Engineering Union	129,950	8,526	125	111	8,762	—	3,036	1,495	4,531	4,624	899	10,054	4,662	3,370	2,024	627	2,515	5,166
Association of Professional Executive Clerical and Computer Staff (APEX)	100,177	2,735	445	353	3,533	—	44	6	50	2,491	431	2,972	5,662	6,223	1,145	4,309	1,076	6,530
Total of above unions with 100,000 members or more	9,040,069	246,218	22,326	32,327	300,871	3,729	10,827	25,216	39,772	190,650	34,566	264,988	292,498	328,381	100,278	163,599	89,446	353,323
Total of 365 other listed unions with less than 100,000 members	2,231,699	70,947	8,176	7,440	86,563	222	813	5,050	6,085	64,282	4,864	75,231	101,374	112,706	33,755	55,014	35,726	124,495
Total of listed unions	11,271,768	317,165	30,502	39,767	387,434	3,951	11,640	30,266	45,857	254,932	39,430	340,219	393,872	441,087	134,033	218,613	125,172	477,818
Trades Union Congress	—	4,497	395	298	5,190	—	—	677	3,288	1,516	5,481	(f)3,916	3,625	1,510	1,563	1,025	4,098	4,098
Total of 40 other unlisted unions which have submitted returns	28,111	1,266	1,858	10,510	13,634	1	—	2,929	2,930	3,778	2,705	9,413	19,522	23,743	181	9,204	19,489	28,874
TOTAL for all unions for 1983	11,299,879	322,928	32,755	50,575	406,258	3,952	11,640	33,872	49,464	261,998	43,651	355,113	417,310	468,455	135,724	229,380	145,686	510,790
TOTAL for all unions for 1982	11,744,390	298,114	31,377	40,074	369,565	1,726	7,111	26,944	35,781	235,112	39,520	310,413	371,965	431,117	126,824	214,893	133,666	475,383

*The first return of the union covers more than twelve months. See paragraph 3.11.

Appendix 5 Summary of Statistics – Political Funds of Trade Unions, 1983

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 to 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 to seek formal exemption.
- (c) Adjusted figure.
- (d) The number of members contributing to the general fund and the political fund at 31 December 1983 is not yet known to the Union and for this reason columns 2 and 3 have not been completed.
- (e) Excludes membership figure relating to the Association of Scientific Technical and Managerial Staffs.
- (f) Net figure taking account of deficits.
- (g) The union adopted political objects in 1982 but contributions to the political fund did not commence until December 1983. These contributions will be recorded in the 1984 annual return.

Summary of Statistics – Political Funds of Trade Unions, 1983
(see paragraph 6.9)

Appendix

	Total Union Membership	Number of Members contributing to the General Fund	Number of Members contributing to the Political Fund	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)
Amalgamated Textile Workers Union	15,273	15,273	14,540	13,649	22,785	(c)35,159	26,023
Amalgamated Union of Engineering Workers (Constructional Section)	23,856	23,856	17,268	15,885	20,508	31,041	26,418
Amalgamated Union of Engineering Workers—Engineering Section	943,538	735,960	542,584	785,812	781,524	706,161	710,449
Amalgamated Union of Engineering Workers—Foundry Section	41,287	41,287	19,230	26,750	15,479	-11,685	-414
Amalgamated Union of Engineering Workers—Technical Administrative and Supervisory Section	215,052	182,795	113,000	114,400	205,326	261,996	171,070
Associated Society of Locomotive Engineers and Firemen	23,589	23,589	21,954	39,062	66,115	45,852	18,799
Association of Cinematograph Television and Allied Technicians	22,560	19,500	1,666	2,599	6,773	4,191	17
Association of Patternmakers and Allied Craftsmen	7,556	6,156	5,000	5,200	3,805	5,858	7,253
Association of Professional Executive Clerical and Computer Staff (APEX)	100,177	100,177	68,868	96,960	140,953	199,383	155,390
Association of Scientific Technical and Managerial Staffs	410,000	(d)—	(d)—	133,000	115,000	-75,000	-57,000
Bakers Food and Allied Workers Union	37,487	37,487	36,558	33,861	26,323	347	7,885
Ceramic and Allied Trades Union	28,873	28,873	28,496	18,261	20,017	1,708	-48
Confederation of Health Service Employees	222,869	222,869	203,730	299,777	274,036	124,516	150,257
Electrical Electronic Telecommunication and Plumbing Union	405,041	383,829	295,254	169,674	206,375	146,852	110,151
Fire Brigades Union	43,405	43,405	26,999	25,312	29,082	31,305	27,535
Furniture Timber and Allied Trades Union	58,244	51,788	35,529	21,661	21,506	1,159	1,314
*General Municipal Boilermakers and Allied Trades Union	875,187	875,187	759,856	1,903,383	1,436,178	1,423,914	1,891,119
General Union of Associations of Loom Overlookers	1,337	1,337	1,337	636	625	(c)469	480
Iron and Steel Trades Confederation	93,175	44,296	40,165	63,144	61,627	125	1,642
Liverpool Victoria Section of the National Union of Insurance Workers	2,756	2,756	162	50	25	10,911	10,936
Musicians Union	39,091	38,966	34,108	12,616	5,147	-770	6,699
National Association of Colliery Overmen Deputies and Shotfirers	17,079	17,079	16,856	27,128	22,051	43,713	48,790
National Association of Colliery Overmen Deputies and Shotfirers Durham Area	1,346	1,346	1,346	1,557	1,818	1,308	1,047
National Association of Colliery Overmen Deputies and Shotfirers (Northumberland Area)	629	629	622	1,053	506	1,398	1,945
National Association of Colliery Overmen Deputies and Shotfirers (Scottish Area)	1,270	1,270	1,270	1,676	1,099	3,370	3,947
National Association of Colliery Overmen Deputies and Shotfirers (Yorkshire Area)	8,779	4,995	4,951	4,880	4,334	-1,422	-876
National Association of Theatrical Television and Kine Employees	21,123	21,123	10,185	3,434	1,127	17,879	20,186
*National Graphical Association (1982)	133,949	113,619	59,457	86,929	76,595	72,370	82,704
National League of the Blind and Disabled	2,995	2,995	1,362	874	1,066	2,589	2,397
National Society of Metal Mechanics	29,076	27,076	24,078	10,146	15,485	36,355	31,016
National Union of Blastfurnacemen Ore Miners Coke Workers and Kindred Trades	5,057	5,057	2,330	5,266	6,079	5,814	5,001
National Union of Domestic Appliance and General Metal Workers	3,850	3,850	912	1,306	768	963	1,501
National Union of Insurance Workers Prudential Section	13,181	13,181	9,163	9,957	8,116	4,055	5,896

Summary of Statistics – Political Funds of Trade Unions, 1983
cont. (see paragraph 6.9)

Appendix 5
cont.

	Total Union Membership (a) (1)	Number of Members contributing to the General Fund (b) (2)	Number of Members contributing to the Political Fund (a)(b) (3)	POLITICAL FUND			
				Income £ (4)	Expenditure £ (5)	Fund at Beginning of the Year £ (6)	Fund at End of the Year £ (7)
National Union of Mineworkers	318,084	208,051	200,453	656,253	700,223	(c)1,830,468	1,786,498
National Union of Mineworkers (Durham Area)	37,382	11,557	11,496	43,390	40,884	243,555	246,061
National Union of Mineworkers (Kent Area)	3,724	3,724	2,231	276	657	1,086	705
National Union of Mineworkers (Leicester Area)	1,986	1,986	1,974	4,169	8,075	6,225	2,319
National Union of Mineworkers (Northumberland Area)	16,086	5,359	5,357	23,155	17,113	35,664	41,706
National Union of Public Employees	689,046	689,046	670,736	1,175,418	1,260,727	17,189	-68,120
National Union of Railwaymen	143,404	143,404	138,529	272,038	303,280	233,962	202,720
National Union of Scalemakers	1,210	1,210	9	9	2	185	192
National Union of Seamen	28,511	27,650	22,523	20,084	38,353	15,059	-3,210
National Union of Tailors and Garment Workers	76,130	76,130	67,247	70,625	91,720	44,658	23,563
National Union of the Footwear Leather and Allied Trades	41,897	38,115	36,879	20,695	27,622	10,757	3,830
Post Office Engineering Union	129,950	129,950	98,451	160,566	205,847	111,598	66,317
Power Loom Carpet Weavers and Textile Workers Union	3,200	3,200	3,140	4,500	4,202	258	556
Rosendale Union of Boot Shoe and Slipper Operatives	4,191	4,191	4,154	1,235	325	1,966	2,876
Scottish Carpet Workers Union	1,071	1,071	1,068	808	842	145	111
*Society of Graphical and Allied Trades 1982 (SOGAT)	216,639	193,710	121,176	364,293	183,332	—	180,961
Society of Shuttlemakers	67	67	5	1	4	4	1
Society of Telecom Executives	23,005	23,005	17,028	15,576	15,000	—	576
Society of Union Employees (NUPE) (g)	—	—	—	—	—	—	—
Tobacco Workers Union	15,165	15,165	8,274	9,302	18,985	24,199	14,516
Transport and General Workers Union	1,547,443	1,547,443	1,517,782	755,486	1,627,802	1,020,147	147,831
Transport Salaried Staffs Association	56,476	56,476	46,648	70,535	86,740	61,512	45,307
Union of Communication Workers	196,426	196,426	183,325	319,448	251,136	174,976	243,288
Union of Construction Allied Trades and Technicians	259,873	259,873	171,000	136,800	136,595	32,268	32,473
Union of Shop Distributive and Allied Workers	403,446	403,446	369,547	352,583	442,909	253,038	162,712
Total of the 58 unions with political funds for 1983	8,063,099	(e)7,131,861	(e)6,097,868	8,413,143	9,060,628	(f)7,250,803	(f)6,603,318
Total of the 63 unions with political funds for 1982	(e)8,022,322	(e)7,869,194	(e)6,487,830	7,137,131	5,918,887	(f)6,395,036	(f)7,613,280

*The first return of the union covers more than twelve months. See paragraph 3.11.

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 will relate to its activities as a whole and not merely to its industrial relations functions.

Notes

- (a) The gross assets figures take no account of liabilities. The net worth of employers' associations is indicated in column 6.
- (b) Income from Investments includes interest on short term deposits.
- (c) Total Income and Gross Expenditure include all items which increased or decreased an employers' association's funds during the year and are not confined to normal revenue income and expenditure. Tax recoveries and provisions no longer required are therefore included in Total Income.
- (d) Adjusted to take account of later information.

Summary of Statistics – Employers' Associations
(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 (2)	Total Income (c) £000s (3)		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	1,705	507	2,805	1,962	5,491	6,334	131	5,621	1,280	7,032	19
West Midlands Engineering Employers Association	697	41	1,155	1,125	790	820	295	504	159	958	886
Engineering Employers London Association	710	81	947	945	389	391	95	240	214	549	911
Engineering Employers West of England Association	425	31	648	643	175	180	131	67	97	295	361
14 other Engineering Employers Associations in Great Britain	2,424	215	3,395	3,175	1,830	2,050	867	743	1,666	3,276	2,808
*National Farmers Union	8,367	573	9,091	8,843	10,436	10,684	7,705	1,138	3,724	12,567	121,494
National Federation of Building Trades Employers	5,117	344	6,110	5,752	2,317	2,675	894	1,752	1,266	3,912	9,465
*General Council of British Shipping	2,371	123	5,553	5,603	755	705	535	15	4,860	5,410	177
*British Shipping Federation											
*Freight Transport Association Limited	993	131	4,866	4,682	1,482	1,666	1,339	572	1,589	3,500	13,566
Test and County Cricket Board	—	—	4,736	4,736	—	—	—	—	696	696	19
Electrical Contractors Association	1,215	579	3,146	2,303	(d)1,103	1,946	111	8,926	2,056	11,093	2,162
*Chemical Industries Association Limited	1,921	158	2,501	2,553	183	131	50	450	240	740	164
British Printing Industries Federation	1,938	73	2,201	2,081	516	636	583	208	240	1,031	2,606
Newspaper Society	1,534	97	1,818	1,701	314	431	116	283	477	876	277
Motor Agents Association Limited	1,416	7	1,698	1,948	1,386	1,136	1,889	29	1,212	3,130	14,264
National Federation of Retail Newsagents	1,490	88	1,642	1,301	1,155	1,496	351	398	863	1,612	29,638
*Road Haulage Association Limited	916	71	1,537	1,270	835	1,102	1,237	40	426	1,703	11,277
Heating and Ventilating Contractors Association	690	298	1,442	1,426	261	277	87	436	199	722	1,192
British Paper and Board Industry Federation Limited	1,057	38	1,369	1,348	135	156	69	126	192	387	69
Federation of Civil Engineering Contractors	1,038	71	1,310	1,258	471	523	129	198	362	689	444
Federation of Master Builders	1,145	85	1,288	1,071	700	917	342	583	222	1,147	20,059
National Pharmaceutical Association Limited	1,042	17	1,243	1,170	127	200	111	6	602	719	6,977
*Incorporated National Association of British and Irish Millers Limited	1,147	51	1,222	1,181	263	304	32	50	371	453	50
*Dairy Trade Federation	686	—	956	965	113	104	102	—	162	264	4,100
Newspaper Publishers Association Limited	932	4	940	929	51	62	40	8	238	286	11
*Publishers Association	697	30	888	907	—43	—62	58	—	192	250	243
*British Jewellery and Giftware Federation Limited	152	106	771	784	311	298	122	190	197	509	1,661
*National Farmers Union of Scotland	554	35	589	607	234	216	71	51	171	293	15,837
*Cement Makers Federation	540	12	552	551	—25	—24	9	—	78	87	3
Representative National Organisation of Employers of Local Authorities Administrative Professional Technical and Clerical Services	514	—	546	482	104	168	—	—	265	265	36
National Association of Master Bakers Confectioners and Caterers	324	32	539	418	480	601	125	417	165	707	3,949
*Scottish Building Employers Federation	506	12	519	504	127	142	25	117	50	192	29
*Builders Merchants Federation	469	15	518	509	85	94	310	**	69	379	911
Total of above employers' associations	44,732	3,925	68,541	64,733	32,551	36,359	17,961	23,168	24,600	65,729	265,665
Total of 115 other listed employers' associations	6,305	593	8,545	8,018	3,756	4,283	1,551	2,378	3,178	7,107	34,354
Total of 164 other unlisted employers' associations	5,274	471	6,865	6,655	3,216	3,426	1,488	1,590	2,130	5,209	38,853
TOTAL of all employers' associations for 1983	56,311	4,989	83,951	79,406	39,523	44,068	21,000	27,136	29,908	78,045	338,872
Total of all employers' associations for 1982	54,349	5,447	77,548	75,267	38,340	40,621	20,373	22,724	27,425	70,522	339,433

*Unlisted employers' associations

**Below £500

Appendix 7 (see paragraph 5.7)

TRADE UNION MERGERS COMPLETED IN 1984 under the Trade Union (Amalgamations, etc.) Act 1964

Transfers of engagements effected		
Engagements transferred from	To	Transfer registered on
National Union of Textile and Allied Workers (Rochdale Districts)	Amalgamated Textile Workers Union Central Lancashire and Calderdale	20. 2.84
Rolls-Royce Management Association	Electrical Electronic Telecommunication and Plumbing Union	2. 3.84
Cosesa	Association of Scientific Technical and Managerial Staffs	6. 3.84
Chelsea Building Society Staff Association	Banking Insurance and Finance Union	27. 3.84
Coventry Building Society Staff Association	Banking Insurance and Finance Union	27. 3.84
Northern Textile and Allied Workers Union	Transport and General Workers Union	6. 4.84
Burnley Nelson Rossendale and District Textile Workers Union	Transport and General Workers Union	6. 4.84
Sheffield Sawmakers Protection Society	Transport and General Workers Union	8. 5.84
Association for Adult and Continuing Education	National Association of Teachers in Further and Higher Education	28. 8.84; effective 1.9.84
Bolton and District Power Loom Overlookers Association	United Association of Power Loom Overlookers	12.10.84
Amalgamated Union of Engineering Workers Foundry Section	Amalgamated Union of Engineering Workers—Engineering Foundry and Construction Section	23.10.84
Amalgamated Union of Engineering Workers (Constructional Section)	Amalgamated Union of Engineering Workers—Engineering Foundry and Construction Section	23.10.84
Association of Patternmakers and Allied Craftsmen	Amalgamated Union of Engineering Workers—Technical Administrative and Supervisory Section	20.12.84
National Union of Insurance Workers Prudential Section	National Union of Insurance Workers	31.12.84
National Union of Insurance Workers (Royal London Section)	National Union of Insurance Workers	31.12.84
Liverpool Victoria Section of the National Union of Insurance Workers	National Union of Insurance Workers	31.12.84

Appendix 7 *cont.* (see paragraph 5.7)

TRADE UNION MERGERS COMPLETED IN 1984
under the Trade Union (Amalgamations, etc.) Act 1964

cont.

Amalgamations effected		
Amalgamating Unions	Forming	Amalgamation registered on
Association of Broadcasting and Allied Staffs <i>with</i> National Association of Theatrical Television and Kine Employees	Entertainment Trades Alliance	1. 2.84
Cadbury Limited Representatives Association <i>with</i> Cadbury Typhoo Representatives Association <i>and with</i> Schweppes Limited Representatives Association <i>and with</i> Jeyes Representatives Association	Cadbury Schweppes Representatives Association	9. 4.84

There was no merger of employers' associations during 1984.

Appendix 8 (see paragraph 4.3)

**TRADE UNIONS MAINTAINING MEMBERS' SUPERANNUATION
SCHEMES AT 31 DECEMBER 1984**

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
- *Iron and Steel Trades Confederation
- 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)
- Trade Society of Machine Calico Printers
- *Transport and General Workers Union

Appendix 9 (see paragraph 7.12)

TRADE UNIONS WHICH APPLIED FOR REFUNDS OF EXPENDITURE INCURRED IN HOLDING SECRET POSTAL BALLOTS, 1984

Trade Union	Ballot Papers		Percentage Poll	Amount Paid £
	Distributed	Returned		
Assistant Masters and Mistresses Association (one application) (2 ballots)	1,080	445	41%	432.56
Association of Education Officers (one application) (3 ballots)	1,589	957	60%	NIL
Association of Optical Practitioners Ltd (one application) (2 ballots)	4,559	1,005	22%	1,385.23
Association of Public Service Finance Officers	2,175	683	31%	621.28
Barclays Group Staff Union	35,544	19,802	56%	11,427.24
British Association of Occupational Therapists	6,081	1,685	28%	2,016.58
Clearing Bank Union	138	70	51%	41.16
Immigration Service Union (one application) (2 ballots)	2,331	1,686	72%	*
Institute of Journalists	2,052	657	32%	699.63
Ministry of Defence Staff Association (three applications)				
Ballot 1	1,258	642	51%	} *
Ballot 2	1,554	610	39%	
Ballot 3	1,258	261	21%	
NatWest Staff Association	26,299	16,053	61%	7,733.93
National and Provincial Building Society Staff Association	2,366	1,755	74%	*
Professional Association of Teachers (one application) (3 ballots)	69,000	10,674	15%	4,828.81
Retail Book Stationery and Allied Trades Employees Association (one application) (5 ballots)	8,996	6,304	70%	1,392.89
Royal College of Nursing of the United Kingdom	192,004	35,714	19%	36,964.59
Society of Chiropodists	4,920	1,147	23%	1,300.93
Society of Radiographers	9,457	2,187	23%	3,411.49

These unions submitted a total of 19 applications.

*Applications under consideration at 31 December 1984.