

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 1982

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of the Certification Officer
1982

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I have pleasure in sending you the report on my activities during 1982.

ALAN BURRIDGE
Certification Officer

7 April 1983

Contents

	<i>Page</i>
Introduction	1
CHAPTER 1 Lists of Trade Unions and Employers' Associations	3
Entry in the lists and its significance	
Removal from the lists	
The lists at 31 December 1982	
Changes in the lists	
Comment on changes	
Liaison with the Department of Employment	
CHAPTER 2 Trade Union Independence	5
The statutory provisions	
Working methods	
Criteria	
Applications	
Decisions	
Appeals	
CHAPTER 3 Annual Returns and Accounts	8
The statutory provisions	
Compliance with the statutory provisions	
The Accountancy Bodies' Guidance Statement	
Returns for 1981	
Trade Unions	
Employers' Associations	
Public inspection of annual returns	
CHAPTER 4 Superannuation Schemes	14
The statutory provisions	
Scope of the provisions	
The actuarial report	
Reports: 1982	
CHAPTER 5 Amalgamations, Transfers of Engagements and Changes of Name	16
The statutory provisions	
Mergers effected	
Mergers not effected	
Present position	
Complaints received	
Changes of name	

CHAPTER 6 Political Funds

The statutory provisions
Number of organisations maintaining
political funds
Political funds of trade unions
Political funds of employers' associations
Amendments to rules
Complaints
Formal hearings

Page
24

CHAPTER 7 Funds for Trade Union Ballots

The statutory provisions
The 1982 extension
Applications
General Comments

31

APPENDICES

1 List of trade unions at 31 December 1982	35
2 List of employers' associations at 31 December 1982	47
3 Decisions on trade union independence during 1982	52
4 Summary of statistics — trade unions	55
5 Political funds of trade unions	56
6 Summary of statistics — employers' associations	60
7 Trade unions maintaining members' superannuation schemes at 31 December 1982	61
8 Mergers completed in 1982	62
9 Trade unions which applied for refunds of expenditure incurred in holding secret postal ballots	64
10 Certification Office: receipts and payments account	65

INTRODUCTION

This is the seventh 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 1982.

During 1982 there were no changes in my functions which involve the following responsibilities:—

under the Trade Union Act 1913—for ensuring observance of the statutory procedures governing the setting up and operation of political funds, 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. The Funds for Trade Union Ballots (Amendment) Regulations 1982 which came into operation on 1 September 1982 added to the specified purposes and made other minor amendments to the scheme.

A separate chapter discusses each of these functions.

1982 has been a year of increased activity, again mainly centred on accounts, political funds and mergers. Public interest in trade union accounts and in trade union political funds continued and will doubtless expand with the publication of the Government's Green Paper "Democracy in Trade Unions". The accounting standard of trade unions and employers' associations has continued to improve satisfactorily towards the level required by the Act. Some problems persist, and inevitably the 900-odd returns which the Office receives throw up new matters each year for attention. Accounts will remain a major preoccupation; so will the operation of trade union political funds which is now a matter of close study in some quarters. In addition to the complaints under the 1913 Act which were resolved by agreement there were three formal hearings during the year, one extending over three days.

It was already apparent in 1981 that there would be a very substantial increase in trade union mergers. Particular features have been the involvement of six of the larger trade unions in amalgamations and the disappearance of some familiar names. Two formal hearings of complaints under the 1964 Act were held; the hearings took place outside London for the first time. It seems certain that the present level of mergers of trade unions will go on.

The other functions of the Office have continued at much the same level as before; in particular the interest in funds available for trade union ballots has hardly changed.

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

For the second year in succession my Office was moved: this time to premises at 15-17 Ormond Yard, Duke of York Street, London SW1Y 6JT which adjoin the new headquarters offices of the Advisory, Conciliation and Arbitration Service. ACAS remains responsible for providing me with the finances and support services necessary for the performance of my statutory duties but this in no way affects the exercise of my functions independently both of the Service and of the Secretary of State for Employment.

Mr M V Scott and Mr J L J Craig, WS, continued to hold their appointments as Assistant Certification Officer and as Assistant Certification Officer for Scotland respectively.

The 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 latest accounts covering year ended 31 March 1982 are reproduced at Appendix 10. The net cost of the Office for that period was £168,405. The statutory fees which are paid for certain items of work undertaken by the Office were not increased during 1982.

In conclusion, and particularly in view of the increasing involvement of the Office in matters of political funds, accounts and mergers, I wish to record my appreciation of the goodwill and co-operation which has been shown to me and to my staff by all representatives of trade unions and employers' associations.

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. Copies of the current lists may be inspected, free of charge, at the Office which is now at 15/17 Ormond Yard, Duke of York Street, London SW1Y 6JT, and for organisations having their head office in Scotland at the office of the Assistant Certification Officer for Scotland, 58 Frederick Street, Edinburgh EH2 1LN.

1.2 Listing is voluntary and any organisation of workers or employers may apply to be listed. If the Certification Officer is satisfied that the organisation is a trade union or employers' association within the meaning of 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.

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 At the end of the year 62 trade unions and 224 employers' associations which submit annual returns to the Office had not sought to be listed.

Removal from the lists

1.6 If at any time it appears to the Certification Officer that an organisation whose name is entered in 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 1982

1.7 Section 8 (9) of the 1974 Act requires copies of each list to be included in this report and accordingly the lists as at 31 December 1982 are reproduced as Appendices 1 and 2. The list of trade unions comprised 462 organisations of which about 200 were affiliated directly or indirectly to the Trades Union Congress. It included 272 trade unions which held certificates of independence at that date and 21 which were the subject of a current refusal under section 8 of the Employment Protection Act. The list of employers' associations comprised 166 organisations.

Changes in the lists

1.8 Changes during 1982 are summarised in the table below:—

	<i>On lists at 31 December 1981</i>	<i>Changes between 1 January 1982 and 31 December 1982</i>		<i>On lists at 31 December 1982</i>
		<i>Additions</i>	<i>Removals</i>	
Trade Unions	463	23	24	462
Employers' Associations	172	2	8	166

Comment on changes

1.9 The 23 additions to the list of trade unions consisted of 8 newly-formed unions, three new unions formed by amalgamations and 12 existing unions which had not previously applied for listing. Of the 24 trade unions removed from the list 18 had ceased to exist because of a transfer of engagements or an amalgamation, 5 had been dissolved and one no longer fitted the statutory definition. The fall in the number of listed employers' associations continued the downward trend of the past few years.

Liaison with the Department of Employment

1.10 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 the numbers and membership of trade unions*.

*For the 1981 statistics, see the Employment Gazette for January 1983, pages 26 to 28.

Trade Union Independence

The statutory provisions

2.1 Section 30(1) of the Trade Union and Labour Relations Act 1974 defines an independent trade union as:—

'a trade union which—

- (a) is not under the domination or control of an employer or a group of employers or of one or more employers' associations; and
- (b) is not liable to interference by an employer or any such group or association (arising out of the provision of financial or material support or by any other means whatsoever) tending towards such control.'

2.2 The procedure for determining the independence of trade unions is laid down in section 8 of the Employment Protection Act 1975. The Certification Officer must keep a public record of all applications for certificates of independence and of 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. The Certification Officer may withdraw a certificate at any time if he is of the opinion that the trade union in question is no longer independent. 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 him for decision.

Working methods

2.3 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. The process of monitoring the affairs of selected unions continued.

Criteria

2.4 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.

2.5 During the year 4 trade unions lodged objections to the applications made by two organisations for certificates of independence. In keeping with the practice introduced in 1977 the Certification Officer met the unions to discuss their objections.

Applications

2.6 The low level of activity in this area over recent years continued as had been expected. During the year 7 applications for certificates were received compared with 8 in 1981. Two of these 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

2.7 During the year 9 certificates were issued. One application was refused on the ground that the union was liable to employer interference within the meaning of part (b) of the statutory definition of an independent trade union. Seventeen certificates were cancelled because the union concerned had ceased to exist. Trade union mergers accounted for 16 of these cancellations. Details are given in Appendix 3.

2.8 Cumulative totals from 1 February 1976 to 31 December 1982 are as follows:—

Certificates issued and in force	272
Certificates issued and subsequently cancelled	61
Applications refused	50
Applications withdrawn or lapsed	11
Applications under consideration at 31 December 1982	6
Applications in abeyance awaiting further union action	6
Total number of applications received (including references by ACAS)	406

The 61 cancelled certificates consisted of 54 where the union had ceased to exist because of a merger, 5 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.

Appeals

2.9 No appeal was made in 1982.

*Annual Report 1976 paras 2.16-2.25.

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 to the Act prescribes that annual returns must be submitted before 1 June in each year. The return normally 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. Six such directions were issued during 1982.

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 if 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 The annual returns submitted by trade unions and employers' associations for the year ended 31 December 1981 indicate that two main problems met by organisations in complying with the accounting requirements of the Act—the total or partial omission from the annual return of branch transactions or balances, and the inadequate supervision of audit arrangements at branch level—have now been largely resolved. Nevertheless other problems arise from time to time. Any organisation whose annual return currently complies with the provisions of the Act may fall into breach of those provisions in a subsequent return. Problems normally come to light as a result of a qualification made by an auditor in his report on the organisation's accounts and his consequent inability to give a true and fair view opinion. This aspect of the work of the Office is therefore likely to remain a major part of its activities for the future. The position at 31 December 1981 of both trade unions and employers' associations in complying with the accounting and auditing provisions of the Act is summarised below.

3.9 *Trade unions.* Appendix 4 to this Report lists the 29 trade unions with over 100,000 members. Nineteen of these were in compliance with the Act. Two ceased to exist during 1982 because of amalgamation. Of the 8 remaining unions, 5 had confirmed the steps which they were taking to ensure compliance and the remaining three raised new problems which were under discussion. Of the 32 trade unions with between 25,000 and 100,000 members, 4 ceased to exist in 1982 and the remaining 28 unions were in compliance with the Act. In addition to the larger unions the Office has continued to take up questions of non-compliance with the trade unions with membership below 25,000. Problems have usually been quickly resolved.

3.10 *Employers' associations.* Appendix 6 to this Report lists the 27 employers' associations with an income of over £500,000. Twenty-four of these were in compliance with the Act and during the course of the year discussions with the other three employers' associations about compliance were satisfactorily resolved. Of the 69 employers' associations with an income of over £100,000 but under £500,000, all but one were in compliance with the Act. Discussions with this employers' association had resulted in assurances being given that future returns will comply with the Act. As with trade unions, questions of non-compliance by smaller employers' associations are usually quickly resolved.

The Accountancy Bodies' Guidance Statement

3.11 The new Guidance Statement on auditors' responsibilities under the 1974 Act which was referred to in the Annual Report for 1981 had not been published by the end of 1982. The document should be available in 1983.

Returns for 1981

3.12 Up to 31 December 1982 a total of 844 returns for 1981 had been received as follows:—

Listed trade unions	455
Unlisted trade unions	43
Listed employers' associations	155
Unlisted employers' associations	191

There were 34 listed trade unions and 20 listed employers' associations which had a statutory duty to render a return but had not done so by the end of 1982. The Office is taking appropriate action to obtain these returns.

Trade unions

3.13 Statistics about the membership and finances of trade unions derived from 1981 returns* are given in Appendix 4, together with comparative totals for 1980. Separate figures are shown for each union with over 100,000 members together with aggregate figures for other listed and unlisted unions.

3.14 *Comparability with 1980 figures.* The statistics in Appendix 4 are based on 512 returns from 482 unions compared with 496 returns from 467 unions for 1980. All unions of substantial size are included in both sets of figures, which are therefore broadly comparable.

3.15 *Membership.* The trade unions from which returns were received had a total membership of about 12,311,000 of which it is estimated that rather less than 700,000 belonged to trade unions not affiliated directly or indirectly to the Trades Union Congress. The major unions named in the Appendix accounted for 9,660,000 members or about 79 per cent of the total.

*The figures take into account returns from 14 trade unions which were received after 31 December 1982.

3.16 Total trade union membership fell during the year by about 325,000 compared with 1980. Thus the decrease in membership which was noted in last year's Report continues.

3.17 The following table shows changes of 10,000 or more in the membership of individual unions between 1980 and 1981.

Changes in Trade Union Membership

	Membership (000's)		
	1980	1981	Differences
<i>Increases:—</i>			
Royal College of Nursing of the United Kingdom	181	197	+ 16
Confederation of Health Service Employees	216	231	+ 15
<i>Decreases:—</i>			
Transport and General Workers Union	1,887	1,696	−191
Amalgamated Union of Engineering Workers—Engineering Section	1,167	1,024	−143
Association of Scientific Technical and Managerial Staffs	491	428	− 63
National Union of General and Municipal Workers	916	866	− 50
National and Local Government Officers Association	782	739	− 43
Union of Construction Allied Trades and Technicians	312	275	− 37
Association of Professional Executive Clerical and Computer Staff (APEX)	140	123	− 17
Society of Graphical and Allied Trades 1975	200	185	− 15
Union of Shop Distributive and Allied Workers	450	438	− 12
National Union of Tailors and Garment Workers	93	82	− 11
National Union of Mineworkers	369	359	− 10
National Union of Teachers	273	263	− 10
Electrical Electronic Telecommunication and Plumbing Union	439	429	− 10

3.18 *Income and Expenditure.* In 1981 the gross income of trade unions was £335.9 million compared with £270.7 million in 1980. Income from members rose from £230.7 million to £284.5 million, reflecting higher subscription rates. Income from investments fell from £26.2 million to £23.9 million.

3.19 Gross expenditure rose from £252.2 million in 1980 to £303.2 million in 1981. As the following table shows, compared with 1980 payments on unemployment benefit and administration expenses increased and payments on dispute benefit remained at the same level.

Changes in Expenditure			
	1980 (£ million)	1981 (£ million)	Percentage change
Gross expenditure including:—	252.2	303.2	+20
(a) total benefits to members including	33.9	37.8	+11
(i) unemployment benefit	2.6	3.2	+23
(ii) dispute benefit	9.1	9.1	Nil
(b) administration expenses and other outgoings*	195.1	223.6	+15

3.20 The table below shows the average contribution and total income per member in 1981 together with average expenditure on benefits and administration and total expenditure per member. Similar figures are included for 1980.

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
1980	2142p	1826p	20p	72p	268p	1544p	1996p
1981	2729p	2310p	26p	74p	307p	1816p	2462p

The amounts given are based on total membership which was smaller in 1981 than in 1980. In some unions not all members contribute for every benefit.

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

3.21 *Funds.* The figures given in Appendix 4 include both general funds and others where applicable, eg. contingency, superannuation and political funds.† During 1981 total funds increased from £316 million to £351 million.

3.22 *Assets.* At the end of 1981 gross assets of trade unions amounted to £388.3 million, of which £104.8 million were fixed assets and £187.1 million were investments. Total assets increased by £42.2 million and fixed assets by £10.7 million. Investments increased by £14.8 million.

Employers' associations

3.23 Statistics about the finances and membership of employers' associations derived from the 1981 returns* are given in Appendix 6, together with comparative totals for 1980. Separate figures are given for each association (including some which are unlisted) whose return for 1981 showed its total income as more than £500,000. Aggregate figures are given for other listed and unlisted employers' associations.

3.24 *Comparability with 1980 figures.* The statistics in Appendix 6 are based on returns from 347 employers' associations compared with returns from 370 associations for 1980. The largest employers' associations, as measured by total income, are included in both sets of figures, which are therefore broadly comparable.

3.25 *Income and expenditure.* In 1981 the gross income of employers' associations was £74.2 million compared with £69.1 million in 1980. Income from members rose from £46.6 million to £50.7 million whilst income from investments decreased from £46.5 million to £44.9 million. Gross expenditure increased from £66.3 million to £71.4 million.

3.26 *Funds.* The figures given in the Appendix include both general funds and, where applicable, funds maintained for specific purposes. During 1981 total funds increased from £34.6 million to £37.4 million.

3.27 *Assets.* At the end of 1981 gross assets of employers' associations amounted to £60.8 million of which £18.5 million were fixed assets and £21.6 million were investments. Total assets increased by £3.6 million, fixed assets by £2.3 million and investments by £3.2 million.

Public inspection of annual returns

3.28 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.

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

*The figures take into account one return from an employers' association which was received after 31 December 1982.

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 any report made under the above provisions shall be supplied free of charge to any member of the trade union or employers' association, on application.

Scope of the provisions

4.2 At the beginning of 1982 the number of schemes known to the Office as falling within the scope of the Act was 30 maintained by 23 unions. During 1982 the number of schemes was reduced by one. The scheme maintained by the Monotype Casters Branch of the Society of Graphical and Allied Trades 1982 was dissolved in accordance with the Union's rules. The number of unions maintaining schemes also decreased by one following the amalgamation of two unions with schemes. As a result, at the end of the year, there were 29 schemes, maintained by 22 unions. They are listed in Appendix 7. Of these 29 schemes, 8 were exempted from actuarial examination under the provisions referred to above.

The actuarial report

4.3 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.

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

Reports: 1982

4.4 In accordance with the provisions of the Act (see paragraph 4.1) actuarial reports were due from 8 unions in respect of 13 schemes maintained by them. Seven of these reports were outstanding from previous years. The details show that at the end of the year three second reports were still awaited.

1st Report		2nd Report		3rd Report	
Due	Received	Due	Received	Due	Received
NIL	NIL	11	8	2	2

The 8 second reports received were from:—

Amalgamated Society of Boilermakers Shipwrights Blacksmiths and Structural Workers;

Amalgamated Society of Wire Drawers and Kindred Workers;

National Graphical Association 1982 (5 schemes);

Society of Graphical and Allied Trades 1982.

The two third reports received were from:—

Amalgamated Union of Engineering Workers — Engineering Section;
Associated Society of Locomotive Engineers and Firemen.

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

National Graphical Association 1982 (Plate Preparers Section) — due by 31 March 1980;

*National Union of Flint Glass Workers — due by 31 December 1981;

*Colne and District Textile Warehouse Association — due by 27 March 1982.

The Office has been in regular contact with these unions and it is anticipated that all three will be in compliance with the Act in the near future.

*Reports 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 the 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 during this time 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 The Office's *Guide to Transfers of Engagements and Amalgamations* explains these procedures in detail and sets out, with explanatory notes, the matters which are required to be included in the instrument of transfer or

amalgamation. The Guide is now well known and may be obtained free of charge from the Office. During the year over 100 copies of the December 1981 edition were issued. The Guide stresses the need for early contact between the Office and parties to mergers. Initial drafts of merger documents should be submitted to the Office at least eight weeks before the date on which it is proposed to begin voting, otherwise it may not be possible for voting to begin on that date. The Office will offer advice where needed and is always prepared to meet officials wishing to discuss procedures, particular problems and practicable timetables. During the year such meetings were a regular feature and covered a wide range of subjects.

5.7 Formal documents kept by the Certification Officer relating to mergers under the Act are available for public inspection. The current statutory charge is £1.25.

Mergers effected

5.8 During 1982 the procedures laid down by the Act were used to effect 8 transfers of engagements and 4 amalgamations of trade unions, and one transfer of engagements of an employers' association. The details are given in Appendix 8. There was no amalgamation of employers' associations.

5.9 Almost a million and a half trade union members were affected by the mergers which took place during the year. This is more than five times the number involved in the whole period from 1976 to 1981. The following table gives figures for each year since the Office was established:—

TRADE UNION MERGERS						
Year	Transfers of engagements		Amalgamations		All mergers	
	No. of transfers	Membership transferred	No. of amalgamations	Membership amalgamated	No of mergers	Membership merged
1976*	9	32,686	—	—	9	32,686
1977	10	16,975	1	4,290	11	21,265
1978	9	14,354	1	79,881	10	94,235
1979	13	17,101	—	—	13	17,101
1980	12	22,701	1	90,534	13	113,235
1981	4	8,617	—	—	4	8,617
1982	8	122,082	4	1,333,125	12	1,455,207
Total	65	234,516	7	1,507,830	72	1,742,346

*Excluding the final 4 mergers registered by the Chief Registrar of Friendly Societies in January 1976.

During the previous six years trade union mergers have mainly been the transfer of engagements of small trade unions to larger organisations. Whilst this type of merger has continued it is notable that during 1982 two transfers of engagements were effected in which membership of the transferring unions exceeded 100,000 in total, and three amalgamations took place in which a total membership of more than 1.3 million was involved. These transfers and amalgamations were:—

Transfers of engagements	National Union of Agricultural and Allied Workers to Transport and General Workers Union	66,800 members transferred
	National Union of Dyers Bleachers and Textile Workers to Transport and General Workers Union	39,984 members transferred
Amalgamations	National Union of General and Municipal Workers with Amalgamated Society of Boilermakers Shipwrights Blacksmiths and Structural Workers	Total of 958,000 members involved
	Society of Graphical and Allied Trades 1975 with National Society of Operative Printers and Media Personnel	Total of 233,861 members involved
	National Graphical Association with Society of Lithographic Artists Designers Engravers and Process-Workers.	Total of 136,000 members involved

Mergers not effected

5.10 Two proposed transfers of engagements were not pursued following adverse votes by the members of the transferor unions. One proposed amalgamation did not take place following an adverse vote by the members of one of the two unions concerned.

Present position

5.11 During 1982 the Office dealt with 16 proposed mergers, 13 of which took place. At the end of the year a further 10 proposed mergers of trade unions were in progress and it was known that there was a possibility of another 20 taking place.

Complaints received

5.12 The 1981 Annual Report set out the grounds on which a member of a trade union may complain to the Certification Officer under section 4(1) of the Act about a ballot to approve an instrument of amalgamation or transfer. It also explained the Certification Officer's powers to deal with such a complaint.

5.13 At the beginning of 1982, 7 members' complaints relating to the proposed transfer of engagements of the Film Artistes Association (FAA) to the National Association of Theatrical Television and Kine Employees (NAT-TKE) were under consideration. These were eventually not proceeded with as mentioned below. During 1982 the Certification Officer received further written enquiries from 17 trade union members about aspects of the conduct of three proposed mergers. Of these 17 enquiries, 6 did not amount to complaints under the Act, one was received out of time, and a further 6 were not pursued. Four trade union members made complaints under the Act. The Certification Officer dismissed each of these complaints, two of them after formal hearings. His decisions are reported below*. There was no complaint outstanding at the end of the year.

FAA AND NATTKE

5.14 As stated in the 1981 Report, a ballot was held in October 1981 in which the membership of the Film Artistes Association (FAA) voted on a resolution to approve a transfer of the Association's engagements to the National Association of Theatrical Television and Kine Employees (NATTKE). A majority of those voting approved the terms of the instrument of transfer and the FAA applied to the Certification Officer for registration of the instrument. Registration, which was due to take place on 10 December 1981, was delayed because a number of FAA members had made complaints to the Certification Officer. At the end of 1981 these complaints remained undetermined pending a hearing.

5.15 Arrangements were made for the complaints of seven FAA members to be dealt with at a formal hearing on 29 March 1982. On the day of the hearing the parties reached an agreement, before the hearing opened, that the complaints should be stayed on certain terms. The agreement included provision for a second ballot of the FAA membership. This resulted in a vote against the proposed transfer of engagements. On 29 June 1982 the instrument of transfer was formally withdrawn and so the complaints lapsed.

SLADE AND NGA

5.16 As noted in the 1981 Report, the National Council of the Society of Lithographic Artists Designers Engravers and Process-Workers (SLADE) declared a May 1981 ballot of the Society's membership, on a proposed amalgamation with the National Graphical Association (NGA), to be null and void. A second ballot was held by SLADE in January 1982 and a majority of the members voting approved the terms of the instrument of amalgamation. However, three members complained to the Certification Officer about the conduct of the second ballot. In the light of further information provided by the Union two of these members did not proceed with their complaints. The complaints of the other member, Mr C C Ammonds, were dismissed by the Certification Officer without holding a hearing in a written decision summarised below.

*Copies of these decisions are obtainable from the Certification Office.

5.17 *C C Ammonds and SLADE*. Mr. Ammonds made two complaints. The first, under section 4(1)(c) of the Act, was that the vote was taken under provisions in the rules of SLADE but the manner in which it was taken was not in accordance with those rules because certain classes of members of SLADE voted when, under rule 35(4) of the rules of SLADE, they were not entitled to do so. The second, under section 4(1)(d) of the Act, was that the votes recorded did not have the effect of passing the resolution because the words 'Providing a majority of SLADE members again vote in favour' appearing in the notice to members committed SLADE to proceed only if a majority of all the members voted in favour of the resolution to approve the instrument; and additionally under section 4(1)(a) of the Act, that the manner in which the vote on the resolution was taken did not satisfy the condition in section 1(2)(b) of the Act that every member of the Union must be allowed to vote without interference or constraint because the words 'Providing a majority of SLADE members again vote in favour' appearing in the notice amounted to an interference or constraint upon voting because they were capable of misleading voters into thinking that the resolution would not be passed unless a majority of all the members voted in favour of it.

5.18 The Certification Officer held that the first complaint was not a complaint which could be justified under section 4(1)(c). Section 1(2)(a) of the Act provides that every member of a union must be entitled to vote on the resolution, and section 2(1) of the Act provides that section 1 shall apply notwithstanding anything in the rules of any of the trade unions concerned. The requirement in section 1 therefore overrode any provision in the rules of the Union which purported to exclude certain members from voting.

5.19 As to the second complaint the Certification Officer held that the votes recorded did have the effect of passing the resolution because more than 50 per cent of the SLADE members who voted, voted in favour of the resolution. The statement complained of was open to the interpretation that the resolution could only be approved if more than 50 per cent of the total membership voted in favour, but it was not capable of altering the requirement laid down in rule 35(a), which applied and which provided that a resolution of transfer or amalgamation 'shall be declared carried if approved by a majority of those voting'. Further, the fact that the statement was open to that interpretation and could have been misunderstood by a proportion of members did not make the statement an 'interference or constraint' upon voting. Those words were aimed primarily at intimidation, physical interference and the like, and an ambiguous statement in the notice to members was very far from amounting to interference or constraint.

NUAAW AND TGWU

5.20 A ballot was held in January 1982 in which the membership of the National Union of Agricultural and Allied Workers (NUAAW) voted on a resolution to approve a transfer of the Union's engagements to the Transport and General Workers Union (TGWU). A majority of those voting approved

the terms of the instrument of transfer and accordingly application was made to the Certification Officer on 5 February 1982 for registration of the instrument. The Certification Officer held two formal hearings in Birmingham in April 1982 to determine the complaints of two members, Mr D Young and Mr A D Millar, which could not be resolved by other means. His decisions are summarised in the following paragraphs.

5.21 *D Young and NUAAW*. Mr Young was at the time of the hearing the secretary of a branch of the NUAAW. His complaint fell into two parts:—

- (a) that ballot papers were not sent to some members who were entitled to vote; and
- (b) that ballot papers were sent to some people who were not entitled to vote.

5.22 The Certification Officer said that (a) above was technically a complaint that the manner in which the vote was taken did not satisfy the condition specified in section 1(2)(b) of the Act, that every member of a union must, so far as is reasonably possible, be given a fair opportunity of voting. The decision therefore turned on whether every member was given a fair opportunity of voting so far as was *reasonably possible*. After considering the overall arrangements adopted by the Union for the conduct of the ballot the Certification Officer had no hesitation in finding that the system was such that, so far as was reasonably possible, every member of the Union was given a fair opportunity of voting. Further the facts did not show that there had been any breach of the condition in the cases of the individuals named by Mr Young as not receiving the ballot papers.

5.23 The Certification Officer said that there were circumstances where an allegation of the sort in (b) above could give rise to a justifiable complaint on one of the grounds laid down in the Act, but that there was no evidence in relation to Mr Young's allegation which could justify a complaint on any of those grounds. Moreover, the individuals named by Mr Young as receiving ballot papers when they were not entitled to vote were persons who were in arrears with their union contributions. The Certification Officer commented that at the stage when the Union became aware of the arrears it could not have stopped these persons from voting.

5.24 *A D Millar and NUAAW*. Mr A D Millar was at the time of the hearing the branch secretary of two branches, the chairman of a district committee and the chairman of an area committee of the Union. His complaint was that the manner in which the vote on the resolution was taken did not satisfy the condition specified in section 1(2)(b) of the Act that every member of a union must be allowed to vote without interference or constraint. The interference and constraint were, he said, contained in a passage of a letter signed by the General Secretary of the Union and sent to each member of the Union with the ballot paper. The passage dealt with the Union's financial position.

5.25 The Certification Officer said that it was clear that the matters which concerned Mr Millar could not amount to a breach of the condition in section 1(2)(b) of the Act that every member of a union must be allowed to vote without interference or constraint. The condition does not prevent a union from recommending its members to vote one way or another, nor does it prevent a union from supporting that recommendation by providing members with such information as it thinks appropriate. Under the Act members must be supplied with a copy of the instrument of transfer itself or with a sufficient account of its main effects and this ensures that they are alerted to the effects of the transfer, but the Act sets no boundaries to the additional information which might be revealed to members as background. Nor is there any requirement that members should be informed of the case against a union's recommendation if they are told the case in favour of it. In other words there is no requirement that the literature sent to members before the vote should be 'balanced' in an objective sense.

5.26 The condition in section 1(2)(b) of the Act does not cover a complaint such as Mr Millar's where there was no allegation of any interference with members' freedom to vote, but rather an allegation that the information sent to members was not in a form which was considered fair by some of those who opposed the proposal to transfer. That could not amount to 'interference or constraint'.

5.27 The Certification Officer added that he was satisfied that none of the evidence produced at the hearing showed that the financial passage in the letter to members was in fact misleading. He was not convinced that the addition of other items would have materially affected the impression given by the passage that the Union was in financial difficulties. Indeed, the Union's financial position was not in dispute at the hearing.

GMWU AND ASB

5.28 A ballot was held in September-October 1982 in which the membership of the Amalgamated Society of Boilermakers Shipwrights Blacksmiths and Structural Workers (ASB) voted on a resolution to approve an amalgamation between the Society and the National Union of General and Municipal Workers (GMWU). A majority of those voting approved the terms of the instrument of amalgamation, but one member, Mr T Gormley, supported by his branch committee, complained to the Certification Officer. The complaint was dismissed by the Certification Officer without holding a hearing, in a written decision summarised below.

5.29 *T Gormley and ASB.* Mr Gormley complained that the ASB did not follow the proper procedure which he said was laid down in its rule 35(4). This provided that the ASB could be dissolved by consent of four-fifths of the members in benefit at the time of taking the vote.

5.30 The Certification Officer said that the complaint was based on a misunderstanding of the statutory provisions governing amalgamation of trade unions under section 2(3) of the Act. A simple majority of the votes recorded is sufficient to pass a resolution, whatever the Union's rules might say (except in circumstances which did not apply in this case). Accordingly, the Union's rule 35(4) was not applicable to the vote to approve the instrument of amalgamation.

APPEAL: THE AMALGAMATED UNION OF ENGINEERING WORKERS

5.31 The 1981 Report recorded that the parties to the proposal for transfer of engagements within the Amalgamated Union of Engineering Workers (the AUEW) had appealed to the Court of Appeal against the judgment of Mr Justice McNeill in the High Court that the Certification Officer had correctly withheld his approval of the proposed instruments of transfer. On 21 October 1982 the Court of Appeal (Lord Justices Eveleigh, Dunn and May) unanimously dismissed the appeal.

Changes of name

5.32 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 1982 such approval was given to 7 trade unions and one employers' association.

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, amongst 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 a political fund rule 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.

*The Office provides model political fund rules on request.

Number of organisations maintaining political funds

6.5 At the beginning of 1982 there were 68 trade unions and two employers' associations which maintained political funds. Four new funds were established by trade unions during the year. The Society of Union Employees (NUPE), was the first union to establish a political fund through the full procedures laid down by the 1913 Act since the Office opened in 1976. The other three funds, those of National Graphical Association 1982, Society of Graphical and Allied Trades 1982, and General Municipal Boilermakers and Allied Trades Union, were each set up following amalgamation between organisations all of which previously had political funds of their own. In these three cases the provisions of section 5(4) of the Trade Union (Amalgamations, etc.) Act 1964 allowed for the 1913 Act procedures to be simplified in establishing the funds.

6.6 During 1982 9 trade unions with political funds ceased to exist through transfer of engagements or amalgamations and one trade union abandoned its political fund. The figures at the end of 1982 were therefore 62 trade unions and two employers' associations. With the exception of the General Municipal Boilermakers and Allied Trades Union which was unlisted at 31 December, trade unions with political funds are identified in Appendix 1.

Political funds of trade unions

6.7 Appendix 5 gives statistics derived from the returns for 1981 made by the 68 trade unions which then maintained political funds. The Appendix gives separate figures for each of the trade unions which maintained a political fund at the end of that year.

6.8 Annual returns showed the total income of political funds as £6 million in 1981 compared with £5 million in 1980, and expenditure £4.8 million as compared with £4 million. Total funds at the end of 1981 were £6.5 million compared with £5.3 million at the end of 1980.

6.9 At 31 December 1981 these 68 trade unions had a total membership of about 8.9 million. The figures given in the annual returns for that year indicate that about 7.2 million or 81 per cent of the total were contributing to the political funds.* This percentage shows no change compared with the previous year.

6.10 Column 3 of Appendix 5 gives the percentage of each union's total membership contributing to the political fund. The figures are not in all cases a true indication of the proportion of members who have exercised their rights under the 1913 Act to be exempt from making the political contribution. The total membership reported by some trade unions includes a number of special categories (eg. honorary, retired, unemployed) who are members under the union's rules but who are required neither to pay the political levy nor to seek

*See Appendix 5, note (c)

formal exemption. Where the number of members in these categories is substantial the proportion of total membership paying the levy will be reduced accordingly.

6.11 Exemption notices are obtainable from the union concerned or from the Certification Office. The Office supplied 180 such notices during 1982 compared with 171 during 1981.

Political funds of employers' associations

6.12 The total income of political funds maintained by employers' associations was £10,000 in 1981 compared with £10,900 in 1980; expenditure was £426, compared with £400 in the previous year. The funds totalled £198,000 at the end of 1981 compared with £188,500 at the beginning of the year. As mentioned in paragraph 6.5 only two employers' associations maintained political funds. They are the National Farmers Union and the National Association of Shopkeepers of Great Britain and Northern Ireland.

Amendments to rules

6.13 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. Nine trade unions and one employers' association had amendments approved in this way during 1982.

Complaints

6.14 During the year a total of 24 members from 9 trade unions made complaints to the Certification Officer under section 3(2) of the 1913 Act. Eight of the 24 complainants were members of the Transport and General Workers Union, 6 were members of the National Union of Public Employees, 4 were members of the Association of Scientific Technical and Managerial Staffs, and two were members of the Transport Salaried Staffs Association.

6.15 Of the 24 members who made complaints 15 complained that their unions had acted in breach of political fund rules solely on grounds that affected the complainants in a personal way. These grounds were:—

- exempt member placed at a disadvantage compared with contributing members;
- exemption not acknowledged or put into effect;
- exemption notice 'to like effect' (see paragraph 6.3) not accepted by the union;
- failure to refund political contributions;
- union operates a system under which political fund contributions are deducted from exempt members and subsequently refunded.

The remainder based their complaints either wholly or in part on the ground that their unions had spent money other than political fund money on political objects.

6.16 In addition to these 24 cases there were 9 cases still under consideration from the previous year. In 1982 work was completed on 23 cases. Most of these complaints were resolved to the satisfaction of the complainant following action or explanation by the union, or were closed because the complainant decided not to pursue the matter.

Formal hearings

6.17 Three formal hearings were held under section 3 of the 1913 Act. One of the hearings, that of E M L Parkin and Association of Scientific Technical and Managerial Staffs, covered 10 separate complaints and was still under consideration at the end of the year.† The Certification Officer's decisions on the other two cases are summarised in the following paragraphs.

6.18 *M J Double and Electrical Electronic Telecommunication and Plumbing Union.* Mr Double, who was exempt from the obligation to contribute to the political fund of the Union, complained that he had been placed under a disability or disadvantage as compared with other non-exempt members of the Union, contrary to rule 28(9) of the Union's rules. Rule 28(9) read:—

"A member who is exempt from the obligation to contribute to the Political Fund of the Union shall not be excluded from any benefits of the Union, or placed in any respect either directly or indirectly under any disability or disadvantage as compared with other members of the Union (except in relation to the control or management of the Political Fund of the Union) by reason of his being so exempt."

Mr Double complained that he had been placed under a disability or disadvantage when he had not been allowed to vote on a motion before a meeting of his branch of the Union because he was an exempt member. The motion related to the nomination by the branch of an individual for selection as a parliamentary candidate of the Labour Party.

6.19 Mr Double's branch was affiliated to the Northfield Constituency Labour Party and the necessary affiliation fee had been paid from the Union's political fund. The branch was able to nominate an individual for selection as the parliamentary candidate for the Northfield Constituency because of its affiliation. It was clear that the right to nominate existed only because of the expenditure of money from the political fund.

6.20 The issue raised in this complaint was similar to an issue covered in the Certification Officer's 1979 decision in E M L Parkin and Association of Scientific Technical and Managerial Staffs*. Mr Double did not seek to argue that that decision was wrong, but he did say that the facts in his case were different.

†Decisions published 23 February 1983. Copies of these and other decisions are obtainable from the Certification Office.

*Reported in paragraphs 6.17 to 6.21 of the Certification Officer's Report for 1979.

6.21 After considering the facts, the Certification Officer held that the differences to which his attention had been drawn did not affect the position that, under the reasoning in *Parkin*, Mr Double was being excluded only from the 'control or management of the political fund' in not being allowed to vote on the motion. He agreed with the views expressed by his predecessor that matters of policy in respect of which the Union has a decision to take only because of the expenditure of money from the political fund are matters within the expression 'control or management of the political fund'. Since the right to nominate existed only because of the expenditure of money from the political fund on affiliation, any disability or disadvantage suffered by Mr Double related to the control or management of the political fund. Accordingly there was no breach of rule 28(9). The Certification Officer said that he therefore did not need to consider whether a disability or disadvantage was in fact suffered. He found the complaint not justified.

6.22 *Miss A. Elliott and Society of Graphical and Allied Trades 1975 (SOGAT)*. Miss Elliott complained that she had given notice under the political fund rules of the Union that she objected to contributing to its political fund but that the Union had not arranged for her exemption from payment in the manner required by the rules. The political levy was being taken from her wages under arrangements agreed between the Union and her employer and she contended that this procedure was in breach of the Union's political fund rules.

6.23 Miss Elliott's complaint was a complaint of a breach of rule 7(a) on the ground that, since the political levy was being deducted from her wages, the National Executive Council had not given effect to the exemption of members to contribute to the political fund in accordance with the rule. Rule 7(a) reads:—

- 7(a) The National Executive Council shall give effect to the exemption of members to contribute to the Political Fund of the Society by making a separate levy of contributions to that fund from members of the Society who are not exempt, namely, the sum of 2p per week for all members. No moneys of the Society other than the amount raised by such separate levy shall be carried to the Political Fund of the Society.

No levy shall come into force as respects a new member until the expiration of one month from his/her being supplied with a copy of these Rules under Rule 12 hereof on admission to the Society.

- (b) The contributions to the Political Fund shall be allocated as to 60% to the Central Political Fund, and 40% to the Branch Political Fund".

6.24 The facts were not disputed. Miss Elliott agreed when she started working for her employer that her union contributions should be deducted from her wages and paid direct to the Union. At that time members who contributed to the political fund paid the political levy directly to the branch secretary. In 1980, the branch secretary approached the employer, Bowater Scott Corporation Ltd, to ask the company to collect two different rates of union contributions through the check-off: a lower figure from exempt members and a higher figure from members who paid the political levy. He was told that this was impossible because there was no space on the company's computer to take a two-tier system. However, the company agreed to deduct the higher figure as a single standard union contribution from all members and to leave it to the Union to make arrangements to refund the political levy to exempt members. The new system came into operation in October 1980. In that month, Miss Elliott gave notice to the Union that she objected to contribute to the political fund; under the Union's rules she was therefore exempt from contributing to that fund as from 1 January 1981. At first, arrangements were made so that a refund in respect of the levy collected would be paid to exempt members at the end of each quarter; later Miss Elliott was offered a sum of money which apparently covered not only an amount in respect of the political levy already paid but also, as a payment in advance, an amount in respect of the political levy that would be deducted in the forthcoming quarter. In March 1982 the Union sent Miss Elliott a postal order to cover the amount of political levy that had been deducted from 1 January 1981 and that would be deducted up to 31 December 1982. At no stage would Miss Elliott accept that either a refund in arrears or a payment in advance in respect of the political levy deducted from her wages was sufficient to comply with rule 7(a).

6.25 At the hearing the Union produced a letter in which Bowater Scott said that the company was willing to operate a two-tier system from 1 October 1982. The Union made it clear that it did wish for this system to be introduced, and that it would therefore come into operation from 1 October 1982.

6.26 The Union argued that there could be no conceivable breach of the rules from 1 October 1982. As for the period before that, the Union had done all in its power to comply with its rules but it had not been able to insist on a two-tier system of deductions. It referred to the decision of the Employment Appeal Tribunal in *Reeves and the Transport and General Workers Union**.

*1980 (ICR) 728

6.27 The Certification Officer said that, strictly, the part of the Reeves decision referred to was not applicable to Miss Elliott's complaint, because the relevant political fund rule was different. The rule in the Reeves case had been different in that it provided for exemption by relieving exempt members from paying the political fund portion of their periodical contribution to the Union. Rule 7(a) used the other method of providing for exemption laid down in section 6 of the 1913 Act which is a separate levy of contributions to the political fund by members who are not exempt.

6.28 The Certification Officer agreed with the Union that under the system to be instituted from 1 October 1982 there would be no breach of rule 7(a) because the Union would then be making a separate levy of contributions to the political fund from non-exempt members. However, as regards the position from 1 January 1981, he said that in his view, if the same deduction was made from the pay of both exempt and non-exempt members a separate levy of non-exempt members was not being made and the exemption of exempt members was not being effected in the manner required by rule 7(a). He therefore found that the Union was in breach of rule 7(a) and that Miss Elliott's complaint was justified.

6.29 As regards the Union's submission that it had done all in its power to comply with the rule, the Certification Officer said the requirement that the Union make a separate levy was mandatory. There would therefore be a breach of the rule, whatever the mitigating circumstances, even if the Union tried but failed to comply.

6.30 In the circumstances of the case the Certification Officer did not think an order was necessary to remedy the breach. Under the new system to come into operation on 1 October 1982 the deductions to which Miss Elliott objected were going to cease. Furthermore there was no question of any deliberate breach by the Union which had arranged the check-off system which came into operation in October 1980 under a misunderstanding of the Reeves case. As regards the money which had been deducted from Miss Elliott's wages in respect of the political levy between 1 January 1981 and 1 October 1982, the Union should ensure that any amount outstanding should be paid to Miss Elliott as it had offered to do at the hearing. Since the whole amount was less than the amount which had already been sent to her by the Union, he did not doubt that an order in respect of that money was not required and would not be appropriate.

Funds for Trade Union Ballots

The statutory provisions

7.1 Under 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. Section 1 of the Act was extended during 1982 to include an additional qualifying purpose. 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 secret postal ballots. This means first that the ballot must be so conducted as to secure, so far as reasonably practicable, that those voting may do so in secret; and second that the arrangements must:—

- (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.

7.3 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.

7.4 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.

7.5 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.

7.6 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.

7.7 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. No payments can be made in respect of expenditure incurred prior to 1 August 1980. 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.

The 1982 extension

7.8 The purposes of the questions to be voted on contained in section 1(3) of the 1980 Act were extended during the year. As a consequence additions were made to the Regulations governing the Scheme concerning both the qualifying purposes and the conditions to be satisfied. These are shown at paragraphs 7.3(f) and 7.4(h) respectively.

7.9 Insofar as the Scheme relates to the purposes described in paragraph 7.3(a) to (e) above, it applies to ballots where the end of the voting period falls on or after 1 October 1980. As regards a ballot held for the purpose shown in paragraph 7.3(f), the Scheme applies only where the end of the voting period falls on or after 1 September 1982.

Applications

7.10 During 1982 15 applications for refund were received from 14 trade unions in respect of 17 ballots. Details can be found in Appendix 9. The 17 ballots were held for the purposes shown below:—

- 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 (1);
- 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 (12);
- carrying out an election provided for by the rules of a trade union to the positions 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 (4).

7.11 The Certification Officer was able to make payments in respect of 14 ballots. Of these, claims were met in full in 4 cases; in other cases a reduced payment was made for one or more of the following reasons:—

- expenditure on items outside the scope of the Scheme eg. charges for sorting ballot literature, cost of nomination papers;
- printing and stationery overclaimed eg. cost of printing envelopes in excess of those required for the ballot and suitable for use on subsequent occasion;
- postal costs incorrectly claimed.

7.12 The Certification Officer made payments to the unions concerned totalling £26,148.95. Of this amount, £10,519.89 was paid towards the cost of stationery and printing and the balance of £15,629.06 towards postage.

7.13 He was unable to make payments in respect of two ballots because of the applicant's failure to meet the provisions of the Scheme. No decision had been reached on the remaining ballot by the end of the year.

General comments

7.14 During 1982, the second full year of the operation of the Scheme, the level of activity was virtually identical with that in 1981: 15 applications received from 14 unions covering 17 ballots compared with 16 applications from 14 unions covering 19 ballots the previous year.

7.15 Since its inception the Scheme has attracted applications from 21 unions, 7 of them for the first time this year. In addition the first application was received from a union affiliated to the TUC—the British Actors Equity Association—although this was subsequently withdrawn.

7.16 Although the Regulations governing the Scheme were amended during the year they remain tightly drawn. It is interesting to note therefore that while the Certification Officer continued to administer the Scheme strictly in accordance with the Regulations he was unable to make payments in respect of only two ballots compared with 11 last year. This was probably due to a number of applicants seeking advice from the Office before holding the ballot, or taking note of comments relating to previous applications.

7.17 It is to the benefit of any union proposing to seek payment towards expenditure incurred in holding a postal ballot to discuss its proposals with the Office at an early date. The Certification Officer encourages early contact in this way and his staff are always willing to meet with the union representatives to discuss problem areas. An explanatory leaflet 'Funds for Trade Union Ballots' is available from the Office free of charge.

Appendix 1 (see paragraph 1.7)

LIST OF TRADE UNIONS AT 31 DECEMBER 1982

Notes:

Trade Unions entered in the list during 1982 are shown in italics.

*Denotes a trade union holding a certificate of independence at 31 December 1982.

†Denotes a trade union whose application for a certificate of independence was refused and which had not, at 31 December 1982, obtained a certificate as a result of a subsequent application.

(P) Denotes a trade union which, at 31 December 1982, had a political fund.

England and Wales

* Abbey National Staff Association

Alliance Building Society Staff Association

†Alumasc Employees Association

*Amalgamated Association of Beamers Twisters and Drawers (Hand and Machine)(P)

Amalgamated Association of Beamers Twisters and Drawers (Hand and Machine) Preston and District Branch

*Amalgamated Society of Textile Workers and Kindred Trades

*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 (Constructional Section) (P)

*Amalgamated Union of Engineering Workers—Engineering Section (P)

*Amalgamated Union of Engineering Workers—Foundry 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 for Adult and Continuing Education

*Association of Agricultural Education Staff

*Association of British Dental Surgery Assistants

- *Association of Broadcasting and Allied Staffs
- *Association of Cambridge University Assistants
- Association of Career Teachers
- *Association of Cinematograph Television and Allied Technicians (P)
- *Association of Clinical Biochemists Limited
- *Association of Community Homes
- 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 HSDE (Hatfield) Employees
- *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 and Professional Staffs
- *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 Patternmakers and Allied Craftsmen (P)
- *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
- *Banking Insurance and Finance Union
- *Bank of England Staff Organisation
- †Bank of New Zealand (London) Staff Association

- *Barclays Group Staff Union
- Bengal Trade Union Congress (International)
- Billinge Branch of the National Union of Mineworkers (North Western Area)*
- Birmingham Union of Club Stewards
- *Blackburn and District Amalgamated Power Loom Overlookers Association
- Blackburn and District Tape-Sizers Society
- *Blackburn and District Weavers Winders and Warpers Association
- *Bolton and District Powerloom Overlookers Trade Sick and Burial Association
- *Bradford and Bingley Building Society Staff Association
- Bradford and District Power Loom Overlookers Society
- *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 Fire Service Federation
- British Hospital Doctors Federation
- *British Medical Association
- *British Orthoptic Society
- *British Roll Turners Trade Society
- British Telecommunications Union Committee*
- British Union of Social Workers
- Building Trades Union
- †Burmah Engineering Senior Staff Union
- Burnley and District Branch of the Amalgamated Association of Twistors and Drawers (Hand and Machine)
- Burnley and District Tape Sizers Protective Society
- *Burnley Building Society Staff Association
- Burnley Nelson Rossendale and District Textile Workers Union
- Cadbury Limited Representatives Association
- *Cadbury Schweppes Senior Managers Association
- Cadbury Typhoo Representatives Association
- Cantonian High School Staff Association
- Card Dressers Society
- *Card Setting Machine Tenters Society
- †Carlsberg Brewery Staff Association

- *Ceramic and Allied Trades Union (P)
- *Chartered Society of Physiotherapy
- *Chelsea Building Society Staff Association
- 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
- *Cloth Pressers Society (P)
- Colman Association of Staff
- *Colne and Craven Textile Workers Association
- *Colne and District Power Loom Overlookers Association
- *Colne and District Textile Warehouse Association
- *Colne District of the Amalgamated Association of Twistors and Drawers
- *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
- *COSESA
- Cotton Rayon and Allied Fibres Tapesizers Association
- Council of Civil Service Unions
- *Coventry Economic Building Society Staff Association
- Cronton Branch of Miners*
- Cumbria Colliery Officials Association
- †Derbyshire Building Society Staff Association
- *Diplomatic Service 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
- Essex Association of Tutors in Adult Education
- †Federation of Cadbury Schweppes Representatives Associations
- *Federation of Nursing Personnel
- *Federation of Managerial and Professional Officers Unions
- Federation of Professional Organisations (PT 'A' Whitley Council)
- *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 and Technical Services Union
- General Dental Practitioners Association
- General Federation of Trade Unions
- General Telephone Systems Ltd and Associated Companies Staff Association
- *General Union of Associations of Loom Overlookers (P)
- Graphic and Creative Arts Association
- *Greater London Council Staff Association
- *Grindlays Staff Association
- Guild of County Land Agents and Valuers
- *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
- Hosiery and Textile Dyers and Auxiliary Association
- *Hospital Consultants and Specialists Association
- *Hospital Doctors Association
- *Hospital Physicists Association
- †HSD (Stevenage) Staff Association
- *Huddersfield and Bradford Building Society Staff Association
- Huddersfield and Dewsbury Power Loom Overlookers Society
- *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
Inter Employees Association
- *Iron and Steel Trades Confederation (P)

- Jeyes Representatives Association
- 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

K D G Industries Staff Association
Kirkless Craftsmens Branch of the NUM North Western Area

- Laker Airways Cabin Attendants Association
- Laker Airways Flight Crew Association
- *Lancashire Box Packing Case and General Woodworkers Friendly
Relief Sick Superannuation and Burial Society
- Leeds and District Power Loom Overlookers Society
- *Leek and Westbourne Staff Association
- *Leicester Building Society Staff Association
- Leicestershire Overmen Deputies and Shotfirers Association
- *Liverpool Victoria Section of the National Union of Insurance Workers
(P)
- *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
- Manchester Salford and District Society of Brewers and General Coopers
- *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 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 Executive Managers and Staffs
- *National Association of Fire Officers
- National Association of Grooms
- *National Association of Head Teachers
- National Association of Heads and Matrons of Assessment Centres
- *National Association of Inspectors and Educational Advisers
- *National Association of Licensed House Managers
- *National Association of NFU Group Secretaries
- National Association of Power-Loom Overlookers
- *National Association of Probation Officers
- *National Association of Schoolmasters and the Union of Women Teachers
- National Association of Senior Probation Officers
- *National Association of Teachers in Further and Higher Education
- *National Association of Theatrical Television and Kine Employees (P)
- *National Association of Unions in the Textile Trade
- 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 Brushmakers and General Workers
- *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 Co-operative Insurance Agents
- *National Union of Co-operative Insurance Society Employees (P)
- *National Union of Domestic Appliance and General Metal Workers (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 Insurance Workers Prudential Section (P)

- *National Union of Insurance Workers Royal London Section
- *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 Midlands 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) (P)
- *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 Sheet Metal Workers Coppersmiths and Heating and Domestic Engineers (P)
- *National Union of Tailors and Garment Workers (P)

- *National Union of Teachers
- *National Union of Textile and Allied Workers (Rochdale Districts)
- *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 Branch of the Amalgamated Society of Beamers Twisters and Drawers (Hand and Machine)
- *Nelson and District Clothlookers and Warehouse Association
- Nelson and District Powerloom Overlookers Society
- New Towns Chief Officers Association
- NFER Staff Association
- *North-East Coast Tug-Boatmens Association
- *Northern Carpet Trades Union
- *Northern Colliery Officials and Staffs Association
- *Northern Counties Textile Trades Federation
- *Northern Rock Building Society Staff Association (NORSA)
- *Northern Textile and Allied Workers Union
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
- †Playboy Staff Association
- *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 Teachers
- †Professional Flight Instructors Association
- Professional Footballers Association
- Prosecuting Solicitors Society of England and Wales
- *Provincial Building Society Staff Association
- *Radio and Electronic Officers Union

- †Rank Hotels Staff Association
- Redifussion Simulation Staff Association
- *Retail Book Stationery and Allied Trades Employees Association
- *Retained Firefighters Union
- *Retired Officers Association
- *Rolls-Royce Management 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)
- †Schweppes Limited Representatives Association
- *Screw Nut Bolt and Rivet Trade Union
- *Secondary Heads Association
- *Sheffield Sawmakers Protection Society
- Sheffield Wool Shear Workers Trade Union
- *Skipton and District Power-Loom Overlookers Association
- †Societe Generale Staff Association
- *Society of Authors Limited
- 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 Post Office Executives
- *Society of Public Analysts and Other Official Analysts
- *Society of Radiographers
- Society of Registration Officers (Births Deaths and Marriages)
- *Society of Remedial Gymnasts
- *Society of Shuttlemakers (P)
- *Society of Union Employees (NUPE) (P)
- *Squibb UK Staff Association
- Stable Lads Association
- Staff Association of the Printing and Publishing Industry Training Board
- †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
- Sussex County Staff Association
- Sutton Manor Branch of Miners*

- *Teston Independent Society of Cricket Ball Makers
- *Textile Manufacturing Trades Federation of Bolton and Surrounding Districts
- *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)
- †Trebor Sharps Limited Salesmens Association
- *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
- Willerby Staff Association
- *Woolwich Independent Staff Association
- *Writers Guild of Great Britain
- *Yorkshire Association of Power Loom Overlookers
- Scotland**
- *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
- Honours Graduate Teachers Association

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

Appendix 2 (see paragraph 1.7)

LIST OF EMPLOYERS' ASSOCIATIONS AT 31 DECEMBER 1982

Note: Employers' associations entered in the list during 1982 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 Clothing Contractors

Association of Glass Container Manufacturers

Association of Midland Advertising Agencies

Association of Northern Advertising Agencies

Association of Northern Master Electrotypers and Stereotypers

Birmingham Horse and Motor Vehicle Owners Association

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 Association of Lithographic Plate Manufacturers

British Bag Federation

British Box and Packaging Association

British Brush Manufacturers Association

British Carton 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)

Central Lancashire Engineering Employers Association

China Clay Association

Cinematograph Exhibitors Association of Great Britain and Ireland

Construction Plant-Hire Association

Co-operative Employers Association

Coventry and District Engineering 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 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 Steel Employers Association

Kent Ship and Boat Building Employers Association
 Knitted Textile Dyers Federation

Leather Producers Association
 Leek and District Manufacturers and Dyers 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 Building Trades Employers
 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 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

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 and Yorkshire Textile Employers Association
 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 Glass Manufacturers Association

Scotland

Aberdeen Granite Association
 Association of Floor Covering Contractors (Scotland)
 Association of Jute Spinners and Manufacturers
 Association of Scottish Advertising Agencies

Electrical Contractors Association of Scotland

Federation of Scottish Bank Employers
 Flaxspinners and Manufacturers Association of Great Britain

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

Hawick Knitwear Manufacturers Association
 Hebridean Spinners Advisory Committee

Malt Distillers Association of Scotland

National Cooperage Federation

Scottish and Northern Ireland Plumbing Employers Federation
 Scottish Association of Marine Electrical Contractors
 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 Timber Merchants and Sawmillers Association
 Scottish Woollen Trade Employers Association
 Society of Master Printers of Scotland

DECISIONS ON TRADE UNION INDEPENDENCE DURING 1982

Trade unions issued with certificates of independence

Engineering Officers Technical Association
Immigration Service Union
National Graphical Association 1982
Provincial Building Society Staff Association
Royal Insurance Branch Managers Association
Society of Remedial Gymnasts
Town and Country Building Society Staff Association
West Bromwich Building Society Staff Association
Woolwich Building Society Staff Association

Application for a certificate of independence refused

Alumasc Employees Association (2nd Application)

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

Amalgamated Felt Hat Trimmers Wool Formers and Allied Workers Association
Amalgamated Society of Journeymen Felt Hatters and Allied Workers of Great Britain
Association of Government Supervisors and Radio Officers

British Transport Officers Guild

National Union of Agricultural and Allied Workers
National Union of Dyers Bleachers and Textile Workers
National Union of Insurance Workers – Royal Liver and Composite Section

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

Amalgamated Society of Boilermakers Shipwrights Blacksmiths and Structural Workers

Bolton and District Power Loom Weavers Winders Warpers Loom Sweepers and Ancillary Workers Association
Bolton and District Union of Textile and Allied Workers
National Graphical Association
National Society of Operative Printers Graphical and Media Personnel
National Union of General and Municipal Workers
North Lancashire and Cumbria Textile Workers Association
Society of Graphical and Allied Trades 1975
Society of Lithographic Artists Designers Engravers and Process Workers

Certificates cancelled because the union has been dissolved

Legal and General Staff Association

Notes

- (a) The gross assets figures take no account of liabilities. The net worth of unions is indicated in column 11.
- (b) By far the largest part of the income from members is derived from regular contributions but a very small part (probably less than 1 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 the 30 areas and other constituents of the Union which submit separate returns.
- (i) 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 often differs from that required in the annual return, from which the figures in the Appendix have been abstracted.

Summary of Statistics—Trade Unions
(see paragraph 3.9)

Appendix 4

	Number of Members	GROSS INCOME			GROSS EXPENDITURE					TOTAL FUNDS		GROSS ASSETS (a)			
		From Members	From Investments	Total Income	Unemployment Benefit	Dispute Benefit	Total Benefits to Members	Administration Expenses and Other Outgoings	Total Expenditure	Beginning of the Year	End of the Year	Fixed Assets	Investments	Other Assets	Total Assets
		(b) £000s (2)	(c) £000s (3)	(d) £000s (4)	£000s (5)	£000s (6)	(e) £000s (7)	£000s (8)	(d) £000s (9)	£000s (10)	£000s (11)	£000s (12)	£000s (13)	£000s (14)	£000s (15)
Unions each with 100,000 members or more:															
Transport and General Workers Union	1,695,818	33,149	2,495	35,954	—	1,035	4,631	24,524	32,123	38,662	42,493	18,912	22,056	3,548	44,516
Amalgamated Union of Engineering Workers	—	—	—	15	—	—	—	1	1	9	23	(g)	—	23	23
Constructional Section	30,224	762	93	877	—	4	117	835	972	1,122	1,027	373	604	54	1,031
Engineering Section	1,024,317	15,915	1,476	17,519	76	960	4,443	11,089	18,256	19,991	19,254	6,616	11,837	2,661	21,114
Foundry Section	45,370	773	61	839	—	6	6	672	783	668	724	123	575	153	851
Technical Administrative and Supervisory Section	185,690	3,679	196	3,899	—	158	358	3,137	3,676	3,461	3,684	1,778	1,257	827	3,862
National Union of General and Municipal Workers	865,814	19,284	1,698	21,084	—	190	2,808	15,536	19,352	21,872	23,604	8,145	4,574	10,911	23,630
National and Local Government Officers Association	739,013	22,377	951	26,161	—	639	960	11,312	20,424	12,088	17,825	6,462	11,403	3,286	21,151
National Union of Public Employees	703,998	11,869	1,066	13,231	—	144	1,042	9,422	11,282	(f)14,281	16,230	4,947	10,105	2,786	17,838
Union of Shop Distributive and Allied Workers	437,854	6,487	635	7,327	11	5	276	6,182	6,892	6,371	6,806	752	3,711	2,535	6,998
Electrical Electronic Telecommunication and Plumbing Union	428,595	7,170	468	7,853	—	60	1,004	6,139	7,559	8,678	8,972	3,009	5,741	834	9,584
Association of Scientific Technical and Managerial Staffs	427,500	7,962	125	8,119	22	111	143	7,061	9,024	(f)4,049	3,144	6,124	49	2,047	8,220
National Union of Mineworkers (h)	358,659	7,612	470	8,082	—	—	713	5,701	6,813	(f)4,684	5,953	661	2,895	2,725	6,281
Union of Construction Allied Trades and Technicians	275,251	4,880	229	5,167	24	18	576	3,965	4,802	2,586	2,951	1,211	1,687	330	3,228
National Union of Teachers	262,825	4,074	577	4,736	—	5	157	3,432	4,364	6,882	7,254	818	5,924	717	7,459
Confederation of Health Service Employees	230,709	3,957	165	4,543	—	1	285	3,385	3,874	3,004	3,673	1,270	2,135	546	3,951
Civil and Public Services Association	209,872	6,854	259	8,030	—	2,429	2,591	4,211	8,209	6,844	6,665	3,948	1,666	1,146	6,760
Union of Communication Workers	202,160	5,001	258	6,481	—	—	338	4,829	6,229	(f)5,870	6,122	887	3,166	2,069	6,122
Royal College of Nursing of the United Kingdom	196,815	2,503	—	2,503	—	—	30	2,473	2,503	—	—	—	—	1,788	1,788
Society of Graphical and Allied Trades 1975	184,910	4,733	225	5,817	476	32	1,027	4,487	5,668	4,445	4,594	2,276	1,221	1,365	4,862
National Union of Railwaymen	157,467	4,712	1,659	6,385	(g)	1	1,460	4,095	5,802	19,638	20,221	5,339	14,069	1,195	20,603
National Association of Schoolmasters and Union of Women Teachers	155,984	2,139	180	2,546	—	(g)	187	1,751	2,014	1,945	2,477	471	451	1,728	2,650
Banking Insurance and Finance Union	147,995	2,762	73	2,999	—	4	19	2,592	2,692	1,096	1,403	906	361	449	1,716
Post Office Engineering Union	132,828	4,966	107	5,176	—	—	533	3,583	4,466	3,480	4,190	1,872	539	1,929	4,340
Association of Professional Executive Clerical and Computer Staff (APEX)	122,639	2,871	365	3,509	—	89	94	2,498	2,943	4,502	5,068	866	3,169	1,323	5,358
Amalgamated Society of Boilermakers Shipwrights	119,582	2,200	339	2,543	—	73	266	1,962	2,343	3,568	3,768	593	2,595	1,041	4,229
Blacksmiths and Structural Workers	113,905	5,446	825	5,766	1,846	198	3,207	2,632	6,045	11,403	11,124	588	8,670	1,956	11,214
National Graphical Association	103,302	1,747	815	3,545	(g)	9	561	1,978	2,649	8,868	9,764	556	8,706	518	9,780
Iron and Steel Trades Confederation	100,504	7,315	133	7,453	—	1,684	1,887	4,721	6,717	3,308	4,044	1,387	1,066	1,911	4,364
Society of Civil and Public Servants	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Total of above unions with 100,000 members or more	9,659,600	203,199	15,943	228,159	2,455	7,855	29,719	154,205	208,477	223,375	243,057	80,890	130,232	52,401	263,523
Total of 408 other listed unions with less than 100,000 members	2,634,903	76,069	7,683	101,889	745	1,204	7,470	66,215	89,690	93,842	106,041	23,721	55,512	42,516	121,749
Total of listed unions	12,294,503	279,268	23,626	330,048	3,200	9,059	37,189	220,420	298,167	317,217	349,098	104,611	185,744	94,917	385,272
Trades Union Congress	—	4,498	262	5,027	—	—	598	2,496	4,114	553	1,466	74	1,130	1,188	2,392
Total of 44 other unlisted unions which have submitted returns	16,731	691	57	871	2	—	55	714	878	549	542	121	236	287	644
TOTAL for all unions for 1981	12,311,234	284,457	23,945	335,946	3,202	9,059	37,842	223,630	303,159	318,319	351,106	104,806	187,110	96,392	388,308
TOTAL for all unions for 1980	12,636,355	230,719	26,180	270,657	2,567	9,126	33,926	195,097	252,202	297,579	316,034	94,128	172,277	79,659	346,064

Annual Report of the Certification Officer 1982—Amendment to Appendix 4, Page 55

The following three lines of figures should replace the corresponding lines printed in the Appendix. No other figures are affected.

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)
National Union of Mineworkers (h)	358,659	10,898	2,525	13,687	—	—	1,327	10,639	11,138	(f)24,282	26,831	1,789	16,801	10,253	28,843
Total of above unions with 100,000 members or more	9,659,600	206,485	17,998	233,764	2,455	7,855	30,333	159,143	212,802	242,973	263,935	82,018	144,138	59,929	286,085
Total of 408 other listed unions with less than 100,000 members	2,634,903	72,783	5,628	96,284	745	1,204	6,856	61,277	85,365	74,244	85,163	22,593	41,606	34,988	99,187

Notes

- (a) The figures are not in all cases a true indication of the proportion of members who have exercised their rights under the 1913 Act to be exempt from making the political contribution. The total membership reported by some trade unions includes a number of special categories (eg. honorary, retired, unemployed) who are members under the union's rules but who are required neither to pay the political levy nor to seek formal exemption. Where the number of members in these categories is substantial the proportion of total membership paying the levy will be reduced accordingly.
- (b) Adjusted figure.
- (c) 1980 figures. Union calculating column 2 figure for 1981.
- (d) Net figures taking account of deficits.

Political Funds of Trade Unions
(see paragraph 6.7)

Appendix 5

	Total Union Membership	Number of Members Contributing to the Political Fund	% of Total Membership Contributing to Political Fund	POLITICAL FUND			
				Income	Expenditure	Fund at Beginning of the Year	Fund at End of the Year
	(a) (1)	(a) (2)	(a) (3)	£ (4)	£ (5)	£ (6)	£ (7)
Amalgamated Association of Beamers Twisters and Drawers (Hand and Machine)	582	—	—	—	15	413	398
Amalgamated Society of Boilermakers Shipwrights Blacksmiths and Structural Workers	119,582	62,909	53	59,113	48,966	156,147	166,294
Amalgamated Society of Journeymen Felt Hatters and Allied Workers of Great Britain	279	190	68	66	10	175	231
Amalgamated Society of Textile Workers and Kindred Trades	3,561	3,536	99	1,683	1,646	4,091	4,128
Amalgamated Textile Workers Union	23,060	21,773	94	12,674	12,513	32,438	32,599
Amalgamated Union of Engineering Workers (Constructional Section)	30,224	21,419	71	11,222	10,921	24,484	24,785
Amalgamated Union of Engineering Workers—Engineering Section	1,024,317	813,614	79	527,976	487,495	376,327	416,808
Amalgamated Union of Engineering Workers—Foundry Section	45,370	41,250	91	15,348	27,084	8,769	-2,967
Amalgamated Union of Engineering Workers—Technical Administrative and Supervisory Section	185,690	100,057	54	111,845	72,702	166,841	205,984
Associated Society of Locomotive Engineers and Firemen	26,241	24,661	94	37,782	30,901	37,948	44,829
Association of Cinematograph Television and Allied Technicians	20,021	1,738	9	2,711	3,146	4,933	4,498
Association of Patternmakers and Allied Craftsmen	8,928	6,300	71	3,276	2,623	2,286	2,939
Association of Professional Executive Clerical and Computer Staff (APEX)	122,639	87,315	71	111,300	76,994	146,783	181,089
Association of Scientific Technical and Managerial Staffs	(c) 491,000	(c) 147,000	(c) 30	70,274	103,668	-71,288	-104,682
Bakers Food and Allied Workers Union	40,560	32,738	81	13,347	18,877	5,882	352
Ceramic and Allied Trades Union	30,174	29,242	97	20,651	20,475	1,671	1,847
Cloth Pressers Society	18	—	—	1	—	7	8
Confederation of Health Service Employees	230,709	213,160	92	170,621	114,788	24,531	80,364
Electrical Electronic Telecommunication and Plumbing Union	428,595	354,455	83	155,639	56,578	51,294	150,355
Fire Brigades Union	42,036	26,718	64	17,939	12,914	14,729	19,754
Furniture Timber and Allied Trades Union	68,598	41,845	61	17,059	25,107	13,591	5,543
General Union of Associations of Loom Overlookers	1,572	1,437	91	491	870	967	588
Iron and Steel Trades Confederation	103,302	45,911	44	28,389	42,947	14,752	194
Liverpool Victoria Section of the National Union of Insurance Workers	2,793	169	6	45	12	10,823	10,856
Musicians Union	40,056	25,445	64	3,208	3,678	187	-283
National Association of Colliery Overmen Deputies and Shotfirers	18,575	18,096	97	28,687	16,692	19,169	31,164
National Association of Colliery Overmen Deputies and Shotfirers Durham Area	1,634	1,634	100	1,729	1,050	191	870
National Association of Colliery Overmen Deputies and Shotfirers (Northumberland Area)	722	715	99	880	1,074	1,573	1,379
National Association of Colliery Overmen Deputies and Shotfirers (Scottish Area)	1,678	1,570	94	2,134	932	1,447	2,649
National Association of Colliery Overmen Deputies and Shotfirers (Yorkshire Area)	8,784	8,738	99	5,904	7,076	2,326	1,154
National Association of Theatrical Television and Kine Employees	19,207	12,500	65	3,860	1,958	16,513	18,415
National Graphical Association	113,905	50,032	44	20,983	12,948	18,764	26,799
National League of the Blind and Disabled	3,675	1,150	31	952	1,002	2,091	2,041
National Society of Metal Mechanics	32,962	26,949	82	10,706	9,716	35,365	36,355
National Society of Operative Printers Graphical and Media Personnel	53,260	47,693	90	25,000	20,000	8,000	13,000
National Union of Agricultural and Allied Workers	63,261	62,529	99	37,547	33,343	3,699	7,903

cont.

Political Funds of Trade Unions
see paragraph 6.7)

Appendix 5

cont.

	Total Union Membership	Number of Members Contributing to the Political Fund	% of Total Membership Contributing to Political Fund	POLITICAL FUND			
				Income	Expenditure	Fund at Beginning of the Year	Fund at End of the Year
	(a) (1)	(a) (2)	(a) (3)	£ (4)	£ (5)	£ (6)	£ (7)
National Union of Blastfurnacemen Ore Miners Coke Workers and Kindred Trades	7,262	4,014	55	4,265	3,601	1,743	2,407
National Union of Co-operative Insurance Society Employees	2,691	2,585	96	128	128	—	—
National Union of Domestic Appliance and General Metal Workers	4,111	2,954	72	1,936	1,956	284	264
National Union of Dyers Bleachers and Textile Workers	37,152	37,033	99	37,264	48,966	59,176	47,474
National Union of General and Municipal Workers	865,814	786,252	91	804,076	549,853	686,337	940,560
National Union of Insurance Workers Prudential Section	13,346	9,330	70	4,854	4,848	2,323	2,329
National Union of Mineworkers	358,659	235,054	66	628,141	337,619	(b) 1,190,313	1,480,835
National Union of Mineworkers (Durham Area)	40,044	14,880	37	44,544	43,686	236,336	237,194
National Union of Mineworkers (Kent Area)	3,843	2,650	69	343	218	760	885
National Union of Mineworkers (Leicester Area)	6,119	3,087	50	4,307	2,941	4,332	5,698
National Union of Mineworkers (Northumberland Area)	17,322	6,277	36	22,904	14,739	16,979	25,144
National Union of Mineworkers (North Wales Area)	1,130	1,130	100	876	677	149	348
National Union of Public Employees	703,998	688,078	98	891,973	863,495	253,564	282,042
National Union of Railwaymen	157,467	152,131	97	174,976	176,356	240,750	239,370
National Union of Scalemakers	1,461	20	1	22	2	148	168
National Union of Seamen	34,938	26,160	75	20,817	14,834	9,112	15,095
National Union of Sheet Metal Workers Coppersmiths Heating and Domestic Engineers	64,585	50,000	77	47,975	27,619	67,898	88,254
National Union of Tailors and Garment Workers	81,761	72,629	89	48,956	51,981	43,838	40,813
National Union of the Footwear Leather and Allied Trades	50,072	44,368	89	21,911	26,246	14,815	10,480
Post Office Engineering Union	132,828	96,737	73	147,408	130,012	50,351	67,747
Power Loom Carpet Weavers and Textile Workers Union	3,886	3,817	98	2,076	1,714	12	374
Rossendale Union of Boot Shoe and Slipper Operatives	4,276	4,220	99	1,222	1,070	1,698	1,850
Scottish Carpet Workers Union	1,836	1,836	100	904	766	54	192
Society of Graphical and Allied Trades 1975	184,910	71,312	39	80,000	39,000	55,000	96,000
Society of Lithographic Artists Designers Engravers and Process-Workers	22,388	9,263	41	15,391	7,743	10,065	17,713
Society of Shuttlemakers	88	4	5	1	3	5	3
Tobacco Workers Union	17,330	9,663	56	10,766	4,537	12,601	18,830
Transport and General Workers Union	1,695,818	1,668,713	98	881,488	739,130	941,679	1,084,037
Transport Salaried Staffs Association	66,763	56,208	84	67,880	52,527	24,162	39,515
Union of Communication Workers	202,160	191,449	95	136,167	84,334	8,282	60,115
Union of Construction Allied Trades and Technicians	275,251	180,000	65	104,000	103,855	55,060	55,205
Union of Shop Distributive and Allied Workers	437,854	404,654	92	272,337	228,817	163,056	206,576
Total of the 68 unions with political funds for 1981	8,904,733	7,170,996	81	6,010,950	4,843,994	(d) 5,288,801	(d) 6,455,757
<i>Total of the 69 unions with political funds for 1980</i>	<i>9,490,285</i>	<i>7,733,438</i>	<i>81</i>	<i>5,038,000</i>	<i>4,051,000</i>	<i>(d) 4,275,000</i>	<i>(d) 5,262,000</i>

The 1980 totals for columns (4) to (7) are rounded to the nearest £1,000.

Political Funds of Trade Unions
see paragraph 6.7)

Appendix 5

Union membership	Number of Members Con- tributing to the Political Fund (a) (2)	% of Total Membership Contributing to Political Fund (a) (3)	POLITICAL FUND			
			Income	Expenditure	Fund at Beginning of the Year	Fund at End of the Year
			£ (4)	£ (5)	£ (6)	£ (7)
7,262	4,014	55	4,265	3,601	1,743	2,407
2,691	2,585	96	128	128	—	—
4,111	2,954	72	1,936	1,956	284	264
7,152	37,033	99	37,264	48,966	59,176	47,474
5,814	786,252	91	804,076	549,853	686,337	940,560
3,346	9,330	70	4,854	4,848	2,323	2,329
8,659	235,054	66	628,141	337,619	(b) 1,190,313	1,480,835
0,044	14,880	37	44,544	43,686	236,336	237,194
3,843	2,650	69	343	218	760	885
6,119	3,087	50	4,307	2,941	4,332	5,698
7,322	6,277	36	22,904	14,739	16,979	25,144
1,130	1,130	100	876	677	149	348
3,998	688,078	98	891,973	863,495	253,564	282,042
7,467	152,131	97	174,976	176,356	240,750	239,370
1,461	20	1	22	2	148	168
4,938	26,160	75	20,817	14,834	9,112	15,095
4,585	50,000	77	47,975	27,619	67,898	88,254
1,761	72,629	89	48,956	51,981	43,838	40,813
0,072	44,368	89	21,911	26,246	14,815	10,480
2,828	96,737	73	147,408	130,012	50,351	67,747
3,886	3,817	98	2,076	1,714	12	374
4,276	4,220	99	1,222	1,070	1,698	1,850
1,836	1,836	100	904	766	54	192
4,910	71,312	39	80,000	39,000	55,000	96,000
2,388	9,263	41	15,391	7,743	10,065	17,713
88	4	5	1	3	5	3
7,330	9,663	56	10,766	4,537	12,601	18,830
5,818	1,668,713	98	881,488	739,130	941,679	1,084,037
6,763	56,208	84	67,880	52,527	24,162	39,515
2,160	191,449	95	136,167	84,334	8,282	60,115
5,251	180,000	65	104,000	103,855	55,060	55,205
7,854	404,654	92	272,337	228,817	163,056	206,576
4,733	7,170,996	81	6,010,950	4,843,994	(d) 5,288,801	(d) 6,455,757
0,285	7,733,438	81	5,038,000	4,051,000	(d) 4,275,000	(d) 5,262,000

The 1980 totals for columns (4) to (7) are rounded to the nearest £1,000.

Appendix 6

Summary of Statistics—Employers' Associations

Notes

- The gross assets figures take no account of liabilities. The net worth of employers' associations is indicated in column 6.
- Income from Investments includes interest on short term deposits.
- Total Income and Total 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.
- For the reasons explained in previous reports it may be difficult to correlate these figures with those in the 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.

Summary of Statistics—Employers' Associations
(see paragraph 3.10)

Appendix 6

	GROSS INCOME			Gross Expenditure (c) £000s (4)	TOTAL FUNDS		GROSS ASSETS(a)				Number of Members (11)
	From Members £000s (1)	From Investments (b) £000s (2)	Total Income (c) £000s (3)		Beginning of the year £000s (5)	End of the year £000s (6)	Fixed Assets £000s (7)	Investments £000s (8)	Other Assets £000s (9)	Total Assets £000s (10)	
Employers' Associations each with over £500,000 Total Income:											
Engineering Employers Federation	1,759	380	2,573	1,980	4,368	4,961	153	5,211	440	5,804	18
West Midlands Engineering Employers Association	812	49	1,132	1,056	765	841	288	465	261	1,014	1,125
Engineering Employers London Association	755	79	929	928	385	386	76	219	171	466	1,147
Engineering Employers West of England Association	404	26	644	642	166	168	125	17	144	286	404
13 other Engineering Employers Associations in Great Britain	2,263	208	2,758	2,573	1,484	1,669	785	639	985	2,409	3,013
*National Farmers Union	6,988	345	7,502	6,954	8,299	8,847	6,390	611	3,001	10,002	125,162
*General Council of British Shipping	2,403	86	5,662	5,719	936	879	603	15	1,541	2,159	213
*British Shipping Federation	4,635	431	5,221	5,150	2,191	2,262	975	1,328	1,114	3,417	10,000
National Federation of Building Trades Employers	930	106	4,531	4,316	1,108	1,323	1,203	7	1,795	3,005	15,038
*Freight Transport Association Limited	—	—	4,060	—	—	—	—	—	462	462	19
Test and County Cricket Board	1,074	498	2,469	2,392	1,050	1,127	148	5,798	750	6,696	2,232
Electrical Contractors Association	1,774	180	2,356	2,316	79	119	53	285	277	615	339
*Chemical Industries Association Limited	1,070	78	1,518	1,388	386	516	357	200	289	846	2,650
British Printing Industries Federation	696	15	731	726	116	121	23	45	137	205	1,510
Constituent Associations in Great Britain	1,407	—	1,616	1,754	1,621	1,483	1,844	92	139	2,075	15,444
Motor Agents Association	905	97	1,361	1,319	749	791	688	105	690	1,483	12,732
*Road Haulage Association Limited	1,081	85	1,256	1,200	221	277	107	97	238	442	282
Newspaper Society	1,095	65	1,184	1,085	812	911	291	392	468	1,151	28,669
National Federation of Retail Newsagents	994	79	1,162	1,170	446	438	132	199	248	579	481
Federation of Civil Engineering Contractors	983	62	1,136	1,133	135	138	56	126	173	355	84
British Paper and Board Industry Federation Limited	1,082	23	1,114	1,117	311	308	13	129	272	414	48
*Incorporated National Association of British and Irish Millers Limited	620	158	977	978	234	233	119	432	84	635	1,193
Heating and Ventilating Contractors Association	790	69	920	770	487	637	186	312	263	761	20,118
Federation of Master Builders	141	85	794	745	284	333	7	255	311	573	1,951
*British Jewellery and Giftware Federation Limited	550	—	782	759	55	78	78	—	142	220	4,500
*Dairy Trade Federation	739	4	743	742	46	47	34	5	96	135	12
Newspaper Publishers Association Limited	583	40	737	793	28	-28	55	—	213	268	289
*Publishers Association	538	11	550	536	15	29	12	—	137	149	6
*Cement Makers Federation											
Total of above employers' associations	37,071	3,259	56,418	54,301	26,777	28,894	14,801	16,984	14,841	46,626	248,679
Total of 122 other listed employers' associations	7,232	705	9,488	8,906	4,135	4,717	1,928	2,755	2,991	7,674	57,176
Total of 180 other unlisted employers' associations	6,424	530	8,265	8,182	3,677	3,760	1,814	1,859	2,858	6,531	47,919
TOTAL of all employers' associations for 1981	50,727	4,494	74,171	71,389	34,589	37,371	18,543	21,598	20,690	60,831	353,774
<i>Total of all employers' associations for 1980</i>	<i>46,610</i>	<i>4,650</i>	<i>69,102</i>	<i>66,349</i>	<i>31,035</i>	<i>33,788</i>	<i>16,298</i>	<i>18,416</i>	<i>22,566</i>	<i>57,280</i>	<i>344,221</i>

*Unlisted employers' association



Appendix 7 (See paragraph 4.2)

TRADE UNIONS MAINTAINING MEMBERS' SUPERANNUATION SCHEMES AT 31 DECEMBER 1982

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 Section
Associated Society of Locomotive Engineers and Firemen
Association of Patternmakers and Allied Craftsmen

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 (7 schemes)

*National Union of Domestic Appliance and General Metal Workers

National Union of Flint Glassworkers

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

National Union of Sheet Metal Workers Coppersmiths and Heating and Domestic Engineers

Society of Graphical and Allied Trades 1982 (2 schemes)

Trade Society of Machine Calico Printers

*Transport and General Workers Union

Appendix 8 Part One
(See paragraph 5.8)

Mergers completed in 1982

Transfers of engagements effected under the
Trade Union (Amalgamations, etc.) Act 1964

Engagements transferred from	To	Transfer registered on
TRADE UNIONS		
National Union of Dyers Bleachers and Textile Workers	Transport and General Workers Union	3. 3.82
National Union of Insurance Workers—Royal Liver and Composite Section	The Banking Insurance and Finance Union	23. 4.82
National Union of Agricultural and Allied Workers	Transport and General Workers Union	30. 4.82
National Amalgamated Stevedores and Dockers	Transport and General Workers Union	6. 9.82
British Transport Officers Guild	Electrical Electronic Telecommunication and Plumbing Union	22. 9.82
Amalgamated Society of Journeymen Felt Hatters and Allied Workers of Great Britain	National Union of Tailors and Garment Workers	29.10.82
Amalgamated Felt Hat Trimmers Wool Formers and Allied Workers Association	National Union of Tailors and Garment Workers	29.10.82
Association of Government Supervisors and Radio Officers	Institution of Professional Civil Servants	30.12.82
EMPLOYERS' ASSOCIATIONS		
North Lancashire Textile Employers Association	Blackburn District Textile Manufacturers Association	30. 4.82

Appendix 8 Part Two
(See paragraph 5.8)

Mergers completed in 1982

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

Amalgamating Unions*	Forming	Amalgamation registered on
National Graphical Association <i>with</i> Society of Lithographic Artists Designers Engravers and Process-Workers	National Graphical Association (1982)	26. 3.82
Society of Graphical and Allied Trades 1975 <i>with</i> National Society of Operative Printers Graphical and Media Personnel	Society of Graphical and Allied Trades 1982 (SOGAT)	5. 7.82
Bolton and District Union of Textile and Allied Workers <i>with</i> Bolton and District Power Loom Weavers Winders Wappers Loom Sweepers and Ancillary Workers Association <i>and with</i> North Lancashire and Cumbria Textile Workers Association <i>and with</i> Amalgamated Textile Trades Union Wigan Chorley and Skelmersdale District	North West Lancashire Durham and Cumbria Textile Workers Union	1. 9.82
National Union of General and Municipal Workers <i>with</i> Amalgamated Society of Boilermakers Shipwrights Blacksmiths and Structural Workers	General Municipal Boilermakers and Allied Trades Union	1.12.82

*There was no amalgamation of employers' associations during 1982

Appendix 9 (see paragraph 7.10)

Trade unions which applied for refunds of expenditure incurred in holding secret postal ballots

Trade Union	Ballot Papers		Percentage Poll	Amount Paid £
	Distributed	Returned		
Assistant Masters and Mistresses Association	573	418	73%	677.57
Association of Education Officers (2 ballots)	760	469	62%	NIL
Association of Management and Professional Staffs	6,473	1,980	31%	1,856.22
Association of Public Service Finance Officers	2,228	650	29%	596.43
Association of Public Service Professional Engineers	1,995	533	27%	386.60
Association of Optical Practitioners (one application)				
Ballot 1	4,294	1,020	24%	} 1,577.05
Ballot 2	240	88	37%	
Barclays Group Staff Union	33,805	15,256	45%	10,941.13
British Association of Occupational Therapists	5,759	1,366	24%	2,260.10
Chartered Society of Physiotherapy	17,569	2,960	17%	1,297.97
Institute of Journalists	2,578	737	29%	587.53
National Association of Head Teachers (two applications)				
Ballot 1	573	315	55%	157.55
Ballot 2	457	258	57%	164.62
Professional Association of Teachers	21,200	7,107	34%	4,456.78
Royal College of Nursing of the United Kingdom	194,957	21,914	11%	*
Society of Chiropodists	4,696	1,028	22%	1,189.10

These unions submitted a total of 15 applications.

*Application under consideration at 31 December 1982.

Appendix 10 (see Introduction)

* CERTIFICATION OFFICE		
RECEIPTS AND PAYMENTS ACCOUNT FOR THE YEAR ENDED 31 MARCH 1982		
Previous Year £	RECEIPTS	Previous Year £
1,392	Statutory fees	105,860
859	Miscellaneous receipts	18,239
140,952	Net cost	589
		—
		3,406
		15,109
		£143,203
		£171,738
		£143,203