

CERTIFICATION OFFICE FOR TRADE UNIONS  
AND EMPLOYERS' ASSOCIATIONS

Certification Office  
for Trade Unions and Employers' Associations

Cleland House  
Page Street  
London SW1P 4ND

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Annual Report  
of the  
Certification Officer  
1981

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of the Certification Officer  
1981**



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I have pleasure in sending you the report on my activities during 1981.

ALAN BURRIDGE

*Certification Officer*

7 April 1982

Annual Report  
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# 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 1981	
Changes in the lists	
Number of trade unions	
Number of employers' associations	
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	7
The statutory provisions	
The Accountancy Bodies' Guidance Statements	
Compliance with the statutory provisions— trade unions	
Compliance with the statutory provisions— employers' associations	
Compliance—general position	
Returns for 1980	
Trade Unions	
Employers' Associations	
Public inspection of annual returns	
CHAPTER 4 Superannuation Schemes	13
The statutory provisions	
Scope of the provisions	
Reports received	
Reports due	
Separate funds	
CHAPTER 5 Transfers of Engagements, Amalgamations and Changes of Name	15
The statutory provisions	
Mergers effected	
Mergers in progress	
Complaints under the Act	
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

## CHAPTER 7 Funds for Trade Union Ballots

- The statutory provisions
- Applications
- General comments

29

## APPENDICES

- 1 List of trade unions at 31 December 1981
- 2 List of employers' associations at 31 December 1981
- 3 Trade unions which applied for refunds of expenditure incurred in holding secret postal ballots
- 4 Summary of statistics—Trade Unions
- 5 Political Funds of Trade Unions
- 6 Summary of statistics—Employers' Associations

This Report, the first to be submitted by me since my appointment as Certification Officer on 1 May 1981, describes my activities between that date and 31 December 1981. It also covers certain matters dealt with by my predecessor during the four months immediately preceding my appointment. This is the sixth Annual Report to be published since the post of Certification Officer was first established under section 7 of the Employment Protection Act 1975.

During 1981 there were no changes in the legislation or in my functions which therefore 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 the periodical examination and separate funding of members' superannuation schemes;

*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.

A separate chapter is devoted to each of these functions.

The main activities of the Office during 1981 centred on trade union accounts, political funds and mergers. The Office has continued to give close attention to the observance of the accounting and auditing provisions of the 1974 Act. Although the Act's requirements are now much better and more widely understood, the monitoring nature of this function is likely to remain a central feature of the work of the Office. The number of general inquiries received about trade union political funds confirmed the growth in public interest noted in previous reports. Two complaints about alleged breaches of political fund rules raised substantial and complex issues which could not be resolved without recourse to formal hearings. There was a substantial increase in work arising from trade union mergers and there is every indication that this trend will persist at least throughout 1982.

The Scheme for reimbursing trade unions under the balloting provisions of the Employment Act 1980 attracted a certain amount of public interest by virtue of

its novelty, but applications were few in number. Work arising from the remaining functions continued at broadly the same level as in recent years.

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

At the beginning of the year my Office moved to more suitable and economic accommodation at Cleland House, Page Street, Westminster which also houses the headquarters staff of the Advisory, Conciliation and Arbitration Service. ACAS remains responsible for providing me with the finance and support services necessary for the performance of my statutory duties but this in no way affects the exercise of my functions independently both of the Service and of the Secretary of State for Employment.

Throughout the year Mr M V Scott and Mr J L J Craig, W S continued to hold their appointments as Assistant Certification Officer and as Assistant Certification Officer for Scotland respectively.

On 14 December 1981 the Secretary of State for Employment made regulations\* increasing the statutory fees to be paid for certain items of work undertaken by the Office.

\*The Certification Officer (Amendment of Fees) Regulations 1981 (SI 1981 No. 1631).

## Lists of Trade Unions and Employers' Associations

### Entry in the lists and its significance

1.1 Under section 8 of the Trade Union and Labour Relations Act 1974, the Certification Office maintains a list of trade unions and a list of employers' associations. Copies of the current lists may be inspected, free of charge, at the Certification Office, Cleland House, Page Street, London SW1P 4ND, and for organisations having their head office in Scotland at the office of the Assistant Certification Officer for Scotland, 19 Heriot Row, Edinburgh EH3 6HT.

1.2 Any organisation of workers or employers may apply for listing and the Certification Officer must enter its name in the relevant list if he is satisfied that it is a trade union or employers' association within the meaning of section 28 of the 1974 Act. Entry into the lists does no more than signify that the organisation meets the statutory definition.

1.3 As pointed out in previous reports, entry in the lists is usually a simple process and means no more than that the body concerned satisfies the relevant definition in section 28 of the 1974 Act. The Act does not impose any test of size or effectiveness.

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

1.5 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.

### Removal from the lists

1.6 If at any time it appears to the Certification Officer that an organisation whose name is entered on the relevant list is not a trade union or employers' association, he may, after giving the organisation concerned the opportunity to make representations, remove its name from the relevant 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 1981

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 1981 are reproduced as appendices 1 and 2. The list of trade unions comprised 463 organisations, of which about 200 were affiliated directly or indirectly to the Trade Union Congress. The list included 281 trade unions which held certificates of independence at that date and 24 which were the subject of a current refusal under section 8 of the Employment Protection Act. The list of employers' associations comprised 172 organisations.

### Changes in the lists

1.8 Changes during 1981 are summarised in the table below:

	On lists at 31 December 1980	Changes between 1 January 1981 and 31 December 1981		On lists at 31 December 1981
		Additions	Removals	
Trade Unions	461	16	14	463
Employers' Associations	181	1	10	172

### Number of trade unions

1.9 During 1981, the slight increase in the number of listed trade unions halted the downward trend which occurred in the previous two years. Most of the additions were recently formed bodies; of the organisations removed from the list two had ceased to exist because of mergers (see Chapter 5). The number of unlisted organisations known to the Office which probably satisfied the statutory definition of trade union remained at 60.

### Number of employers' associations

1.10 The number of listed employers' associations continued the gradual fall common to the period 1976-80 (1980 Annual Report para 1.8). There was also a slight reduction in the number of unlisted organisations known to the Office which was about 230 at the end of 1981 compared with some 240 a year earlier.

### Liaison with the Department of Employment

1.11 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\*. The close co-operation between the Office and the Department continued.

\*For the 1980 statistics, see the Employment Gazette for February 1982, pages 54 to 56.

## Trade Union Independence

### The statutory provisions

2.1 An independent trade union is defined in section 30(1) of the Trade Union and Labour Relations Act 1974 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, first introduced in 1978, continued and the number of unions covered by the arrangements remained at about 100.

### Criteria

2.4 The principal criteria used by the Office 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.

\*Annual Report 1976 paras 2.16-2.25.

Decisions are reached 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.

#### Applications

2.5 The comparatively low level of activity experienced in recent years continued. During the year only 8 applications for certificates were received compared with 14 in 1980.

#### Decisions

2.6 Five certificates were issued during the year including three to staff associations or similar bodies. No application was refused. Three certificates were cancelled because the organisation concerned had ceased to exist. Details of certificates issued or cancelled are given below:

##### *Trade unions issued with certificates of independence*

Association of Agricultural Education Staffs  
Association of Lecturers in Scottish Central Institutions  
General and Technical Services Union  
National Unilever Managers' Association  
Northern Rock Building Society Staff Association (NORSA).

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

Eagle Star Staff Association  
National Union of Gold, Silver and Allied Trades.

##### *Certificates cancelled because the union had been dissolved*

Confederation of Bank Staff Associations.

2.7 Cumulative totals from 1 February 1976 to 31 December 1981 are as follows:

Certificates issued	324
Applications refused	49
Applications withdrawn or lapsed	11
Applications under consideration at 31 December 1981	15
Total number of applications received (including references by ACAS)	399

Forty-three certificates have been cancelled because the organisation concerned had ceased to exist or had ceased to be a trade union.

#### Appeals

2.8 There were no appeals outstanding at 31 December 1980 and none were made during 1981.

## Annual Returns and Accounts

#### The statutory provisions

3.1 Under section 10 of the Trade Union and Labour Relations Act 1974, every trade union and employers' association (except one which consists wholly or mainly of representatives of constituent or affiliated organisations) must cause proper accounting records to be kept 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 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 the 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 twelve 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. A trade union or an employers' association incorporated under the Companies Acts may submit with the 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 both cases, the return must 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 and cover the year ending the preceding 31 December. Exceptionally, different arrangements may be made by direction of the Certification Officer, for example if the normal timetable would cause serious inconvenience to the organisation concerned. Seven such directions were issued during 1981.

3.4 Schedule 2 also stipulates that the annual return is to include a copy of the auditor's report on the accounts. It confers extensive powers on auditors, who must be professionally qualified unless the organisation's 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 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.

#### **The Accountancy Bodies' Guidance Statements**

3.7 The Annual Report for 1979 mentioned that a Guidance Statement on auditors' responsibilities under the 1974 Act was issued by the Councils of the Accountancy Bodies in August 1979. The purpose of the Statement was "to assist members when reporting in accordance with the Trade Union and Labour Relations Act upon the financial statements of trade unions and employers' associations". The Guidance Statement has been widely circulated since then and there is no doubt that it has proved to be of considerable assistance to those members responsible for the audit of trade union or employers' association accounts.

3.8 During 1981 a Working Party was set up by the Councils of the Accountancy Bodies to review the original Guidance Statement and to consider, in the light of experience, the issue of a more detailed statement. The Office has been consulted about the terms of the new Statement, and by the end of 1981 a preliminary draft document had been prepared. Subject to the approval of the respective Councils it is hoped that the Statement will be published towards the end of 1982.

#### **Compliance with the statutory provisions—trade unions**

3.9 Previous reports have described the difficulties which the requirements of the 1974 Act raised for some unions and the progress made in overcoming them. The two main problems identified were the total or partial omission from annual returns of branch transactions or balances, and the inadequate supervision of audit arrangements at branch level. Action in respect of these and other problems has continued during 1981.

3.10 At the end of the year 17 of the 29 trade unions with over 100,000 members, listed in Appendix 4 to this report, were in compliance with the Act, 11 had given acceptable assurances that steps towards compliance with the Act were being taken and the remaining union was considering action necessary to achieve compliance.

3.11 Of the 32 trade unions with between 25,000 and 100,000 members, 28 were in compliance with the Act, two had given acceptable assurances that steps towards compliance with the Act were being taken, and discussions were in progress with the remaining two unions, both of which are in process of merging with other unions.

3.12 The necessary changes to ensure compliance with the Act often take time to implement but with the ready co-operation of the unions and their auditors

there is no reason to doubt that the action currently being taken by these larger trade unions, not at present in compliance with the Act, will achieve the desired result.

3.13 In addition to these larger unions the Office has, where appropriate, taken up questions of non-compliance with the smaller trade unions (ie. those with a membership below 25,000). In most instances the problems identified have been quickly resolved or agreement has been reached as to the necessary action to be taken to comply with the Act.

#### **Compliance with the statutory provisions—employers' associations**

3.14 The statutory provisions apply to employers' associations as well as to trade unions and experience has shown that the main problems arising for employers' associations in complying with the requirements of the Act are much the same as those encountered by trade unions (see paragraph 3.9). However they are more easily manageable because of the compact structure of employers' associations which rarely have an extensive network of branches. As with trade unions, discussions have been held with employers' associations on various matters of compliance during the year, and the ready co-operation of the associations and their auditors has, in the main, enabled agreement to be reached on the action to be taken to comply with the Act. At the end of the year the Office was still discussing with four employers' associations the measures needed to ensure compliance with the statutory provisions.

#### **Compliance—general position**

3.15 During the past three years considerable progress has been made in ensuring that all trade unions and employers' associations are made aware of, and comply with, the Act's requirements. This aspect of the work of the Office is likely however to remain a major part of its activities because any of these organisations, though previously complying fully with the requirements of the Act, may, at any given time, fall in breach of the provisions for one reason or another.

#### **Returns for 1980**

3.16 Up to 31 December 1981 a total of 826 returns for 1980 had been received as follows:

Listed Trade Unions	416
Unlisted Trade Unions	45
Listed Employers' Associations	169
Unlisted Employers' Associations	196

There were 45 listed trade unions and 12 listed employers' associations which had a statutory duty to render a return but had not done so by the end of 1981. The Office is taking appropriate action to see that the Act is complied with.

#### **Trade unions**

3.17 Statistics about the membership and finances of trade unions derived from 1980 returns\* are given in Appendix 4, together with comparative totals

\*The figures take into account returns from six trade unions which were received after 31 December 1981.

for 1979. Separate figures are shown for each union with over 100,000 members together with figures for other listed and unlisted unions.

3.18 *Comparability with 1979 figures.* The statistics in Appendix 4 are based on returns from 467 unions compared with 475 for 1979. All unions of substantial size are included in both sets of figures, which are therefore broadly comparable.

3.19 *Membership.* The trade unions from which returns were received had a total membership of about 12,636,000 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 about 10,267,000 members or about 81 per cent of the total.

3.20 Total trade union membership fell during the year by 576,000 compared with 1979. Thus the rapid growth over the past decade came to an end in 1980. The substantial decrease in membership is doubtless associated with the current economic conditions, particularly rising unemployment.

3.21 The following table shows changes of 10,000 or more in the membership of individual unions between 1979 and 1980.

**Changes in Trade Union Membership**

	Membership (000's)		
	1979	1980	Differences
<i>Increases:</i>			
National and Local Government Officers Association	753	782	+29
Royal College of Nursing of the United Kingdom	162	181	+19
<i>Decreases:</i>			
Transport and General Workers Union	2,086	1,887	-199
National Union of General and Municipal Workers	967	916	-51
Amalgamated Union of Engineering Workers—Engineering Section	1,218	1,167	-51
Union of Construction Allied Trades and Technicians	349	312	-37
National Union of Tailors and Garment Workers	117	93	-24
Union of Shop Distributive and Allied Workers	470	450	-20
National Union of Teachers	291	273	-18
Association of Professional Executive Clerical and Computer Staff (APEX)	151	140	-11

3.22 *Income and Expenditure.* In 1980 the gross income of trade unions was £270.7 million compared with £234.6 million in 1979. Income from members rose from £198 million to £230.7 million, reflecting higher subscription rates. Income from investments rose from £22.7 million to £26.2 million.

3.23 Gross expenditure rose from £212.5 million in 1979 to £252.2 million in 1980. As the following table shows, payments on unemployment benefit and administrative expenses increased and payments on dispute benefit fell.

**Changes in Expenditure**

	1979 (£ million)	1980 (£ million)	Percentage change
Gross expenditure including:	212.5	252.2	+ 19
(a) total benefits to members including	34.1	33.9	- 1
(i) unemployment benefit	0.5	2.6	+420
(ii) dispute benefit	12.5	9.1	- 27
(b) administrative expenses and other outgoings*	156.8	195.1	+ 24

3.24 The table below shows the average contribution and total income per member in 1980 together with average expenditure on benefits and administration and total expenditure per member. Similar figures are included for 1979.

	Average annual income per member		Average annual expenditure per member (a)				
	Average contribution received	Total income	Unemployment benefit	Dispute benefit	All benefits	Administration expenses and other outgoings	Total expenditure
1979	1499p	1776p	4p	94p	258p	1186p	1608p
1980	1826p	2124p	20p	72p	268p	1544p	1996p

(a) The amounts given are based on total membership. 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.



## Superannuation Schemes

3.25 *Funds.* The figures given in Appendix 4 include both general funds and others where applicable, eg. contingency, superannuation and political funds†. During 1980 total funds increased by 6 per cent from £297.6 million to £316.2 million.

3.26 *Assets.* At the end of 1980 gross assets of trade unions amounted to £346 million, of which £94.1 million were fixed assets and £172.3 million were investments. Total assets increased in value by 8 per cent and fixed assets by 23 per cent. Investments decreased by less than one per cent.

### Employers' associations

3.27 Statistics about the finances and membership of employers' associations derived from the 1980 returns\* are given in Appendix 6, together with comparative totals for 1979. Separate figures are given for each association (including some which are unlisted) whose return for 1980 showed its total income as more than £500,000. Aggregate figures are given for other listed and unlisted employers' associations.

3.28 *Comparability with 1979 figures.* The statistics in Appendix 6 are based on returns from 370 employers' associations compared with returns from 363 associations for 1979. The largest employers' associations, as measured by total income, are included in both sets of figures, which are therefore broadly comparable.

3.29 *Income and expenditure.* In 1980 the gross income of employers' associations was £69.1 million compared with £55.6 million in 1979. Income from members rose from £37.2 million to £46.6 million and income from investments from £3.5 million to £4.6 million. Gross expenditure also increased, from £53.4 million to £66.3 million.

3.30 *Funds.* The figures given in the appendix include both general funds and, where applicable, funds maintained for specific purposes. During 1980 total funds increased by 9 per cent from £31 million to £33.8 million.

3.31 *Assets.* At the end of 1980 gross assets of employers' associations amounted to £57.3 million, of which £16.3 million were fixed assets and £18.4 million were investments. Total assets increased in value by 14 per cent compared with 1979; fixed assets increased by 7 per cent and investments by 5 per cent.

### Public inspection of annual returns

3.32 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 returns from five employers' associations which were received after 31 December 1981.

### 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 periodically examined 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.

### Scope of the provisions

4.2 At the end of 1980 the number of schemes known to the Office as falling within the scope of the Act was 29, maintained by 23 unions. During 1981 it was established that in addition the Society of Graphical and Allied Trades was maintaining two schemes considered to be within the statutory provisions, but the scheme maintained by the Union of Construction Allied Trades and Technicians was wound up in accordance with the union's rules. As a result, at the end of the year there were 30 schemes maintained by 23 unions, of which eight schemes are exempted from actuarial examination under the provisions referred to above.

### Reports received

4.3 At the end of 1980 all unions with schemes subject to actuarial examination known to the office at that time had submitted their first actuarial reports, and seven second reports had been furnished. During 1981:

*first* reports were received from the Society of Graphical and Allied Trades 1975 (2 schemes);

*second* reports were received from the Bradford and District Powerloom Overlookers Society and the National Union of Railwaymen;

*a third* report was received from the Association of Patternmakers and Allied Craftsmen.

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

### Reports due

4.4 At 31 December 1981 second actuarial reports on two of the schemes maintained by the National Graphical Association had still not been received. These were in respect of the Litho Group Printers, due by 31 May 1979 and the Plate Preparers Section due by 31 March 1980. The union has confirmed that urgent action is being taken to overcome serious technical difficulties relating to the computerised production of the data needed for actuarial examination. The Office will be keeping the union's progress under regular review.

4.5 Second reports were due on 31 December 1981, but had not been received, from the following unions:—

\*Amalgamated Society of Boilermakers, Shipwrights, Blacksmiths and Structural Workers

National Union of Flint Glass Workers

\*Society of Lithographic Artists, Designers, Engravers and Process-Workers (2 schemes).

A third report was due from the Amalgamated Union of Engineering Workers—Engineering Section\*.

### Separate funds

4.6 Last year's report stated that the work arising from the separate funding provisions had been completed. The Office continues to monitor the position to ensure that compliance with the Act is being maintained.

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\*Reports since received.

## Transfers of Engagements, Amalgamations and Changes of Name

### The statutory provisions

5.1 The Trade Union (Amalgamations, etc.) Act 1964 (the Act) as amended, 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 the 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 ('transferor') organisation loses its legal identity whilst the organisation to which it transfers ('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. 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 Formal documents kept by the Certification Officer relating to mergers under the Act (including the instrument of transfer or amalgamation and the voting figures) are available for public inspection. The current statutory charge is £1.25 per organisation examined.

5.7 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: during the year over 100 copies were issued and a revised edition was produced in December 1981. Copies may be obtained, free of charge, from the Office. 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 can offer advice where needed and is always prepared to meet officials wishing to discuss procedures, particular problems and practicable timetables. During the year about 40 such meetings took place, covering many different aspects of merger procedures.

#### Mergers effected

5.8 During 1981 the procedures laid down by the Act were used to effect four transfers of engagements of trade unions as follows:—

<i>From</i>	<i>To</i>
The Accrington, Church and Oswaldtwistle Weavers', Winders' and Warpers', etc., Association	Northern Textile and Allied Workers' Union
National Union of Gold, Silver and Allied Trades	Amalgamated Union of Engineering Workers—Technical, Administrative and Supervisory Section
Hawker Siddeley Power Engineering Limited Engineers Association	Engineers' and Managers' Association
Eagle Star Staff Association	The Banking, Insurance and Finance Union

No amalgamations of trade unions or mergers of employers' associations were registered during 1981.

#### Mergers in progress

5.9 The 1980 Annual Report records that 13 mergers were effected in that year. The figure of only four effected during 1981 does not reflect a decline in interest in merger operations. Instruments relating to twenty-five proposed mergers were referred to the Office during 1981, some involving mergers of large unions, and at the end of the year it was known that there was a possibility of a further 15 taking place. It is therefore likely that there will be a much larger number of mergers completed in 1982 than was the case in 1981.

#### THE AMALGAMATED UNION OF ENGINEERING WORKERS

5.10 One proposed merger raised particular difficulties. This was the proposal for transfers of engagements within the Amalgamated Union of Engineering Workers ('the AUEW'). On 5 February 1981 the Certification Officer refused to approve two proposed instruments providing for the transfer of the engagements of, respectively, the Foundry and Constructional Sections of the AUEW to the Engineering Section of that union. Objections to the proposed transfers had been received from the fourth section of the AUEW, the Technical, Administrative and Supervisory Section.

5.11 The Certification Officer had given the main reasons for his refusal in a letter dated 25 September 1980. This said, in part, that:

'The rules of the Amalgamated Union of Engineering Workers bind the Engineering Section of that union. Accordingly, it seems to me that those rules form part of the rules of the Amalgamated Union of Engineering Workers—Engineering Section, which is named as the transferee union in both the proposed instruments.

The rules of the Amalgamated Union of Engineering Workers (in particular Rules 1, 2, 6 and 11) are at present inconsistent with the terms of the proposed instruments. I could not register the instrument unless those rules are changed so that they are in no way inconsistent with the terms of the instruments. This is the effect of Regulation 8(1) of the Trade Unions and Employers' Associations (Amalgamations, etc.) Regulations 1975.

Moreover since those changes will alter the transferee union's rules in their application to members of the transferor unions, the effect of the alterations must be stated in the proposed instruments before I can approve them. This is because of Regulation 4(2) of the above-mentioned regulations and Schedule 2, paragraph 2(iii) to the regulations'.

5.12 The parties to the proposals applied to the High Court for judicial review of the refusal to approve on the grounds that the Certification Officer had misdirected himself in law. Following a High Court hearing Mr. Justice McNeill held on 2 November 1981 that the Certification Officer had correctly withheld his approval. (THE QUEEN v THE CERTIFICATION OFFICER Ex parte THE AMALGAMATED UNION OF ENGINEERING WORKERS ENGINEERING SECTION AND OTHERS 1982 IRLR 67). The parties to the proposals have appealed to the Court of Appeal against the judgment of Mr. Justice McNeill.

#### Complaints under the Act

5.13 Under section 4(1) of the Act a member of a trade union which passes or purports to pass a resolution approving an instrument of transfer may complain to the Certification Officer on one or more of the following grounds:

1. That the manner in which the vote on the resolution was taken did not satisfy the following conditions:
  - (a) every member of the union must be entitled to vote on the resolution;



- (b) every member of the union must be allowed to vote without interference or constraint and must, so far as is reasonably possible, be given a fair opportunity of voting;
  - (c) the method of voting must involve the marking of a voting paper by the person voting;
  - (d) all reasonable steps must have been taken by the union to secure that, not less than seven days before voting on the resolution begins, every member of the union is supplied with a notice in writing approved for the purpose by the Certification Officer.
2. Where the vote was taken under arrangements made under section 2(2) of the Act, that the manner in which it was taken was not in accordance with those arrangements. [Section 2(2) empowers the committee of management or other governing body of the trade union concerned to make arrangements for taking the vote in any manner it thinks fit, unless the rules of the union expressly exclude that section of the Act.]
  3. Where the vote was taken under provisions in the rules of that union, that the manner in which it was taken was not in accordance with those rules.
  4. That the votes recorded did not have the effect of passing the resolution.

5.14 A complaint may be made at any time before, but may not be made after, six weeks from the date on which the application for registration of the instrument of amalgamation or transfer is sent to the Certification Officer. If he receives such a complaint he cannot register the instrument until the complaint has been finally determined. On receiving a complaint the Certification Officer may:

- (i) dismiss it, either before or after calling on the organisation to answer it; or
- (ii) if after giving the complainant and the organisation an opportunity of being heard he finds the complaint to be justified:
  - (a) so declare, but make no order thereon (other than any order for costs he may make); or
  - (b) make an order specifying the steps which must be taken before he will entertain any application to register the instrument.

He must give a written or oral statement of the reasons for his decision on a complaint.

5.15 When dealing with a complaint the Certification Officer has power to require the complainant and any officer of the organisation and their witnesses to attend and be examined on oath; to require the production of documents; and to grant discovery or inspection of documents. He may order the whole or part of the expenses of hearing the complaint to be paid by the complainant or by the organisation. He may also order either party to pay to the other a sum in respect of costs.

5.16 In accordance with section 136(2) of the Employment Protection (Consolidation) Act 1978 an appeal may be made by the complainant or the organisation to the Employment Appeal Tribunal on any question of law arising in any proceedings before or arising from any decision of the Certification Officer relating to a complaint.

#### Complaints received

5.17 During the year the Certification Officer received written inquiries from 20 union members questioning aspects of the conduct of proposed mergers. Three proposed mergers gave rise to complaints under the Act. These are reported below.

#### ESSA AND BIFU

5.18 A ballot was held in March 1981 in which the membership of the Eagle Star Staff Association (ESSA) voted on a resolution to approve a transfer of the Association's engagements to the Banking, Insurance and Finance Union (BIFU). A majority of those voting approved the terms of the instrument of transfer and accordingly application was made to the Certification Officer on 17 June 1981 for registration of the instrument. During the statutory period allowed for the submission of complaints two members of ESSA complained to the Certification Officer about the conduct of the ballot. One complaint was withdrawn in the light of further information provided by the union. The other complaint, by Mr. G. Clare, was dismissed by the Certification Officer in a written decision summarised below.

5.19 *G Clare and ESSA* Mr. Clare made five complaints, alleging in each case that the condition (imposed by section 1(2)(b) of the Act) that 'every member of the union must be allowed to vote without interference or constraint' was not satisfied. Three were to the effect that certain statements contained in literature distributed by the union prior to the ballot had been misleading. A fourth was that the union had conducted a campaign for a 'Yes' vote. The fifth was that Mr. Clare had himself to pay for his campaign for a 'No' vote because the employing company had not made its facilities available to him.

5.20 The Certification Officer dismissed all five complaints without holding a hearing. In a written decision he explained that he had done so because the complaints were based on a misunderstanding of the condition in section 1(2)(b). He said that the condition was aimed primarily at intimidation, physical interference and the like. It does not prevent unions from seeking to persuade their members to vote one way rather than another. Further, a statement made to persuade members to vote one way rather than another does not amount to an 'interference or constraint' merely because it is exaggerated, misleading or inaccurate; although the Certification Officer did not rule out the possibility that in some circumstances a blatant untruth or a seriously misleading statement could amount to an 'interference or constraint', for instance if it affects members' freedom to vote or their freedom to vote as they pleased. Nor could the union's campaign for a 'Yes' vote or the employers' refusal to allow Mr. Clare to use company facilities to campaign for a 'No' vote amount to an 'interference or constraint' on voting.

### *SLADE AND NGA*

5.21 A ballot was held in May 1981 in which the membership of the Society of Lithographic Artists, Engravers and Process-Workers (SLADE) voted on a resolution to approve an amalgamation between the Society and the National Graphical Association (NGA). A majority of those voting in the SLADE ballot approved the terms of the instrument of amalgamation, but seven members of SLADE complained to the Certification Officer.

5.22 The grounds of the complaints were that the manner in which the SLADE membership vote on the resolution to amalgamate was taken did not satisfy the following conditions required by the Act.

- (i) that every member of the union must be entitled to vote on the resolution, and
- (ii) that all reasonable steps must have been taken by the union to secure that, not less than seven days before voting on the resolution begins, every member of the union is supplied with a notice in writing approved for the purpose by the Certification Officer.

5.23 On 17 November the National Council of SLADE for their own reasons declared the ballot of SLADE members to be null and void and informed the Office that, after consultation with NGA, it was proposed to conduct another ballot. As a result the complaints were not proceeded with. Subsequently the Certification Officer approved a new notice to SLADE members announcing a ballot to be held in January 1982.

### *FAA AND NATTKE*

5.24 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, 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.

### **Changes of name**

5.25 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 1981 such approval was given to five trade unions and two employers' associations.

## **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.

### **Number of organisations maintaining political funds**

6.5 At the end of 1980 there were 69 trade unions and two employers' associations which maintained political funds. No new funds were established during

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\*The Office provides model political fund rules on request.

the year. A number of unions sought advice from the Office about the procedures for balloting their members on resolutions to approve the setting up of a political fund. Two of these, the Association of Broadcasting and Allied Staffs and the National Union of Hosiery and Knitwear Workers, held such ballots, but in both cases the resolution was lost. During 1981 one trade union having a political fund ceased to exist owing to a transfer of engagements. The figures at the end of 1981 were therefore 68 trade unions and two employers' associations.

#### Political funds of trade unions

6.6 Appendix 5 gives statistics derived from the returns for 1980 made by the 69 trade unions which then maintained political funds. The appendix gives separate figures for each of the 35 trade unions which maintained a political fund of £10,000 or more at the end of the year and aggregate figures for the remaining 34 unions.

6.7 Annual returns showed the total income of political funds as £5 million in 1980 compared with £4.7 million in 1979, and expenditure £4 million as compared with £5 million. Total funds at the end of 1980 were £5.3 million compared with £4.2 million at the end of 1979.

6.8 At 31 December 1980 these 69 trade unions had a total membership of about 9.5 million. The figures given in the annual returns for that year indicate that about 7.7 million members or 81 per cent of the total were contributing to the political funds. This percentage shows no change compared with previous years.

6.9 Of the unions for which separate figures are shown in Appendix 5 the following nine give the proportion of members contributing to the political fund as more than 90 per cent:

- National Union of Dyers, Bleachers and Textile Workers (100)
- Transport and General Workers Union (99)
- National Union of Public Employees (98)
- National Association of Colliery Overmen Deputies and Shotfirers (97)
- National Union of Railwaymen (97)
- Associated Society of Locomotive Engineers and Firemen (94)
- Union of Shop Distributive and Allied Workers (93)
- Confederation of Health Service Employees (92)
- National Union of General and Municipal Workers (92)

The following six unions give the proportion as less than 50 per cent:

- National Graphical Association (42)
- National Union of Mineworkers (Northumberland Area) (41)
- Society of Lithographic Artists Designers Engravers and Process Workers (41)
- National Union of Mineworkers (Durham Area) (39)
- Society of Graphical and Allied Trades 1975 (30)
- Liverpool Victoria Section of the National Union of Insurance Workers (7)

\*In some cases membership figures may not give a true indication of the number of possible contributors (See Appendix 5 note (a)).

6.10 Exemption notices are obtainable from the union concerned or from the Certification Office. The Office supplied 171 such notices during 1981 compared with 84 such notices during 1980.

#### Political funds of employers' associations

6.11 The total income of political funds maintained by employers' associations was £10,900 in 1980 compared with £10,200 in 1979; expenditure was £400, as in the previous year. The funds totalled £188,500 at the end of 1980 compared with £178,000 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 Union of Small Shopkeepers of Great Britain and Northern Ireland.

#### Amendments to rules

6.12 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. During 1981 22 trade unions had amendments approved in this way. As in previous years, the purpose of most of the amendments was either to increase the level of contributions to the fund, or to bring the rules into conformity with the revised model rules issued by the Office.

#### Complaints

6.13 During the year a total of 12 members from 10 trade unions made complaints under section 3(2) of the 1913 Act to the Certification Officer. There were also 11 complaints carried over from 1980.

6.14 The grounds for complaint were:

- Copy of political fund rules not supplied to complainant by the union
- Exemption not acknowledged or put into effect
- Exemption notice 'to like effect' (see paragraph 6.3) not accepted by union
- Exempt member placed at a disadvantage compared with contributing members
- Expenditure of other than political fund moneys on political objects
- Failure to refund political contributions
- Union operates a system under which political fund contributions are deducted from exempt members and subsequently refunded.

6.15 Three of the 12 complaints were made by members of the Transport and General Workers Union. The rest were divided between nine other unions with one complaint each.

6.16 In 1981 work was completed on 14 complaints. Most of these complaints were resolved to the satisfaction of the complainant following action or explanation by the union; other cases were closed because the complainant decided not to pursue the matter.



### Formal hearings

6.17 Two formal hearings were held under section 3 of the 1913 Act and the Certification Officer's decisions are summarised in the following paragraphs.\*

6.18 *W. Richards and National Union of Mineworkers and National Union of Mineworkers (Nottingham Area)*. Mr. Richards made four complaints. Three of them were that the Union, or in one case the Nottingham Area, had spent money from its general fund on the political objects set out in the Union's rules; and that this was in breach of the rule which required that payments in the furtherance of the political objects must be paid from the political fund. The Union argued, from the wording of the rules, that there had been no such breaches, so the complaints turned on the interpretation to be given to the rules in question.

6.19 The relevant rules are Rules 47(1) and (2), which read:—

'47.—(1) The objects of the National Union of Mineworkers shall include the furtherance of the political objects to which section 3 of the Trade Union Act, 1913, applies, that is to say, the expenditure of money:—

- (a) On the payment of any expenses incurred either directly or indirectly by a candidate or prospective candidate for election to Parliament or to any public office, before, during, or after the election in connection with his or her candidature or election; or
- (b) on the holding of any meeting or the distribution of any literature or documents in support of any such candidate or prospective candidate; or
- (c) on the maintenance of any person who is a member of Parliament or who holds a public office; or
- (d) in connection with the registration of electors or the selection of a candidate for Parliament or any public office; or
- (e) on the holding of political meetings of any kind, or on the distribution of political literature or political documents of any kind, unless the main purpose of the meetings or of the distribution of the literature or documents is the furtherance of statutory objects within the meaning of the Act, that is to say, the regulation of the relations between workers and masters, or between workers and workers, or between masters and masters, or the imposing of restrictive conditions on the conduct of any trade or business, and also the provision of benefits to members.

The expression 'public office' in this rule means the office of member of any county, county borough, district, or parish council, or board of guardians, or of any public body who have power to raise money, either directly or indirectly, by means of a rate.

(2) Any payments in the furtherance of such political objects shall be made out of a separate fund (hereinafter called the political fund of the Union)'.  
\*Copies of these decisions are obtainable from the Certification Office.

6.20 As a preliminary matter, the Union argued that payments could only be "in the furtherance" of the political objects if they were made with the purpose of furthering those objects and accordingly, that the issue turned on the Union's purpose or intention in making the payments. The Certification Officer rejected this subjective interpretation of "in the furtherance". However his decision on this preliminary point did not affect the outcome of the three complaints because in the upshot he found on the facts in each case that, whatever other reasons there may have been for making the payments, there was also a political reason for doing so and accordingly that there was in each case an intention to further a political object.

6.21 The First Complaint was that the Area had spent money from its general fund on sending union officials, committee members and members to participate in a march and lobby of Parliament organised by the Labour Party on 28 November 1979 as part of the Party's campaign against the Government's public spending cuts. £11,501.63 was spent on the hire of a special train, on payments to those attending and on consequential payments to cover contributions to the pension schemes of those attending.

6.22 After considering the facts the Certification Officer held that

- (a) a series of *political meetings* were organised and arranged by the Labour Party on 28 November 1979.
- (b) payments to facilitate the attendance of the NUM members as participants at those meetings were payments on the *holding* of those meetings.
- (c) since the meetings were organised and arranged by the Labour Party and not by the Trades Union Congress or the Union, the *main purpose* of the meetings was not the *furtherance of the statutory objects*.
- (d) and accordingly that the payments were payments in the furtherance of the political objects in Rule 47(1)(e), which had been made from the general fund in breach of Rule 47(2).

6.23 The Certification Officer therefore found the First Complaint justified and ordered the Union to transfer the sum of £11,501.63 from its political fund to the general fund of the Nottingham Area.

6.24 The Second Complaint was that the Union had spent £550 from its general fund to send a colliery band to attend the same march and lobby. The Certification Officer also found this complaint justified, as the same consideration and arguments applied to it as to the First Complaint. He therefore ordered the Union to transfer £550 from its political fund to its general fund.

6.25 The Fourth Complaint was that the Union had paid £73,924 from its general fund to a trade union consortium for the development of premises at Walworth Road for use by the Labour Party as its headquarters. The Union argued that this was not expenditure but an investment, that the purpose was not the furtherance of a political object but profitable investment, and that even if it had been expenditure it would have been expenditure on an investment in property and not expenditure on the political object.

6.26 The Certification Officer held that

- (a) the money had indeed been spent on a commercial investment, but that investment had been made by a transfer of money from the Union to the consortium and there was therefore a 'payment' or 'expenditure'.
- (b) the Union had the purpose of furthering a political object because it had first decided to help the Labour Party by providing finance for its proposed headquarters and then taken a separate decision to do this by way of a commercial investment.
- (c) 'furtherance' covers indirect payments through intermediaries where a union knows that the money is to be used for some or all of the political objects.
- (d) the payment which was made through trustees of the consortium was therefore a payment in the furtherance of the political objects because the Union knew from the start that the consortium was to provide a headquarters for the Labour Party.
- (e) a payment is a payment in the furtherance of political objects if it is made upon something which the Union knows will be used in carrying on the activities mentioned in the political objects, whether or not the payment was literally on the listed objects.
- (f) the contribution to the consortium was therefore a payment in the furtherance of the political objects because the Union knew that the headquarters of a political party would normally be used in carrying on the activities in the objects in rule 47(1) (a) (b) (d) and (e) and perhaps also the object in rule 47(1) (c).

6.27 Since the £73,924 had not come from the political fund, the Certification Officer held that there had been a breach of Rule 47(2) and that the complaint was justified. He ordered the Union to transfer £73,924 from its political fund to its general fund.

6.28 The other complaint (the Third Complaint) was that the Union had refused to allow Mr. Richards to inspect books of account relating to the political fund because he was exempt from contributing to that fund. Mr. Richards alleged that this was a breach of Rule 47(8) which provides that an exempt member shall not be placed at a disability or disadvantage as compared with other members by reason of his being so exempt.

6.29 The Certification Officer held that this complaint was not justified because Mr. Richards was not placed under any real disability or disadvantage within the meaning of those words in Rule 47(8) because that rule was intended to protect exempt members from being victimised on account of their exempt status but not to enable them to require information about an area of union activity from which they have deliberately chosen to exclude themselves.

6.30 *R. N. Coleman and Post Office Engineering Union.* Mr. Coleman complained about an affiliation fee of £8 paid from the Union's general fund by the Canterbury branch of the Union to the Canterbury and District Trades Council Campaign Against the Cuts ('the Campaign'). He alleged that this was a payment on the political object in the Union's rule 25(1)(e) and was therefore in breach of the Union's rule which required that money spent in the furtherance of the political objects must be paid from the political fund.

6.31 The object in rule 25(1)(e) is the expenditure of money:—

'On the holding of political meetings of any kind, or on the distribution of political literature or political documents of any kind, unless the main purpose of the meetings or of the distribution of the literature or documents is the furtherance of statutory objects within the meaning of the Act, that is to say, the regulation of the relations between workmen and masters, or between workmen and workmen, or between masters and masters, or the imposing of restrictive conditions on the conduct of any trade or business, and also the provision of benefits to members'.

6.32 The Certification Officer found that the Campaign spent money on holding meetings and on distributing literature and that the Branch knew when it affiliated that the Campaign was likely to do so. He therefore held that the affiliation fee was a payment in the furtherance of the holding of meetings and the distribution of literature. The complaint therefore turned on whether the meetings and literature were 'political' within the meaning of that term in rule 25(1)(e) and in the 1913 Act.

6.33 In a 1925 decision (Forster and the National Amalgamated Union of Shop Assistants, Warehousemen and Clerks), the Chief Registrar of Friendly Societies had said that 'political' means the adjectival form of 'party politics' and not of 'polity'. The Certification Officer agreed with this and held in addition that rule 25(1)(e) (and the section of the Act from which it derives) is primarily aimed at expenditure on literature or meetings held by a party which has or seeks to have members in Parliament, or directly and expressly in support of such a party. He could not accept that literature or meetings at which views on matters of public concern are expressed are always 'political' in the terms of the 1913 Act if those views support or oppose one or more of the various matters which form the policies of political parties.

6.34 The Certification Officer said that many people would consider that the literature and meetings of the Campaign showed an identifiable political standpoint since there was a bias against private industry and capitalism and criticism of both the present Government and the previous Labour Government. Nevertheless, he found on the facts that the literature and meetings were not held by or in support of a political party and that therefore they were not 'political' within the meaning of the 1913 Act or rule 25(1)(e). Accordingly, he held that the complaint was not justified.

6.35 After giving his decision, the Certification Officer commented on the 'statutory objects' proviso of section 3(3)(e) of the Trade Union Act 1913 on which the Union rule 25(1)(e) was based. He said that unions should realise that the proviso relates to the purpose of the body distributing literature or holding meetings, and not the purpose of the union in making a payment to the body in the first place. By their nature bodies which are not trade unions are less likely to distribute literature or hold meetings for a purpose within the statutory objects. He warned that unions need to be careful about paying money to other bodies likely to spend it on political objects; the 'statutory objects' escape route was unlikely to be open to unions in those circumstances.

## Funds for Trade Union Ballots

### The statutory provisions

7.1 Under section 1 of the Employment Protection Act 1980 the Certification Officer is empowered to refund certain costs incurred by independent trade unions in the holding of secret postal ballots for specified purposes. The conditions to be observed, together with other 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 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 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;
- (d) amending the rules of a trade union;
- (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.

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;

\*The Funds for Trade Union Ballots Regulations 1980 (SI 1980 no. 1252).



- (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 reasonable, 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.

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 payment 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.

7.8 The Scheme came into force on 1 October 1980 and applies to any ballot where the voting period ended on or after that date.

#### Applications

7.9 1981 was the first full year of operation of the Scheme. During the year 16 applications for refund were received from 14 trade unions in respect of

19 ballots. Details can be found in Appendix 3. The 19 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 (2)
- 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 (11)
- 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 (2)
- Amending the rules of a trade union (1)
- Purpose outside the scope of the Scheme (3)

7.10 The Certification Officer made payments to unions in respect of eight ballots. He was unable to make payments in respect of 11 ballots.

7.11 Of the eight ballots in respect of which payments were made claims were met in full in two 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
- First class postal service used where second class would have been reasonable
- Expenditure incurred before 1 August 1980
- Postage overclaimed in error.

7.12 The Certification Officer made payments to the unions concerned totalling £12,934.51. Of this amount £5,559.14 was paid towards the cost of stationery and printing, and the balance of £7,375.37 towards postage.

7.13 The reasons why payments could not be made in respect of the other 11 ballots were as follows:

- Ballot not for qualifying purposes (3)
- Ballot held before 1 October 1980 (2)
- Failure to meet the secrecy provisions of the Scheme (2)
- Failure to meet the postal provisions of the Scheme (3)
- Failure to satisfy the conditions of the Scheme because the union did not comply with its rules governing the conduct of the ballot (1)

### General comments

7.14 Although the Scheme came into operation in October 1980 the first application was not received until March 1981. The response during the remainder of the year continued to be less than had been anticipated. No application was received from a trade union affiliated to the TUC.

7.15 The Regulations enabling the Certification Officer to make payments in respect of ballots are tightly drawn. It is a matter for concern that payment could not be made in respect of 11 ballots—more than half the total. In all 11 cases the unions concerned misinterpreted the provisions of the Scheme. There is little doubt that disappointment could have been avoided if the unions had taken advice from the Office before holding their ballots; and this also applies to successful applicants whose claims had to be cut back because they were not consistent with the payment provisions of the Scheme.

7.16 It is in the interests 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 two unions who chose to do so subsequently experienced no difficulty in submitting claims which were met in full. The Certification Officer encourages early contact in this way. The 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 1981

##### Notes:

- Trade unions entered in the list during 1981 are shown in italics.  
\*Denotes a trade union holding a certificate of independence at 31 December 1981.  
†Denotes a trade union whose application for a certificate of independence was refused and which had not, at 31 December 1981, obtained a certificate as a result of a subsequent application.

##### England and Wales

- \*Abbey National Staff Association
- Accrington District Power Loom Overlookers Association
- †Alumasc Employees Association
- \*Amalgamated Association of Beamers Twisters and Drawers (Hand and Machine)
- Amalgamated Association of Beamers Twisters and Drawers (Hand and Machine) Preston and District Branch
- \*Amalgamated Felt Hat Trimmers Wool Formers and Allied Workers Association
- \*Amalgamated Society of Boilermakers Shipwrights Blacksmiths and Structural Workers
- \*Amalgamated Society of Journeymen Felt Hatters and Allied Workers of Great Britain
- \*Amalgamated Society of Textile Workers and Kindred Trades
- \*Amalgamated Society of Wire Drawers and Kindred Workers
- Amalgamated Tape Sizers Friendly Protection Society
- Amalgamated Textile Trades Union Wigan Chorley and Skelmersdale District
- \*Amalgamated Textile Warehousemen
- \*Amalgamated Textile Warehouse Operatives (Bolton and District Branch)
- \*Amalgamated Textile Workers Union
- \*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)
- \*Amalgamated Union of Engineering Workers—Engineering Section
- \*Amalgamated Union of Engineering Workers—Foundry Section
- \*Amalgamated Union of Engineering Workers—Technical Administrative and Supervisory Section
- \*A Monk and Company Staff Association
- \*Anglia Building Society Staff Association
- †Arts Council of Great Britain Staff Association
- \*Assistant Masters and Mistresses Association
- \*Associated Metalworkers Union

- \*Associated Society of Locomotive Engineers and Firemen
- \*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
- \*Association of Clinical Biochemists Limited
- \*Association of Community Home Schools
- 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 Government Supervisors and Radio Officers
- \*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
- \*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)
- \*Association of Public Service Finance Officers
- \*Association of Public Service Professional Engineers
- \*Association of Scientific, Technical and Managerial Staffs
- Association of Somerset Inseminators
- Association of Staff of Probation Hostels
- \*Association of University Teachers
- Association of Vice Principals of Colleges
- Australian Mutual Provident Society Staff Association
  
- \*Bakers Food and Allied Workers Union
- 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)*
- 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
- \*Bolton and District Power Loom Weavers Winders Warpers Loom Sweepers and Ancillary Workers Association
- \*Bolton and District Union of Textile and Allied Workers
- \*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 Federation of Textile Technicians
- \*British Fire Service Federation
- British Hospital Doctors Federation
- \*British Medical Association
- \*British Orthoptic Society
- \*British Roll Turners Trade Society
- \*British Transport Officers Guild
- British Union of Social Workers
- Building Trades Union
- †Burmah Engineering Senior Staff Union
- Burnley and District Branch of the Amalgamated Association of Twisters 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
- \* 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
- 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 Twisters and Drawers
- † Commercial Bank of Australia (London) Staff Association
- \* Commercial Union Group Staff Association
- \* Community and Youth Service Association
- \* Confederation of Health Service Employees
- † 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
- Cumbria Colliery Officials Association
- \* Communication Managers Association
  
- † Dean Clough Staff Association
- † Derbyshire Building Society Staff Association
- Dexion (Hourly Paid Staff) Union
- \* Diplomatic Service Association
  
- Electrical and Mechanical Instrument Makers Association
- \* Electrical Electronic Telecommunication and Plumbing Union
- \* EMI Electronics Limited Junior and Middle Management Staff Association
- 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 Professional Officers Associations

- Federation of Professional Organisations (PT 'A' Whitley Council)*
- \* Film Artistes Association
- \* Fire Brigades Union
- Football League Executive Staffs Association
- \* Foremens Association of the British Aircraft Corporation Limited
- Military Aircraft Division
- \* Furniture Timber and Allied Trades Union
- 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
- 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
- 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
- \* 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  
 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  
 KDG Industries Staff Association  
 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  
 \*Legal and General Staff Association  
 \*Leicester Building Society Staff Association  
 Leicestershire Overmen Deputies and Shotfirers Association  
 \*Liverpool Victoria Section of the National Union of Insurance Workers  
 \*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  
 \*Musicians Union  
 National Amalgamated Stevedores and Dockers  
 \*National and Local Government Officers Association  
 National Association of Chief Housing Officers  
 \*National Association of Colliery Overmen Deputies and Shotfirers  
 National Association of Colliery Overmen Deputies and Shotfirers Cannock  
 Chase Area  
 National Association of Colliery Overmen Deputies and Shotfirers Durham  
 Area  
 National Association of Colliery Overmen Deputies and Shotfirers Midland  
 Area  
 National Association of Colliery Overmen Deputies and Shotfirers  
 (Northumberland Area)  
 National Association of Colliery Overmen Deputies and Shotfirers North  
 Western Area

National Association of Colliery Overmen Deputies and Shotfirers (South  
 Wales Area)  
 National Association of Colliery Overmen Deputies and Shotfirers  
 (Staffordshire Area)  
 National Association of Colliery Overmen Deputies and Shotfirers (Yorkshire  
 Area)  
 \*National Association of Co-operative Officials  
 \*National Association of 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  
 \*National Association of Unions in the Textile Trade  
 National Federation of Sub-Postmasters  
 \*National Graphical Association  
 \*National League of the Blind and Disabled  
 \*National Owner Drivers Association UK  
 \*National Society of Brushmakers and General Workers  
 \*National Society of Metal Mechanics  
 \*National Society of Operative Printers Graphical and Media Personnel  
 \*National Tile Faience and Mosaic Fixers Society  
 \*National Unilever Managers Association  
 \*National Union of Agricultural and Allied Workers  
 \*National Union of Blastfurnacemen Ore Miners Coke Workers and Kindred  
 Trades  
*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  
 \*National Union of Domestic Appliance and General Metal Workers  
 \*National Union of Dyers Bleachers and Textile Workers  
 \*National Union of Flint Glass Workers  
 \*National Union of General and Municipal 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  
 \*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
  - National Union of Mineworkers (Cannock Chase and Pelsall District) (Midland Area)
  - National Union of Mineworkers (Cokemens Area)
- \*National Union of Mineworkers (Colliery Officials and Staffs Area)
- National Union of Mineworkers (Colliery Officials and Staffs Area) (Region No. 2)
- National Union of Mineworkers (Colliery Officials and Staffs Area) (Region No. 3)
- National Union of Mineworkers (Colliery Officials and Staffs Area) (Region No. 4)
- National Union of Mineworkers (Cumberland Area)
- National Union of Mineworkers (Derbyshire Area)
- National Union of Mineworkers (Durham Area)
- 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)
- \*National Union of Mineworkers (Leicester Area)
- National Union of Mineworkers (Midland Area)
- National Union of Mineworkers (North Stafford Federation Midland Area)
- National Union of Mineworkers (Northumberland Area)
- \*National Union of Mineworkers (Northumberland Mechanics Group No. 1 Area)
  - National Union of Mineworkers (North Wales Area)
- \*National Union of Mineworkers (North Western Area)
- National Union of Mineworkers (North Eastern Area) Pendlebury 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
- \*National Union of Railwaymen
- \*National Union of Scalemakers
- \*National Union of Seamen
- \*National Union of Sheet Metal Workers Coppersmiths and Heating and Domestic Engineers
- \*National Union of Tailors and Garment Workers
- \*National Union of Teachers
- \*National Union of Textile and Allied Workers (Rochdale Districts)
- \*National Union of the Footwear Leather and Allied Trades
  - National Union of the Unemployed and Workers*
- \*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-Boatmans 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 Lancashire and Cumbria Textile Workers Association
- Nottingham and District Federation of Club Stewards
- Oldham Association of Loom Overlookers
- \*Oldham Provincial Union of Textile and Allied Workers
- Organisation of CPL Technicians
- \*Pattern Weavers Society
- †Playboy Staff Association
- \*PMB Staff Association
- Portman Staff Association
- \*Post Office Engineering Union
- \*Power Loom Carpet Weavers and Textile Workers Union
- 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
- Redifon 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
- \*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 1975
- \*Society of Lithographic Artists Designers Engravers and Process-Workers
- \*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
- \*Society of Union Employees (NUPE)
- \*Squibb UK Staff Association
- Stable Lads Association
- Staff Association of the Printing and Publishing Industry Training Board
- †Staff Association of the S W 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
- \*Teston Independent Society of Cricket Ball Makers
- \*Textile Manufacturing Trades Federation of Bolton and Surrounding Districts
- \*Thames Water Staff Association
- \*Tobacco Mechanics Association
- \*Tobacco Workers Union  
*Town and Country Building Society Staff Association*
- Trade Society of Machine Calico Printers
- \*Transport and General Workers Union
- \*Transport Salaried Staffs Association
- †Trebor Sharps Limited Salesmens Association
- \*Undeb Cenedlaethol Athrawon Cymru (National Association of Teachers of Wales)
- \*Union of Communication Workers

\*Union of Construction Allied Trades and Technicians

*Union of Dexion Workers*

- \*Union of Shop Distributive and Allied Workers
- \*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)
- National House Building Council Staff Association
- \*National Union of Insurance Workers—Royal Liver and Composite Section
- National Union of Mineworkers Group 2 Scottish Colliery Enginemens 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
- Scottish Equitable Staff Association
- \*Scottish Further Education Association
- \*Scottish Health Visitors Association
- Scottish Joint Industry Board for the Electrical Contracting Industry
- \*Scottish Prison Officers Association
- \*Scottish Secondary Teachers Association
- \*Scottish Union of Power Loom Overlookers

LIST OF EMPLOYERS' ASSOCIATIONS AT 31 DECEMBER 1981

Note: Employers' associations entered in the list during 1981 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 Apparel Manufacturers Association Limited  
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 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 Shipping 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  
Clothing Manufacturers Federation of Great Britain

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 Workers Services  
East Midlands Engineering Employers Association  
East Midlands Local Authorities Employers Organisation  
Electrical Contractors Association  
Engineering and Shipbuilding Employers Association—Yorkshire and Humber-side  
Engineering Employers Association of South Lancashire Cheshire and North Wales  
Engineering Employers Association of South Wales  
Engineering Employers East Anglian Association  
Engineering Employers Federation  
Engineering Employers London Association  
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)

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  
Hull Master Stevedores Association

Independent Steel Employers Association  
Institute of Iron and Steel Wire Manufacturers

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-Anglia 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 Restaurant Engineers  
National Building and Allied Hardware Manufacturers Federation  
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  
National Union of Small Shop Keepers of Great Britain and Northern Ireland  
Newspaper Publishers Association Limited  
Newspaper Society  
North East Association of Small Mines  
North East Lancashire Textile Manufacturers Association  
North Lancashire Textile Employers Association  
North of England Engineering Employers Association  
North Wales Slate Quarries Association  
North West Lancashire Engineering Employers Association

Office Machines and Equipment Federation  
Overall Manufacturers Association of Great Britain

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 Staffs  
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

Shirt Collar and Tie Manufacturers Federation  
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

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 Associations

Hawick Knitwear Manufacturers' Association  
 Hebridean Spinners Advisory Committee

Malt Distillers' Association of Scotland

National Coöperage Federation

Scottish and Northern Ireland Plumbing Employers' Federation  
 Scottish Association of Marine Electrical Contractors  
 Scottish Daily Newspaper Society  
 Scottish Decorators' Federation  
 Scottish East Coast Association of Shiprepairers and Shipbuilders  
 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

**Appendix 3** (see paragraph 7.9)

**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	560	367	66 %	451.14
Association of Management and Professional Staffs	7,270	2,036	28 %	2,323.07
Association of Optical Practitioners Limited:				
ballot 1	4,258	1,077	25 %	} 1,508.33
ballot 2	113	32	28 %	
Association of Public Service Finance Officers	2,316	741	32 %	524.35
British Association of Occupational Therapists Ltd:				
ballot 1	4,684	1,412	30 %	nil
ballot 2	5,926	2,681	45 %	1,404.63
British Medical Association:				
ballot 1	227	143	63 %	} nil
ballot 2	611	231	38 %	
Clearing Bank Union	48,000	33,535	70 %	nil
Coventry Economic Building Society Staff Association	222	158	71 %	nil
Guinness Brewing Staff Association UK:				
ballot 1	1,022	629	61 %	} nil
ballot 2	1,022	568	56 %	
National Association of Head Teachers:				
ballot 1	550	335	60 %	} nil
ballot 2	563	249	44 %	
Professional Association of Teachers	21,800	4,186	19 %	4,068.71
Royal College of Nursing of the United Kingdom	169,914	6,064	4 %	nil
Society of Chiropodists	4,561	991	28 %	nil
Society of Radiographers	7,884	2,211	28 %	2,654.28

These unions submitted a total of 16 applications.

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 29 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.

*[The table content is extremely faint and illegible due to low contrast and scan quality. It appears to be a large data table with multiple columns and rows.]*

Summary of Statistics—Trade Unions  
(see paragraph 3.17)

	Number of Members	GROSS INCOME			GROSS EXPENDITURE					TOTAL FUNDS		GROSS ASSETS (a)			
		From Members (b) £000s	From Investments (c) £000s	Total Income (d) £000s	Unemployment Benefit (e) £000s	Dispute Benefit (f) £000s	Total Benefits to Members (g) £000s	Administration Expenses and Other Outgoings (h) £000s	Total Expenditure (i) £000s	Beginning of the Year (j) £000s	End of the Year (k) £000s	Fixed Assets (l) £000s	Investments (m) £000s	Other Assets (n) £000s	Total Assets (o) £000s
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	
Unions each with 100,000 members or more:															
Transport and General Workers Union	1,886,971	26,634	2,736	29,447	—	1,511	4,881	22,072	28,533	37,748	38,662	18,145	19,637	2,697	40,479
Amalgamated Union of Engineering Workers	—	—	—	30	—	—	—	26	26	5	9	(g)	—	28	28
Constructional Section	34,653	770	102	897	—	19	138	766	934	1,159	1,122	356	704	65	1,125
Engineering Section	1,166,512	16,401	1,211	17,713	203	2,311	6,574	9,462	17,082	19,360	19,991	6,513	11,092	3,261	20,866
Foundry Section	50,111	764	74	847	(g)	81	234	678	951	772	668	99	568	130	797
Technical Administrative and Supervisory Section	191,562	3,567	172	3,755	—	190	316	2,953	3,414	3,120	3,461	1,655	1,336	860	3,851
National Union of General and Municipal Workers	915,654	15,840	1,869	18,315	—	553	2,734	13,801	17,338	20,895	21,872	7,794	2,306	11,832	21,932
National and Local Government Officers Association	782,343	14,915	526	18,303	—	87	488	9,323	16,704	10,489	12,088	6,487	6,320	2,198	15,005
National Union of Public Employees	699,156	9,886	864	10,816	—	53	768	7,254	8,650	(f) 12,115	14,281	3,535	9,041	2,571	15,147
Association of Scientific Technical and Managerial Staffs	491,000	8,480	165	8,653	13	237	261	6,730	8,214	(f) 3,595	4,034	4,920	76	2,568	7,564
Union of Shop Distributive and Allied Workers	450,287	5,973	553	6,783	8	2	264	5,601	6,217	5,805	6,371	620	3,426	2,333	6,379
Electrical Electronic Telecommunication and Plumbing Union	438,669	6,523	619	7,319	—	631	1,345	5,179	6,877	8,062	8,504	2,794	5,310	653	8,757
National Union of Mineworkers (h)	369,499	11,466	2,337	14,262	—	—	1,327	9,579	11,329	(f) 21,925	24,858	1,739	15,878	8,762	26,379
Union of Construction Allied Trades and Technicians	312,000	4,433	232	4,727	15	110	757	3,880	4,843	2,702	2,586	1,294	1,396	117	2,807
National Union of Teachers	272,902	3,343	664	4,116	—	296	409	3,288	4,285	7,051	6,882	826	5,749	565	7,140
Confederation of Health Service Employees	216,482	3,166	165	3,403	—	—	160	2,700	3,155	2,756	3,004	1,096	1,904	205	3,205
Civil and Public Services Association	216,415	6,070	386	6,556	—	233	547	3,768	5,294	5,582	6,844	3,921	2,275	761	6,957
Union of Communication Workers	202,993	5,369	238	5,677	—	—	388	4,475	5,306	5,045	5,416	1,264	3,026	1,126	5,416
Society of Graphical and Allied Trades 1975	199,877	4,050	228	4,973	99	30	617	3,944	4,672	4,144	4,445	2,280	1,314	1,041	4,635
Royal College of Nursing of the United Kingdom	181,111	2,163	—	2,163	—	—	25	2,138	2,163	—	—	—	—	1,407	1,407
National Union of Railwaymen	167,198	4,407	2,219	6,636	(g)	1	1,293	3,604	5,113	18,115	19,638	3,598	15,658	830	20,086
National Association of Schoolmasters and Union of Women Teachers	156,167	1,909	172	2,152	—	100	330	1,634	2,013	1,806	1,945	477	338	1,316	2,131
Banking Insurance and Finance Union	141,042	2,155	51	2,220	—	—	9	1,761	1,830	706	1,096	293	241	594	1,128
Association of Professional Executive Clerical and Computer Staff (APEX)	140,292	2,625	330	3,244	—	39	45	2,232	2,592	3,850	4,502	818	2,939	1,059	4,816
Post Office Engineering Union	130,976	3,945	53	4,084	—	—	454	2,794	3,501	2,897	3,480	1,903	440	1,405	3,748
Amalgamated Society of Boilermakers Shipwrights Blacksmiths and Structural Workers	124,068	1,937	347	2,456	—	232	446	1,820	2,364	3,476	3,568	589	2,640	639	3,868
National Graphical Association	116,438	3,921	860	4,860	216	1,345	2,378	2,438	4,969	(f) 11,512	11,403	476	8,976	1,978	11,430
Society of Civil and Public Servants	108,841	3,188	227	3,480	—	17	170	3,345	3,589	3,417	3,308	1,374	1,045	1,220	3,639
Iron and Steel Trades Confederation	103,865	1,432	919	2,360	(g)	7	715	1,825	4,115	100,623	8,868	563	8,560	560	9,683
Total of above unions with 100,000 members or more	10,267,084	175,332	18,319	200,247	554	8,085	28,073	139,070	186,073	228,732	242,906	75,429	132,195	52,781	260,405
Total of 364 other listed unions with less than 100,000 members	2,357,369	51,728	7,566	66,383	2,011	1,041	5,214	53,256	61,757	67,456	72,082	18,502	39,204	26,063	83,769
Total of listed unions	12,624,453	227,060	25,885	266,630	2,565	9,126	33,287	192,326	247,830	296,188	314,988	93,931	171,399	78,844	344,174
Trades Union Congress	—	3,074	248	3,335	—	—	618	2,185	3,721	939	553	73	677	565	1,315
Total of 44 other unlisted unions which have submitted returns	11,902	585	47	692	2	—	21	586	651	452	493	124	201	250	575
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
TOTAL for all unions for 1979	13,212,354	198,025	22,661	234,643	514	12,468	34,088	156,763	212,483	273,068	295,228	76,666	172,563	71,047	320,276

## Notes

- (a) Some members included in these figures (eg. retired members) may be exempt from paying union contributions and others may be ineligible to contribute to the political fund.
- (b) These figures have been recalculated or adjusted to take account of later information.
- (c) Less than £500.



**Political Funds of Trade Unions**  
(see paragraph 6.6)

Unions each with a political fund of £10,000 or more:	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
				£000s (4)	£000s (5)	£000s (6)	£000s (7)
(a) (1)	(2)	(3)					
National Union of Mineworkers	369,499	243,092	66	620	274	(b) 821	1,167
Transport and General Workers Union	1,886,971	1,859,017	99	720	618	840	942
National Union of General and Municipal Workers	915,654	843,277	92	612	427	501	686
Amalgamated Union of Engineering Workers—Engineering Section	1,166,512	967,003	83	413	400	363	376
National Union of Public Employees	699,156	684,610	98	743	728	239	254
National Union of Railwaymen	167,198	161,320	97	183	146	204	241
National Union of Mineworkers (Durham Area)	41,246	16,057	39	25	16	227	236
Amalgamated Union of Engineering Workers—Technical, Administrative and Supervisory Section	191,562	109,457	57	104	60	123	167
Union of Shop Distributive and Allied Workers	450,287	417,027	93	221	192	134	163
Amalgamated Society of Boilermakers Shipwrights Blacksmiths and Structural Workers	124,068	71,559	58	72	46	130	156
Association of Professional Executive Clerical and Computer Staff (APEX)	140,292	101,949	73	98	68	117	147
National Union of Sheet Metal Workers Coppersmiths Heating and Domestic Engineers	70,045	50,000	71	41	33	60	68
National Union of Dyers Bleachers and Textile Workers	45,756	45,607	100	40	24	43	59
Society of Graphical and Allied Trades 1975	199,877	60,132	30	32	27	50	55
Union of Construction Allied Trades and Technicians	312,000	200,000	64	104	86	37	55
Electrical Electronic Telecommunication and Plumbing Union	438,669	371,176	85	141	114	24	51
Post Office Engineering Union	130,976	95,106	73	87	90	53	50
National Union of Tailors and Garment Workers	93,335	83,416	89	49	16	11	44
National Society of Metal Mechanics	39,457	31,035	79	12	9	32	35
Associated Society of Locomotive Engineers and Firemen	27,000	25,499	94	29	18	22	33
Amalgamated Textile Workers Union	28,458	24,321	86	15	12	(b) 29	32
Confederation of Health Service Employees	216,482	199,605	92	98	85	12	25
Amalgamated Union of Engineering Workers (Constructional Section)	34,653	25,715	74	13	9	20	24
Transport Salaried Staffs Association	70,901	60,107	85	55	40	9	24
National Association of Colliery Overmen Deputies and Shotfirers	18,741	18,220	97	21	15	13	19
National Graphical Association	116,438	54,659	47	13	12	(b) 18	19
National Association of Theatrical Television and Kine Employees	17,500	12,500	71	4	1	14	17
National Union of Mineworkers (Northumberland Area)	18,023	7,304	41	17	5	5	17
Fire Brigades Union	41,053	26,330	64	12	8	11	15
Iron and Steel Trades Confederation	103,865	60,470	58	31	35	19	15
National Union of the Footwear Leather and Allied Trades	58,062	51,933	89	25	24	14	15
Furniture Timber and Allied Trades	77,433	47,234	61	15	30	29	14
Tobacco Workers Union	18,936	10,193	54	7	4	10	13
Liverpool Victoria Section of the National Union of Insurance Workers	2,874	190	7	(c)	(c)	11	11
Society of Lithographic Artists Designers Engravers and Process Workers	22,388	9,263	41	9	7	8	10
<b>Total of above 35 unions</b>	<b>8,355,367</b>	<b>7,044,383</b>	<b>84</b>	<b>4,681</b>	<b>3,679</b>	<b>4,253</b>	<b>5,255</b>
<b>Total of 34 other unions with political funds</b>	<b>1,134,918</b>	<b>689,055</b>	<b>61</b>	<b>357</b>	<b>372</b>	<b>22</b>	<b>7</b>
<b>Total of 69 unions with political funds for 1980</b>	<b>9,490,285</b>	<b>7,733,438</b>	<b>81</b>	<b>5,038</b>	<b>4,051</b>	<b>4,275</b>	<b>5,262</b>
<b>TOTAL of 71 unions with political funds for 1979</b>	<b>9,942,964</b>	<b>8,100,296</b>	<b>81</b>	<b>4,668</b>	<b>5,042</b>	<b>4,613</b>	<b>4,239</b>

## Notes

- (a) The gross assets figures take no account of liabilities. The net worth of employers' associations is indicated in column 6.
- (b) Income from Investments includes interest on short term deposits.
- (c) Total Income and 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.
- (d) Less than £500.
- (e) These figures have been adjusted to take account of later information.
- (f) These figures have been re-calculated.
- (g) 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 3.27)

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	1,794	362	2,551	2,053	3,870	4,368	156	4,201	805	5,162	18
West Midlands Engineering Employers Association	665	50	1,010	1,063	818	765	298	450	90	838	1,227
Engineering Employers London Association	716	83	909	874	350	385	79	219	157	455	804
Engineering Employers West of England Association	375	31	657	653	162	166	111	17	135	263	443
13 other Engineering Employers Associations in Great Britain	2,082	218	2,579	2,509	1,414	1,484	832	298	1,106	2,236	3,158
*National Farmers Union	6,043	344	6,641	6,375	8,033	8,299	6,289	589	2,512	9,390	121,118
*General Council of British Shipping } British Shipping Federation }	2,384	59	5,211	5,363	1,088	936	659	15	1,266	1,940	219
National Federation of Building Trades Employers	3,883	383	4,576	4,335	1,950	2,191	894	1,308	1,053	3,255	10,193
British Printing Industries Federation	2,638	96	2,915	2,948	419	386	134	175	273	582	14
11 Constituent Associations in Great Britain	908	36	1,136	1,007	305	434	422	104	254	780	2,887
*Freight Transport Association Limited	859	126	3,804	3,665	969	1,108	1,066	107	1,344	2,517	15,869
Test and County Cricket Board	—	74	3,467	3,467	—	—	—	—	452	452	19
*Chemical Industries Association Limited	2,113	140	2,777	2,698	(d) 79	79	55	—	561	616	341
Electrical Contractors Association	690	631	2,415	1,953	588	1,050	182	5,642	2,419	8,243	2,248
*Road Haulage Association Limited	952	100	1,394	1,279	(e) 634	749	586	102	582	1,270	14,117
*Incorporated National Association of British and Irish Millers Limited	1,088	44	1,138	1,023	196	311	3	48	570	621	47
British Paper and Board Industry Federation Limited	959	75	1,076	1,091	150	135	73	109	287	469	99
Federation of Civil Engineering Contractors	916	85	1,075	1,059	430	446	139	198	233	570	508
National Federation of Retail Newsagents	863	60	1,000	968	780	812	287	382	322	991	28,669
Newspaper Society	777	87	894	887	214	221	84	89	256	429	288
Heating and Ventilating Contractors Association	517	112	809	787	212	234	106	265	232	603	1,211
*Publishers Association	556	39	747	728	9	28	50	—	160	210	253
*British Jewellery and Giftware Federation Limited	136	91	729	686	241	284	9	272	236	517	2,027
*Dairy Trade Federation	499	—	716	706	45	55	60	—	112	172	4,500
Federation of Master Builders	574	61	691	672	468	487	193	322	92	607	20,251
Newspaper Publishers Association Limited	646	3	649	646	43	46	38	6	69	113	12
*Cement Makers Federation	578	10	587	573	1	15	7	—	128	135	6
Total of above employers' associations	34,211	3,400	52,153	50,068	23,389	25,474	12,812	14,918	15,706	43,436	230,546
Total of 134 other listed employers' associations	6,452	648	8,905	8,550	3,936	4,291	1,697	2,075	3,465	7,837	58,232
Total of 186 other unlisted employers associations	5,947	602	8,044	7,731	3,710	4,023	1,789	1,423	3,395	6,607	55,443
<b>TOTAL of all employers' associations for 1980</b>	<b>46,610</b>	<b>4,650</b>	<b>69,102</b>	<b>66,349</b>	<b>31,035</b>	<b>33,788</b>	<b>16,298</b>	<b>18,416</b>	<b>22,566</b>	<b>57,280</b>	<b>344,221</b>
<i>TOTAL of all employers' associations for 1979</i>	<i>37,202</i>	<i>3,509</i>	<i>55,604</i>	<i>53,431</i>	<i>28,541</i>	<i>30,714</i>	<i>(f) 15,163</i>	<i>(f) 17,512</i>	<i>(f) 17,591</i>	<i>(f) 50,266</i>	<i>(f) 345,445</i>

\*Unlisted employers' associations