

CERTIFICATION OFFICE FOR TRADE UNIONS
AND EMPLOYERS' ASSOCIATIONS

Certification Office
for Trade Unions and Employers' Associations

Cleland House
Page Street
London SW1P 4ND

Annual Report of the Certification Officer 1980

CERTIFICATION OFFICE
FOR TRADE UNIONS AND EMPLOYERS' ASSOCIATIONS

**Annual Report
of the Certification Officer
1980**

Rt. Hon. James Prior MP
Secretary of State for Employment,
Caxton House,
Tothill Street,
London, S.W.1.

J. P. Lowry, Esq CBE
Chairman,
Advisory, Conciliation and Arbitration Service,
Cleland House,
Page Street,
London, S.W.1.

I have pleasure in sending you the report on my activities during 1980.

JOHN EDWARDS
Certification Officer

13 April 1981

Contents

	Introduction	Page 1
CHAPTER 1	Lists of Trade Unions and Employers' Associations	3
	Entry in the lists and its significance	
	The lists at 31 December 1980	
	Changes in the lists	
	Number of trade unions	
	Number of employers' associations	
	Changes in the period 1976-1980	
	Liaison with the Department of Employment	
CHAPTER 2	Trade Union Independence	6
	The statutory provisions	
	Working methods and criteria	
	Applications	
	Decisions	
	Figures for the period 1976-1980	
	Appeals	
CHAPTER 3	Annual Returns and Accounts	9
	The statutory provisions	
	Compliance with the statutory provisions	
	Returns for 1979	
	Trade unions	
	Employers' associations	
	Public inspection of annual returns	
CHAPTER 4	Superannuation Schemes	18
	The statutory provisions	
	Scope of the provisions	
	Reports received	
	Reports due	
	Separate funds	
	Exemption from periodical re-examination	
CHAPTER 5	Transfers of Engagements, Amalgamations and Changes of Name	20
	The statutory provisions	
	How the Certification Office can help	
	Transfers of engagements	
	Amalgamations	
	Mergers in the period 1976-1980	
	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
Appeals

Page

23

CHAPTER 7 Funds for Trade Union Ballots

The statutory provisions
General

31

APPENDICES

1 List of Trade Unions at 31 December 1980	33
2 List of Employers' Associations at 31 December 1980	44
3 Decisions on Trade Union Independence during 1980	49
4 Summary of Statistics—Trade Unions	50
5 Changes in Trade Union Membership 1974–1979	53
6 Political Funds of Trade Unions	54
7 Summary of Statistics—Employers' Associations	56

Introduction

This Report, which is the fifth and last to be submitted by me as Certification Officer, covers my activities during the calendar year 1980.

Under the Trade Union and Labour Relations Act 1974, the Employment Protection Act 1975 and the Employment Act 1980, the Certification Officer is responsible for:

- maintaining lists of trade unions and employers' associations;
- determining the independence of trade unions;
- seeing that trade unions and employers' associations keep accounting records, have their accounts properly audited and submit annual returns;
- ensuring the periodical examination and separate funding of members' superannuation schemes;
- securing observance of the statutory procedures for transfers of engagements, amalgamations and changes of name;
- supervising the statutory requirements as to the setting up and operation of political funds and dealing with complaints by members about breaches of political fund rules;
- reimbursing certain expenditure incurred by independent trade unions in conducting secret postal ballots for specified purposes.

A chapter is devoted to each of these functions, the last of which was conferred during the year by section 1 of the Employment Act. That Act also made a minor change in the provisions governing examination of members' superannuation schemes (see paragraph 4.6).

At the end of 1980 the Certification Office had been in existence for nearly five years. The first part of the period was dominated by the work involved in determining the independence of trade unions. As that work declined, the Office was able to give closer attention to enforcing the accounting and auditing provisions of the 1974 Act, which were found to raise considerable difficulties for some trade unions. This became its major preoccupation during the second half of the period and with the co-operation of those concerned substantial progress was made in raising standards to the level required by Parliament. The Office has been greatly helped in this task by professional advice from the Government Accountancy Service.

At the same time there was, as noted in previous reports, a growth of public interest in trade union political funds; the number of complaints by union members about alleged breaches of political fund rules increased, and some of them raised substantial issues which could not be resolved without a formal hearing.

On the other hand the work concerned with superannuation schemes, like that on the determination of trade union independence, fell away after 1978 and was almost complete by the end of the period. The level of work arising from other functions—maintaining the statutory lists, collecting annual returns, and supervising merger procedures—has remained more stable and this is

likely to continue. It is too early to forecast the volume of applications from trade unions for reimbursement under the balloting provisions of the Employment Act.

During the year Mr. R. L. Foot retired from the position of Assistant Certification Officer and Mr. J. Craig, O.B.E., W.S. from that of Assistant Certification Officer for Scotland. They were replaced by Mr. M. V. Scott and Mr. J. L. J. Craig, W.S. respectively.

The statutory fees to be paid for certain items of work undertaken by the Office were again increased by regulations* made by the Secretary of State.

*The Certification Officer (Amendment of Fees) Regulations 1980 (SI 1980 No. 1708).

Lists of Trade Unions and Employers' Associations

Entry in the lists and its significance

1.1 Lists of trade unions and employers' associations are maintained by the Certification Office in accordance with section 8 of the Trade Union and Labour Relations Act 1974. Copies of the current lists may be inspected, free of charge, at the Certification Office, Cleland House, Page Street, London SW1P 4ND, and in the case of 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 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. 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.

The lists at 31 December 1980

1.3 Copies of the lists at 31 December 1980 are included in this report, as required by section 8(9) of the 1974 Act, and are reproduced as Appendices 1 and 2. The list of trade unions comprised 461 organisations, of which about 200 were affiliated directly or indirectly to the Trades Union Congress. The list included 278 trade unions which held certificates of independence at that date and 25 which were the subject of a current refusal under section 8 of the Employment Protection Act. The list of employers' associations comprised 181 organisations.

Changes in the lists

1.4 Changes during 1980 are summarised in the table below.

	On lists at 31 December 1979	Changes between 1 January 1980 and 31 December 1980		On lists at 31 December 1980
		Additions	Removals	
Trade Unions	477	16	32	461
Employers' Associations	190	nil	9	181

Number of trade unions

1.5 The number of listed trade unions fell by 16 during 1980, continuing the trend established in 1979. The number of additions to the list was almost the same as in the previous year but the number of removals was somewhat larger. Almost all the additions were recently formed bodies; of the 32 trade unions removed from the list 14 had ceased to exist because of mergers (see chapter 5).

1.6 During the year the number of unlisted organisations known to the Office which probably satisfied the statutory definition of trade union fell from about 85 to about 60. Additional organisations come to notice from time to time but in 1980 such additions were more than offset by the number of organisations which ceased to exist or which the Office accepted did not fall within the statutory definition.

Number of employers' associations

1.7 The number of listed employers' associations again fell slightly and there was a substantial drop in the number of unlisted organisations known to the Office, which was about 240 at the end of 1980 compared with about 290 a year earlier.

Changes in the period 1976-1980

1.8 The following table shows the year to year changes in the lists between 1 February 1976, when the Certification Office was set up, and 31 December 1980.

	<i>Trade Unions</i>	<i>Employers' Associations</i>
1 February 1976	421	206
31 December 1976	457	205
1977	485	196
1978	485	194
1979	477	190
1980	461	181

1.9 It will be seen that in the early part of the period the number of listed trade unions rose sharply to reach a peak of 485 at the end of 1977 and that since then it has fallen back to almost the same level as at the end of 1976. The movements are largely accounted for by changes in the numbers of additions to the list and these in turn reflect the flow of applications for certificates of independence which was very heavy during 1976 and declined sharply after mid-1977. The number of listed employers' associations fell slowly throughout the period.

Liaison with the Department of Employment

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

and membership of trade unions*. The close co-operation between the Office and the Department continued and there was again a slight reduction in the extent of the separate inquiries which the Department had to carry out for these purposes.

*For the 1979 statistics, see the Department of Employment Gazette for January 1981, pages 22-24.

Trade Union Independence

The statutory provisions

2.1 In section 30(1) of the Trade Union and Labour Relations Act 1974 an independent trade union is defined 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; and 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 and criteria

2.3 During 1980 there was no change in the working methods or criteria used by the Office in considering applications for certificates of independence. 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.

Applications

2.4 Fourteen applications for certificates were received during the year and one case was referred by ACAS for decision in accordance with section 8(12) of the Employment Protection Act. This total, which was slightly larger than that for 1979, confirms the view that applications are likely to continue at a low level with some variations from year to year.

Decisions

2.5 Thirteen certificates were issued, including six to staff associations or similar bodies. One was issued in accordance with a direction of the Employment Appeal Tribunal following an earlier refusal. Two applications were refused, both from staff associations and both on the ground that the union was

liable to employer interference within the meaning of part (b) of the definition of 'independent trade union'. Thirteen certificates were cancelled because the organisation concerned had ceased to exist. Details are given in Appendix 3.

Figures for the period 1976-1980

2.6 Between 1 February 1976, when the statutory provisions came into force, and 31 December 1980, 391 applications were received, 319 certificates issued and 49 applications refused. Further details are given in the following table.

	<i>Applica- tions received (including references by ACAS)</i>	<i>Certifi- cates issued*</i>	<i>Applica- tions refused*</i>	<i>Applica- tions withdrawn or lapsed</i>	<i>Applica- tions under considera- tion at end of year</i>
1976 (1 February -31 December)	274(1)	214(1)	16	3	40
1977	63(8)	58(4)	15	1	30
1978	33(5)	25(3)	10	2	26
1979	6	9(3)	6(1)	—	16
1980	15(1)	13(1)	2	4(1)	13(1)
TOTALS at 31 December 1980	391(15)	319(12)	49(1)	10(1)	13(1)

*The figures in these columns have been adjusted to take account of successful appeals against refusals.

() Figures in brackets indicate second applications and are included in the totals.

Appeals

2.7 There was one appeal outstanding at 31 December 1979. This was an appeal by the A Monk & Co Staff Association against the refusal of its second application for a certificate of independence. Hearings took place in January and July 1980 and judgment was given by the Employment Appeal Tribunal on 30 July 1980. On its own application, the Association of Scientific, Technical and Managerial Staffs, which had made representations to the Certification Officer that the Association was not independent, was joined as a party to the appeal.

2.8 The Certification Officer had refused the Staff Association's first application for a certificate in 1976; before making a second application the Association had taken certain steps to deal with the reasons for that refusal

but, by a letter dated 3 April 1979, the Certification Officer again determined that the Association was not independent. He considered that because all the Association's members were employed by one company, that company was in a position to apply pressure to it; and that the Association's ability to resist such pressure must be regarded as doubtful taking into account a number of factors, among which were the inclusion in the Association's rules, until recently, of a provision limiting its role in negotiations with management; the eligibility of senior management for membership; lack of evidence of committed support from the members; and over-reliance on facilities provided by the employer.

2.9 An appeal from a determination of the Certification Officer that a trade union is not independent may be on a question of fact or law. The Staff Association's appeal was based largely on fact and at the initial hearing in January the Employment Appeal Tribunal considered that there were a number of pending developments and changes about which it would be helpful to have more information before reaching its decision. Accordingly a second hearing was arranged at which evidence was given about developments which had occurred since the first hearing.

2.10 In its judgment the Employment Appeal Tribunal emphasised that, as laid down by the Court of Appeal in *Squibb United Kingdom Staff Association v Certification Officer* (1979 IRLR 355) the appropriate test was whether there was vulnerability to interference tending towards control by the employer. It also agreed with the Certification Officer that it was more difficult for a trade union to satisfy that test where all its members were employed by one company, particularly if the company provided facilities.

2.11 The Tribunal considered that certain aspects of the Association's record and status had in the past reasonably given rise to the criticisms made; also that there were weaknesses inherent in the previous negotiating position adopted by the Association and that on the information available to him there was force in many of the objections raised by the Certification Officer. However, whatever the position had been when the Certification Officer had made his decision, significant changes had occurred since, including the appointment at the end of 1979 of an independent consultant/negotiator which had had a substantial effect on the Association's approach. The Tribunal considered that the Association had grown in status over the years; the weaknesses in its negotiating position had been understood and largely removed and the Association could and would survive a withdrawal of the facilities provided by the employer.

2.12 For these reasons the Tribunal held that the Association had moved sufficiently along the road to demonstrate that it was not now liable to interference tending towards control by the employer; accordingly the appeal was allowed and a certificate issued in accordance with the Tribunal's direction.

Annual Returns and Accounts

The statutory provisions

3.1 Under section 10 of the 1974 Act, 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 with respect to its transactions, assets and liabilities, and must establish and maintain a satisfactory system of control of its accounting records, its cash holdings and all its receipts and remittances. The accounting records kept must be such as are necessary to give a true and fair view of the state of the affairs of the organisation and to explain its transactions.

3.2 Under section 11 of the Act, the organisation is also (unless it has been in existence for less than twelve months) 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. Ten such directions were issued during 1980.

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.

Compliance with the statutory provisions

3.7 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.

3.8 In 1979 the Office had concentrated its attention chiefly on major unions with 100,000 members or more; the report for that year recorded that of the 30 unions listed in Appendix 4, 11 appeared to be complying with the Act and in the case of the 19 others there were one or more grounds for doubt as to their compliance. During 1980 discussions continued or were initiated with all the 19 unions in the latter category. By the end of the year the Office was satisfied that 17 of the 31 unions listed in Appendix 4 to this report were in substantial compliance with the Act and another nine had given assurances that the necessary steps towards compliance were being taken. Discussions with the remaining five unions were still in progress.

3.9 It was also possible in 1980 to give closer attention to medium-sized unions, i.e. those with between 25,000 and 100,000 members. Of 33 such unions, 23 were found to be in compliance by the end of the year, seven had agreed to take the necessary corrective action and discussions were in progress with the remaining three. Approaches were also made to a number of smaller unions, most of which had more than 10,000 members, with a view to securing compliance with the Act.

3.10 In short, the progress made during 1979 was fully maintained and the Office has in general continued to receive the ready co-operation both of unions and of their auditors. While it is seldom possible for the necessary changes to be carried out immediately, especially if rule amendments are required, there is every reason to think that the great majority of unions will have reached a satisfactory standard of compliance with the Act within the next two or three years.

3.11 The annual report for 1978 commented that the requirements of the Act did not appear to be causing problems for employers' associations. While

this remains generally true, scrutiny of employers' associations' returns has revealed a few cases which either raised doubts about whether the Act was being fully complied with or gave clear indications that it was not, either because of the exclusion of branch accounts or for other reasons. These questions were taken up with the associations concerned.

Returns for 1979

3.12 Up to 31 December 1980 a total of 827 returns for 1979 had been received as follows:

Listed Trade Unions	428
Unlisted Trade Unions	44
Listed Employers' Associations	160
Unlisted Employers' Associations	195

There were 49 listed trade unions and 30 listed employers' associations which had a statutory duty to render a return but had not done so by the end of 1980. The Office has continued to take appropriate action to see that the Act is complied with.

Trade unions

3.13 Statistics about the membership and finances of trade unions derived from 1979 returns* are given in Appendix 4, together with comparative totals for 1978. Separate figures are again shown for each union with over 100,000 members† together with figures for other listed and unlisted unions.

3.14 *Comparability with 1978 figures* The statistics in Appendix 4 are based on returns from 475 unions compared with 455 for 1978. All unions of substantial size are included in both sets of figures, which are therefore broadly comparable.

3.15 *Membership* The trade unions from which returns were received had a total membership of about 13,212,000, 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 shown in the appendix accounted for about 10,842,000 members or about 82 per cent of the total.

3.16 The total for all unions showed an increase of 159,000 and that for the major unions an increase of 244,000 compared with the 1978 figures. Both these increases were well below the average for recent years and indicate that by the end of 1979 rising unemployment had checked the very rapid growth of union membership which had been a feature of the past decade.

*The figures take into account returns from three trade unions which were received after 31 December 1980.

†For the reasons explained in previous reports it may be difficult to correlate these figures with those in the unions' published accounts.

3.17 The following table shows the largest changes in the membership of individual unions between 1978 and 1979.

Changes in trade union membership

Union	Membership (000's)		
	1978	1979	Difference
<i>Increases:</i>			
Royal College of Nursing	134	162	+28
National and Local Government Officers Association	729	753	+24
Union of Construction Allied Trades and Technicians	325	349	+24
Association of Scientific Technical and Managerial Staffs	471	491	+20
Amalgamated Union of Engineering Workers—Engineering Section	1,199	1,218	+19
Transport and General Workers Union	2,073	2,086	+13
National Association of Schoolmasters and the Union of Women Teachers	141	152	+11
<i>Decrease:</i>			
National Union of Public Employees	712	692	-20

3.18 *Changes in membership between 1974 and 1979* Changes in membership of the major unions in the five year period from 1974 to 1979 are shown in Appendix 5. It will be seen that while the membership of all trade unions increased by 20 per cent during the period, several showed much higher figures and that most of these were either public sector or white collar unions or both.

3.19 *Income and expenditure* In 1979 the gross income of trade unions was £234.6 million compared with £197.7 million in 1978. Income from members rose from £171 million to £198 million, reflecting both increased membership and higher subscription rates. Income from investments rose from £17.6 million to £22.7 million.

3.20 Gross expenditure rose from £176.5 million in 1978 to £212.5 million in 1979. As the following table shows, the increase covered payments of unemployment and dispute benefit as well as administrative expenses.

Changes in Expenditure

	1978 (£ million)	1979 (£ million)	Percentage change
Gross expenditure	176.5	212.5	+20
including (a) total benefits to members	29.3	34.1	+16
including (i) unemployment benefit	0.4	0.5	+25
(ii) dispute benefit	9.1	12.5	+37
(b) administrative expenses and other outgoings*	128.7	156.8	+22

3.21 The table below shows the average annual contribution and total income per member in 1979 together with average annual expenditure on benefits and administration and total expenditure per member. Similar figures are included for 1978.

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
1978	1309p	1514p	3p	70p	224p	986p	1352p
1979	1499p	1776p	4p	94p	258p	1186p	1608p

(a) The amounts given are based on total membership. In some unions not all members contribute for every benefit.

3.22 *Funds* The figures given in Appendix 4 include both general funds and others where applicable, eg, contingency, superannuation and political funds†. During 1979 total funds increased by 8 per cent from £270 million to £295.2 million.

*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.

†Separate figures for political funds are given in Appendix 6.

3.23 *Assets* At the end of 1979 gross assets of trade unions amounted to £320.3 million, of which £76.7 million were fixed assets and £172.6 million were investments. Total assets increased in value by 9 per cent, fixed assets by 17 per cent and investments by 2 per cent.

3.24 *Figures for the period 1975-1979* The table below gives figures for the membership and finances of trade unions, derived from annual returns received over the five year period from 1975 to 1979. More detailed information will be found in the annual reports covering the years in question.

Trade Union Statistics 1975-1979

	1975	1976	1977	1978	1979
Number of trade unions making returns	446	484	436	455	475
Number of Members	11,656,418	12,132,773	12,718,911	13,053,596	13,212,354
<i>Gross Income (£000s)</i>					
From Members	100,800	130,243	151,637	170,993	198,025
From Investments	12,075	13,184	16,935	17,568	22,661
Other Income	8,841	8,074	8,359	9,153	13,957
Total	121,716	151,501	176,931	197,714	234,643
<i>Gross Expenditure (£000s)</i>					
Employment benefit	831	999	624	377	514
Dispute benefit	3,338	2,039	4,277	9,132	12,468
Total benefits to members	16,689	18,254	21,912	29,255	34,088
Administration expenses and other outgoings	79,449	94,194	111,734	128,716	156,763
Other expenditure	5,421	9,515	8,362	9,006	8,650
Total	105,728	125,001	146,909	176,486	212,483
<i>Total Funds (£000s)</i>					
Beginning of the year	174,243	189,959	215,192	248,741	273,068
End of the year	190,231	216,459	245,214	269,969	295,228
<i>Gross Assets (£000s)</i>					
Fixed Assets	43,648	50,515	56,821	65,259	76,666
Investments	125,714	138,563	157,358	169,809	172,563
Other Assets	36,404	43,558	49,622	57,797	71,047
Total Assets	205,966	232,636	263,801	292,865	320,276

Employers' associations

3.25 Statistics about the finances and membership of employers' associations derived from the 1979 returns* are given in Appendix 7, together with compara-

tive totals for 1978. Separate figures are given for each association (including some which are unlisted) whose return for 1979 showed its total income as more than £500,000*. Aggregate figures are given for other listed and unlisted employers' associations.

3.26 *Comparability with 1978 figures* The statistics in Appendix 7 are based on returns from 363 employers' associations compared with returns from 354 associations for 1978. The largest employers' associations, as measured by total income, are included in both sets of figures, which are therefore broadly comparable.

3.27 *Income and expenditure* In 1979 the gross income of employers' associations was £55.6 million compared with £46.2 million in 1978. Income from members rose from £32.1 million to £37.2 million and income from investments from £2.5 million to £3.5 million. Gross expenditure also increased, from £45 million to £53.4 million.

3.28 *Funds* The figures given in the appendix include both general funds and, where applicable, funds maintained for specific purposes. During 1979 total funds increased by 10 per cent from £28 million to £30.7 million.

3.29 *Assets* At the end of 1979 gross assets of employers' associations amounted to £44.8 million, of which £13.4 million were fixed assets and £16.2 million were investments. Total assets increased in value by less than 1 per cent compared with 1978; fixed assets were almost unchanged and investments increased by 15 per cent.

3.30 *Figures for the period 1975-1979* The table on page 17 gives figures for finances of employers' associations derived from annual returns received over the five year period from 1975 to 1979. More detailed information will be found in the annual reports covering the years in question.

Public inspection of annual returns

3.31 In accordance with the provisions of section 11(5) of the Trade Union and Labour Relations Act 1974 copies of the annual return (including the rules) of all trade unions and employers' associations are available for public inspection.

3.32 During 1980 all returns from 1974 onwards were put on microfilm and new equipment installed so that copies of the returns can now be viewed at the Certification Office; the current charge is £1 per organisation. Some earlier returns and rules, although kept at the Public Record Office Repository at Hayes, can be inspected at the Certification Office provided that prior notice is given. Others are held at the Public Record Office at Kew; requests for inspection of these and inquiries about inspection charges should be made direct to that Office. Further details are contained in the table on page 16, which applies

*The figures take into account returns from eight employers' associations which were received after 31 December 1980.

*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.

to the returns and rules of all trade unions and employers' associations and supersedes similar information given in the 1978 report (paragraph 3.8).

Location of annual returns and rules

<i>Period</i>	<i>Location</i>	<i>Inspection applications to</i>
1974-onwards	Certification Office	Certification Office
1959-1974	Public Record Office Repository, Hayes, Middlesex	Certification Office
Prior to 1959	Public Record Office Kew	Public Record Office Kew

Inquiries about the inspection of returns of organisations having their head office in Scotland should be directed to the Office of the Assistant Certification Officer for Scotland, 19 Heriot Row, Edinburgh EH3 6HT.

Employers' Association Statistics 1975-1979

	1975	1976*	1977	1978	1979
Number of employers' associations making returns	410	413	344	354	363
<i>Gross Income (£000s)</i>					
From Members	22,880	28,184	28,846	32,123	37,202
From Investments	1,424	1,701	1,694	2,540	3,509
Other Income	4,846	9,062	9,512	11,493	14,893
Total Income	29,150	38,947	40,052	46,156	55,604
<i>Gross Expenditure (£000s)</i>	29,678	36,625	37,016	44,955	53,431
<i>Total Funds (£000s)</i>					
Beginning of the year	22,644	19,536	22,338	26,760	28,541
End of the year	22,116	21,858	25,374	27,961	30,714
<i>Gross Assets (£000s)</i>					
Fixed Assets	12,089	11,832	12,687	13,344	13,428
Investments	11,200	11,356	12,867	14,163	16,226
Other Assets	10,498	18,624	13,720	16,886	15,172
Total Assets	33,787	41,812	39,274	44,393	44,826

*Recalculated figures as published in 1978 Report.

Superannuation Schemes

The statutory provisions

4.1 The 1974 Act requires that any members' superannuation scheme maintained by a trade union or employers' association* must, unless exempted, be periodically examined by a qualified actuary and a copy of each actuarial report sent to the Certification Officer. No trade union or employers' association may maintain such a 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 1979 the number of schemes within the scope of the Act had fallen to 31 schemes maintained by 25 unions. During 1980 the number of schemes was further reduced by two. That maintained by the Halifax and District Carpet Power-Loom Tuners Association, previously exempted from actuarial examination, ceased to satisfy the definition of "members' superannuation scheme" because the Association was no longer a trade union; and that maintained by the Printing Trades Alliance ceased to do so because the scheme was converted to one paying lump sum benefits only. The revised figures for coverage of the provisions at the end of the year were therefore 29 schemes maintained by 23 unions, of which eight schemes are exempted from actuarial examination.

Reports received

4.3 At the end of 1979 all unions with schemes subject to actuarial examination had submitted their first actuarial reports and four second reports had been furnished. During 1980 second actuarial reports were received from:

National Union of Hosiery and Knitwear Workers
Trade Society of Machine Calico Printers

Reports due

4.4 At 31 December 1980 second actuarial reports on two schemes maintained by the National Graphical Association—those for Litho Trade Group Printers and for the Plate Preparers Section—were overdue. The reports have to be submitted in accordance with directions that the scheme should be re-examined at effective dates not later than 31 March 1978 and 31 March 1979 respectively, and the delay in submitting the report on the first scheme—which the union attributed to a computer malfunction—was commented on in last year's annual report. Despite several reminders, and assurances by the union that efforts were being made to complete the reports as quickly as possible, neither had been received by the end of the year. Further action to obtain them was being considered.

Separate funds

4.5 As recorded in last year's report the funding of two schemes—those maintained by the Bradford and District Power Loom Overlookers Society and the Transport and General Workers Union—was under discussion with the unions concerned at the end of 1979. During 1980 both unions established separate funds in compliance with the Act and this completed the work arising from the separate funding provisions so far as existing schemes are concerned.

Exemption from periodical re-examination

4.6 The Employment Act 1980 widened the Certification Officer's discretion by enabling him to exempt from periodical re-examination a scheme which has already been examined and reported on but which no longer requires such re-examination because of changed circumstances. Schedule 2 to the 1974 Act, as amended, provides that the Certification Officer may, on application by a trade union or employers' association, exempt from examination any members' superannuation scheme which the organisation maintains if he is satisfied that, by reason of the small number of members involved or for any other special reasons, it is unnecessary for the scheme to be examined; and that any such exemption may be revoked if the circumstances by reason of which the exemption was granted have ceased to exist.

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

Transfers of Engagements, Amalgamations and Changes of Name

The statutory provisions

5.1 The Trade Union (Amalgamations, etc.) Act 1964, as amended, lays down procedures governing transfers of engagements and amalgamations between trade unions and between unincorporated employers' associations. The procedures apply to both listed and unlisted bodies. 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 of voting on it. Under a transfer of engagements the transferor organisation loses its legal identity while the transferee organisation continues in being with its legal identity unchanged. An amalgamation produces a new organisation and all the amalgamating bodies cease to exist.

5.2 Organisations proposing to enter into a transfer of engagements or an amalgamation must prepare an instrument setting out the proposed terms of the merger. For a transfer of engagements, only the transferor members vote on the resolution approving the instrument; an amalgamation requires a favourable vote by members of each of the amalgamating bodies. If a majority of the votes recorded in the ballot are in favour of the merger, application to register the instrument is made to the Certification Officer.

5.3 An interval of six weeks must elapse between application and registration, and during this time any member of the union may complain to the Certification Officer on the ground that one or more of the conditions governing the vote 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.

5.4 Documents kept by the Certification Office relating to mergers under the 1964 Act (including the instrument of transfer or amalgamation and the voting figures) are available for public inspection; the current charge is £1 per organisation.

How the Certification Office can help

5.5 The guide issued by the Office which explains the merger procedures in detail has continued to be in strong demand. During the year about 80 copies of the guide were issued and a revised edition was produced in December 1980; copies may be obtained, free of charge, from the Office.

5.6 One point stressed in the guide is the need for early contact between the Office and parties to mergers. As indicated in previous reports, initial drafts of the merger documents should normally be submitted to the Office at least eight weeks before the proposed date on which voting is to commence. Failure to observe this rule has led to difficulties which could easily have been avoided and has sometimes resulted in the ballot having to be postponed.

Transfers of engagements

5.7 During 1980 the procedures laid down by the Act were used to effect 12 transfers of engagements of trade unions as follows:

<i>From</i>	<i>To</i>
Yorkshire Society of Textile Craftsmen	National Union of Dyers Bleachers and Textile Workers
Huddersfield and District Healders and Twisters Trade and Friendly Society	
National Union of Social Workers	British Union of Social Workers
Telephone Contract Officers Association	Association of Scientific Technical and Managerial Staffs
Australia and New Zealand Banking Group Ltd London Staff Association	
Britannic Assurance Chief Office Staff Association	
United Kingdom Association of Professional Engineers	Electrical Electronic Telecommunication and Plumbing Union
Telecommunications Staff Association	
Steel Industry Management Association	
National Woolsorters Society	Association of Professional Executive and Computer Staff (APEX)
Nottingham and District Dyers and Bleachers Association	National Union of Hosiery and Knitwear Workers
Amalgamated Textile Workers Union—Oldham AWA Division	Oldham Provincial Union of Textile and Allied Workers

There were no transfers involving employers' associations.

Amalgamations

5.8 The following amalgamation of trade unions was effected:

Barclays Group Staff Association
Lloyds Bank Group Staff Association
and National Westminster Staff Association

to form the Clearing Bank Union.

There were no amalgamations of employers' associations.

Mergers in the period 1976-1980

5.9 Between 1 February 1976, when the Certification Office was set up, and 31 December 1980, 56 mergers of trade unions were carried out, almost all through transfers of engagements. Details are given in the following table:

Year	Transfers of Engagements	Amalgamations	Total
1976 (1 February-31 December)	9	—	9
1977	10	1	11
1978	9	1	10
1979	13	—	13
1980	12	1	13
Total	53	3	56

Only 4 mergers of employers' associations—two transfers of engagements and two amalgamations—took place during the same period.

5.10 In 14 of the 53 transfers of engagements the Association of Scientific Technical and Managerial Staffs was involved as transferee union. No other union approached this figure; those which came nearest to doing so were the Electrical Electronic Telecommunication and Plumbing Union (5 transfers), the Transport and General Workers Union (4) and the Engineers and Managers Association (4).

Changes of name

5.11 The 1964 Act stipulates that a change of name of a listed trade union or employers' association must be approved by the Certification Officer before it can take effect. During 1980 changes of name were approved for nine trade unions and five 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 same payment 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 1979 there were 73 trade unions and two employers' associations which maintained political funds. During 1980 three of those trade unions ceased to exist owing to transfers of engagements; one ceased to be a trade union and its political fund was wound up. No new funds were established during the year and the figures at the end of 1980 were therefore 69 trade unions and two employers' associations.

Political funds of trade unions

6.6 Appendix 6 gives statistics derived from the returns for 1979 made by 71 of the 73 trade unions which then maintained political funds. The appendix gives separate figures for each of the 32 trade unions which maintained a political fund of £10,000 or more at the end of the year and aggregate figures for the remaining 39 unions.

6.7 The income of political funds in 1979, as shown in the appendix, was about £4.7 million and expenditure about £5 million. Total funds stood at about £4.6 million at the beginning of the year and about £4.2 million at the end. These figures reflect, of course, abnormally high expenditure arising from the 1979 General Election.

6.8 The following table gives comparative figures, where available, for each year from 1974 onwards.

	<i>Income</i> (£ million)	<i>Expenditure</i> (£ million)	<i>Funds at beginning of year</i> (£ million)	<i>Funds at end of year</i> (£ million)
1974	2.0	3.0	NA	NA
1975	2.3	1.9	NA	NA
1976	2.9	2.3	2.0	2.6
1977	3.4	2.5	3.2	4.1
1978	4.0	3.4	3.9	4.5
1979	4.7	5.0	4.6	4.2

6.9 Of the unions for which separate figures are shown in Appendix 6, the following nine gave the proportion of members contributing to the political fund as more than 90 per cent:

National Union of Dyers Bleachers and Textile Workers
National Union of Public Employees
National Association of Colliery Overmen Deputies and Shotfirers
Transport and General Workers Union
National Union of Railwaymen
Associated Society of Locomotive Engineers and Firemen
National Union of General and Municipal Workers
Union of Shop Distributive and Allied Workers
Confederation of Health Service Employees

The following five unions gave the proportion as less than 50 per cent*:

Amalgamated Union of Engineering Workers—Technical Administrative and Supervisory Section
National Graphical Association
National Union of Mineworkers (Durham Area)
Society of Graphical and Allied Trades 1975
Liverpool Victoria Section of the National Union of Insurance Workers

These lists show little change compared with those published in previous reports.

6.10 At 31 December 1979 the 71 trade unions had about 9.9 million members of whom about 8.1 million or 81 per cent were contributing to the political funds. As the following table shows, this last figure has shown very little change since 1976; while the number of unions with political funds declined throughout the period, both the total membership of those unions and the number of members contributing to the funds increased up to 1978 but remained almost unchanged in 1979.

	<i>No of trade unions with political funds</i>	<i>Total Membership</i> (millions)	<i>No of members contributing to political funds</i> (millions)	<i>% of total membership contributing to political funds</i>
1976	81	9.4	7.6	80.9
1977	79	9.7	7.9	81.5
1978	75	9.9	8.1	81.7
1979	73	9.9	8.1	81.5
1980	69	NA	NA	NA

6.11 Exemption notices are obtainable either from the union concerned or from the Certification Office. The Office supplied 84 such notices during 1980.

Political funds of employers' associations

6.12 The total income of political funds maintained by employers' associations was £10,200 in 1979 compared with £8,500 in 1978; expenditure was £400 compared with £200. The funds totalled £178,000 at the end of 1979 compared with £168,000 at the beginning of the year.

*In some cases membership figures may not give a true indication of the number of possible contributors (see Appendix 6, Note (a)).

Amendments to rules

6.13 The 1977 Report noted that the political fund rules of some organisations were out of date in certain respects and that the Office had issued a new set of model rules to assist the updating process. Most trade unions responded to the 1977 circular but 32 which had not were again approached in 1980; by the end of the year over half of these had amended their rules to conform with the new model rules and almost all the others had expressed their intention of doing so.

6.14 Amendments to political fund rules (unlike those to other rules) require the Certification Officer's approval. During 1980, 33 trade unions and both employers' associations with political funds had amendments approved in this way, mainly as a result of the approach just referred to or in order to increase the level of the contribution to the political fund.

Complaints

6.15 During the year the Certification Officer received 20 new complaints by union members about alleged breaches of rule. This was well below the figure of 105 for 1979 (which was abnormally high because of a large number of complaints made by members of one union in one workplace) but above the average for other recent years. There were also 12 complaints carried over from 1979.

6.16 As in 1979 the most common grounds of complaint were that an exemption notice had not been acknowledged or put into effect (9 complaints) and failure to refund the political contribution (8 complaints). Other grounds were as follows:

- Expenditure of other than political fund monies on political objects (5)
- Complainant placed at a disadvantage compared with contributing members (4)
- Union operates a system under which political fund contributions are deducted from exempt members and subsequently refunded (3)
- Copy of political fund rules not supplied to the complainant by the union (2)
- Complainant unable to obtain exemption notice on request (1)
- Exemption notice 'to like effect' not accepted by union (1)

6.17 Five of the 20 complaints were made by members of the Transport and General Workers Union, 4 by members of the National Union of General and Municipal Workers and 4 by one member of the National Union of Mineworkers. The rest were divided between 7 other unions with one complaint each.

6.18 In 1980 work was completed on 21 complaints which had been either referred to the union concerned during the year or carried over from 1979. 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. One formal hearing was held under section 3 of the 1913 Act; the Certification Officer's decision is summarised in the following paragraphs.*

*Copies of the decision are obtainable from the Certification Office.

6.19 *B P McCarthy and Association of Professional Executive Clerical and Computer Staff (APEX)* Mr McCarthy made four complaints to the effect that the union had spent, or advised the spending of, money from its general fund on two of the political objects set out in the union's rules; and that such spending was in breach of its rule which required that money spent on political objects must be paid from the political fund. The union accepted that the money spent had come from the general fund but argued that it had not been spent on political objects, within the meaning of that term in the rules. The complaints therefore turned on the interpretation to be given to the two relevant political objects, which are in the same terms as two of the objects in section 3(3) of the Trade Union Act 1913.

6.20 The relevant objects are the expenditure of money

'on the holding of any meeting or the distribution of any literature or document in support of any such candidate or prospective candidate'; (Rule 76(a)(iii)).

'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'. (Rule 76(a)(v)).

6.21 *The first complaint* concerned money spent on the Special General Election Issue of the union's journal. The Issue was described on its front page as a 'special broadsheet' and was devoted to election material; it did not include the usual material on industrial relations matters or regular features.

6.22 Interpreting the union's political objects, the Certification Officer held as follows:

- (i) There was a 'distribution' of the Election Issue because, contrary to a suggestion made by the union's General Secretary, Mr Grantham, that term covers distribution to members of the union as well as distribution to outsiders.
- (ii) The Election Issue was 'literature or a document' because those expressions between them cover just about every sort of written material.
- (iii) There was a distribution of literature or a document 'in support of any such candidate or prospective candidate' because the Issue gave clear support to Labour candidates who were members of the union and to those standing for marginal seats. Moreover the words 'such candidate or prospective candidate' related to candidates for election to Parliament or to any public office and were not, as had been submitted on behalf of the union, limited to candidates whose expenses had been contributed to by the union.

- (iv) The Election Issue was 'political' literature or a 'political' document because it was devoted to promoting the election of candidates from one political party and because it expressly asked for support for selected named candidates.
- (v) The Election Issue was not a normal issue of the journal and that therefore the purpose of distributing it must be looked at separately from the purpose of distributing the APEX journal as a whole.
- (vi) The main purpose of the distribution of the Election Issue was not the furtherance of the statutory objects (as had been argued by the union, on the basis that the Issue had been distributed to assist it in carrying out its function of regulating the relations between workers and employers); the direct and obviously apparent purpose was to bring about the election of a Labour Government whereas the purpose of improving the working conditions of members of the union could only be indirect.

6.23 The Certification Officer therefore found the first complaint well-founded both under rule 76(a)(ii) and rule 76(a)(v).

6.24 *The second complaint* concerned money spent on the June 1979 issue of the union's journal which contained a feature condemning the Government's proposals to de-nationalise parts of certain industries. The Certification Officer decided that, since the article was not distributed on its own, it was the purpose of the distribution of the whole June issue which he had to look at and the main purpose of that distribution was the furtherance of the statutory objects. He therefore held that the complaint, which had been made under rule 76(a)(v) only, was not justified.

6.25 *The third complaint* concerned the money spent on the General Election Issue of the union's Area and Branch Circular. The Issue was entirely confined to election matters. The Certification Officer found that there was a 'distribution' of the Circular even though it was sent not to members but to areas and branches (that is, to lay and other officials). Further, he decided on the facts that the General Election Issue was not a normal issue and that therefore it had to be looked at separately to discover the main purpose of the distribution. On that basis, applying relevant decisions made on the first complaint, the Certification Officer held that this complaint also was well-founded under rule 76(a)(ii) and rule 76(a)(v).

6.26 *The fourth complaint* was that advice in the February 1979 Area and Branch Circular that branches could purchase 'Labour Weekly' from their general fund was ill-founded. However, there was no allegation that there was in fact any such expenditure and therefore no allegation that there had been a breach of any rule; the Certification Officer therefore held that the complaint was not one with which he could deal under the 1913 Act.

6.27 The Certification Officer concluded that since the first and third complaints were justified, expenditure on the distribution of the Election Issues of the Journal and the Circular should have been met from the union's political fund

instead of its general fund. He held that expenditure on distribution covered only expenditure on actual distribution, e.g. postal and packaging costs, and not preparation costs such as expenditure on writing, printing or production.

6.28 The union was asked to produce an assessment of the sum spent on the distribution of the documents. It assessed the amount at £1,022.10 and Mr. McCarthy raised no objection to the assessment. The Certification Officer therefore ordered the union to transfer that amount from its political to its general fund, and the union agreed to do so.

Appeals

6.29 The 1979 Report summarised the Certification Officer's decision in the case of *D. J. Reeves and Transport and General Workers Union*. It also mentioned that Mr. Reeves had appealed against the decision and the union had cross-appealed, and that the appeals were awaiting hearing at the end of the year.*

6.30 In its judgment, given in April 1980, the Employment Appeal Tribunal dismissed the appeal but allowed the union's cross-appeal. The main points in the judgment are summarised below.

6.31 Mr. Reeves, who had exercised his right to 'contract out' of contributing to the union's political fund, was paying the full amount of the union subscription under the check-off system when it fell due, including the amount of the political contribution. He had been refunded in respect of the political contribution sometimes before the date when it was payable and sometimes afterwards. The rules of the union required exempt members such as Mr. Reeves to be 'relieved from' payment of the political contribution. The Certification Officer had held these words to mean that if a member had paid the amount of the political contribution when it fell due and was given a refund later, he was not relieved from payment and there was a breach of the rules.

6.32 The Employment Appeal Tribunal held that the rules did not, as was contended on behalf of Mr. Reeves, require that relief must be given when a contribution is paid so that the union could only comply with its rules by collecting a net amount from exempt members. The Tribunal accepted the Certification Officer's view that it was not possible, under the check-off system operated by Mr. Reeves' employer, to collect a net amount from him and agreed that in the circumstances a payment in advance of the date when the political contribution became payable was not in breach of the rules.

6.33 However, the Tribunal also held, disagreeing with the Certification Officer, that if it was established that payment in advance was impossible, a repayment made as soon as reasonably possible after the date when the amount of political contribution had been paid would not be in breach of the rules. The Tribunal made it clear that repayments should be made automatically by the union without Mr. Reeves having to apply for them. If he had to apply, that might wholly change the position.

*Annual Report of the Certification Officer 1979 paragraphs 6.29-6.35.

6.34 Because of its view that in some circumstances repayments in arrears could be within the rules the Tribunal considered that it would be wrong for the Certification Officer's order against the union to stand. It also held that the order should be set aside on a further ground; under the 1913 Act an order could be made only to remedy a breach of rule and since any money owing to Mr. Reeves had been paid and the union intended to continue to repay him in advance, there was no past breach to be remedied, no continuing breach, and no threat of a breach in the future.

Funds for Trade Union Ballots

The statutory provisions

7.1 Under section 1 of the Employment 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 as to the calling or ending of a strike or other industrial action;
- (b) carrying out an election, provided for by the rules of the union, to its management committee or to the positions of an officer (i.e. president, chairman, secretary or treasurer) or employee of the union;
- (c) amending the union's rules;
- (d) obtaining a decision on a proposal to merge with another union in accordance with the Trade Union (Amalgamations, etc.) Act 1964.

7.4 The Regulations lay down certain conditions which must be met for a ballot to qualify for payment under the Scheme. These are:

- (a) that the holding of the ballot was not in contravention of the rules of the trade union;
- (b) that any requirements in the rules of the trade union as to the conduct of the ballot were complied with;
- (c) in the case of a ballot containing a question for the purpose of ascertaining the views of members of a trade union as to the calling or ending of a strike or other industrial action that, so far as reasonably practicable, the ballot was conducted so as to secure that all members likely to be called upon to participate in the action, or participating in the action, as the case may be, were entitled to vote;

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

- (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.

In general, 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 asked for about observance of the conditions have not been given by the trade union concerned.

7.5 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.

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

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

General

7.8 By the end of the year the Office had dealt with a number of inquiries about the Scheme but no applications for refunds had yet been received. Copies of an explanatory leaflet entitled 'Funds for Trade Union Ballots' and of the official application form may be obtained free of charge from the Office.

Appendix 1 (see paragraph 1.3)

LIST OF TRADE UNIONS AT 31 DECEMBER 1980

Notes:

Trade unions entered in the list during 1980 are shown in italics.

*Denotes a trade union holding a certificate of independence at 31 December 1980.

†Denotes a trade union whose application for a certificate of independence was refused and which had not, at 31 December 1980, 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
- *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 Hastings and Thanet 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 Staffs
- *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 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 Magisterial Officers
- *Association of Management 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 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
- Beamers Twisters and Drawers Hand and Machine of Blackburn and Bolton Districts
- Birmingham and District Association of Club Stewards and Hotel Managers

- *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
- *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 Twistors and Drawers
 †Commercial Bank of Australia (London) Staff Association
 *Commercial Union Group Staff Association
 *Community and Youth Service Association
 *Confederation of Bank Staff Associations
 *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
 Cumberland Colliery Officials Association

 †Dean Clough Staff Association
 †Derbyshire Building Society Staff Association
 Design Council Staff Association
 Dexion (Hourly Paid Staff) Union
 *Diplomatic Service Association

 *Eagle Star Staff 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
 *Film Artistes Association
 *Fire Brigades Union
 Football League Secretaries Managers and Coaches Association
 Football Pools Collectors Union
 *Foremens Association of the British Aircraft Corporation Limited
 Military Aircraft Division
 *Furniture Timber and Allied Trades Union

 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

 Halcrow Staff 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
 Inner London Schoolkeepers Society
 *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
†Kosset 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
*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 Executives 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 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 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 Gold Silver and Allied Trades
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 Enginemens 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 Western 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 Recreation and Sports Employees
 *National Union of Scalemakers
 *National Union of Seamen
 *National Union of Sheet Metal Workers Copper Smiths 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
 *Nationwide Building Society Staff Association
 *NatWest Staff Association
 *Nelson and District Association of Preparatory Workers
 Nelson and District Branch of the Amalgamated Association of Beamers Twisters and Drawers (Hand and Machine)
 *Nelson and District Clothlookers and Warehouse Association
 Nelson and District Powerloom Overlookers Society
 New Towns Chief Officers Association
 NFER Staff Association
 *North-East Coast Tug-Boatmens Association
 *Northern Carpet Trades Union
 *Northern Colliery Officials and Staffs Association
 *Northern Counties Textile Trades Federation
 *Northern Rock Building Society Staff Association (NORSA)
 *Northern Textile and Allied Workers Union
 *North 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
 *Post Office Management Staffs Association
 *Power Loom Carpet Weavers and Textile Workers Union
 Pressed Glass Makers Society of Great Britain
 *Preston and Districts 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
 Robert Hirst Staff 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)
 Schering Chemicals Representatives Association
 †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
 †Société Générale Staff Association
 *Society of Authors Limited
 *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
- 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 the Teachers of Wales)
- *Union of Communication Workers
- *Union of Construction Allied Trades and Technicians
- *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
- Whatman Reeve Angel Staff Association
- Willerby Staff Association
- Woolwich Independent Staff Association
- *Writers Guild of Great Britain
- *Yorkshire Association of Power Loom Overlookers

Scotland

- Aberdeen Trawl Officers Guild
- *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 Enginem
- Boilermen and Tradesmens Association
- Professional Staff Association of Scottish Woodland Owners Association (Commercial) Limited
- Scottish Approved Schools Staff Association
- 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

Appendix 2 (see paragraph 1.3)

LIST OF EMPLOYERS' ASSOCIATIONS AT 31 DECEMBER 1980

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
 Contractors Plant Association
 Co-operative Employers Association
 Coventry and District Engineering Employers Association

East Anglian Printing Industries Alliance
 East Anglian Ship and Boat Building Employers Association
 Eastern Representative Provincial Organisation of Local Authority Employers for Administrative Professional Technical and Clerical Services and Manual Worker Services
 East Midlands Engineering Employers Association
 East Midlands Local Authorities Employers Organisation
 Electrical Contractors Association
 Engineering and Shipbuilding Employers Association—Yorkshire and Humberside
 Engineering Employers Association of South Lancashire Cheshire and North Wales
 Engineering Employers 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

Lancashire and Cheshire Printing Industries Alliance

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
 London Printing Industries Association
 Lowestoft Fishing Industry Association

Mastic Asphalt Council and Employers Federation Limited
 Merseyside Master Boatmen and Dock Pilots Association
 Mid-Anglian Engineering Employers Association
 Mid-Southern Representative Provincial Organisation of Employers Local Authorities Services
 Midland Printing Industries Alliance
 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 Eastern Printing Industries Alliance
 North East Lancashire Textile Manufacturers Association
 North Lancashire Textile Employers Association
 North of England Engineering Employers Association
 North Wales Slate Quarries Association
 North Western Printing Industries Alliance
 North West Lancashire Engineering Employers Association

Office Machines and Equipment Federation
 Overall Manufacturers Association of Great Britain

Printing Industries Alliance of Wales
 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
 South Eastern Local Authorities Employers Organisation
 Southern Representative Provincial Organisation of Employers Local Authorities Administrative Professional Technical and Clerical Services
 South Western Master Printers Alliance
 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
 Yorkshire Printing Industries Alliance

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 Cooperage 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 2.5)

DECISIONS ON TRADE UNION INDEPENDENCE DURING 1980

Trade unions issued with certificates of independence under section 8 of the Employment Protection Act 1975

*A Monk and Company Staff Association (2nd application)

Association of British Dental Surgery Assistants

Association of Local Authority Chief Architects

Barclays Group Staff Union

Clearing Bank Union

Corporation of London Staff Association

Dipomatic Service Association

Federation of Professional Officers Associations

Guild of Directors of Social Services

Halifax Building Society Staff Association

Lloyds Bank Group Staff Union

Manchester Pilots Association

NatWest Staff Association

Trade unions whose applications for certificates of independence were refused

Johnson Matthey Headquarters Staff Society

Staffordshire Building Society Staff Association

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

Amalgamated Textile Workers Union—Oldham AWA Division

Barclays Group Staff Association

Huddersfield and District Healders and Twisters Trade and Friendly Society

Lloyds Bank Group Staff Association

National Union of Social Workers

National Westminster Staff Association

National Woollsorters Society

Steel Industry Management Association

Telecommunications Staff Association

Telephone Contract Officers Association

United Kingdom Association of Professional Engineers

Yorkshire Society of Textile Craftsmen

Certificate cancelled because the union had been dissolved

Amalgamated Society of Woolcomb Hackle and Gill Makers

*Certificate issued in accordance with a direction of the Employment Appeal Tribunal.

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%) 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) Formerly the Union of Post Office Workers.

Summary of Statistics—Trade Unions
(see paragraph 3.13)

Appendix 4

	Number of Members	GROSS INCOME			GROSS EXPENDITURE					TOTAL FUNDS		GROSS ASSETS (a)			
		From Members (b) £000s (2)	From Investments (c) £000s (3)	Total Income (d) £000s (4)	Unemployment Benefit (e) £000s (5)	Dispute Benefit (f) £000s (6)	Total Benefits to Members (g) £000s (7)	Administration Expenses and Other Outgoings (h) £000s (8)	Total Expenditure (i) £000s (9)	Beginning of the Year (j) £000s (10)	End of the Year (k) £000s (11)	Fixed Assets (l) £000s (12)	Investments (m) £000s (13)	Other Assets (n) £000s (14)	Total Assets (o) £000s (15)
Unions each with 100,000 members or more:	(1)														
Transport and General Workers Union	2,086,281	23,702	2,690	26,423	—	1,943	5,145	17,091	24,883	36,208	37,748	14,843	19,711	5,012	39,566
Amalgamated Union of Engineering Workers	—	—	—	30	—	—	—	26	26	1	5	(g)	—	18	18
Constructional Section	36,073	711	97	824	—	4	77	671	771	1,106	1,159	337	724	104	1,165
Engineering Section	1,217,760	13,704	1,225	15,014	95	2,080	5,313	7,906	14,376	18,722	19,360	6,302	10,252	3,049	19,603
Foundry Section	55,720	656	87	743	4	76	252	675	969	998	772	108	639	142	889
Technical Administrative and Supervisory Section	200,054	3,118	164	3,312	—	143	246	2,361	2,766	(f) 2,574	3,120	1,258	1,307	673	3,238
National Union of General and Municipal Workers	967,153	15,260	1,531	17,644	—	789	2,869	11,743	15,655	18,906	20,895	6,224	6,460	8,261	20,945
National and Local Government Officers Association	753,226	10,605	403	13,207	—	1,238	1,491	7,250	14,315	11,597	10,489	6,368	4,945	1,295	12,608
National Union of Public Employees	691,770	8,702	817	9,958	—	1,723	2,421	6,861	9,937	(f) 11,900	11,921	2,709	8,520	2,048	13,277
Association of Scientific Technical and Managerial Staffs	491,000	6,638	69	6,760	9	196	216	5,320	6,498	3,288	3,550	1,938	158	2,089	4,185
Union of Shop Distributive and Allied Workers	470,017	5,285	580	6,066	7	125	401	4,727	5,506	5,245	5,805	350	3,156	2,303	5,809
Electrical Electronic Telecommunication and Plumbing Union	443,621	5,679	586	6,451	—	260	898	4,069	5,430	7,041	8,062	2,590	4,895	817	8,302
National Union of Mineworkers (h)	372,122	9,083	1,717	11,866	—	—	1,149	7,082	8,821	(f) 18,913	21,948	1,681	14,674	6,680	23,035
Union of Construction Allied Trades and Technicians	348,875	3,993	314	4,380	13	—	765	3,173	4,150	(f) 2,472	2,702	1,257	1,762	50	3,069
National Union of Teachers	290,740	3,120	520	3,757	—	—	125	2,646	3,303	(f) 6,597	7,051	797	5,809	636	7,243
Civil and Public Services Association	223,884	5,025	329	5,889	—	1,465	1,722	2,843	5,532	5,225	5,582	2,489	2,881	448	5,818
Confederation of Health Service Employees	212,930	2,772	129	2,931	—	78	238	2,226	2,592	2,417	2,756	877	1,692	357	2,926
Society of Graphical and Allied Trades 1975	205,784	3,528	92	4,792	40	1	453	3,039	3,616	2,968	4,144	2,277	942	1,112	4,331
Union of Communication Workers (i)	203,452	4,037	296	4,390	—	—	339	3,020	3,919	4,574	5,045	1,194	3,091	760	5,045
National Union of Railwaymen	170,294	3,801	1,986	5,805	—	4	1,167	2,875	4,299	(f) 16,609	18,115	2,070	15,030	1,340	18,440
Royal College of Nursing	161,962	1,901	—	1,901	—	—	16	1,885	1,901	—	—	—	—	1,161	1,161
National Association of Schoolmasters/Union of Women Teachers	152,222	1,556	128	1,782	—	—	92	1,383	1,627	1,651	1,806	460	331	1,223	2,014
Association of Professional Executive Clerical and Computer Staff (APEX)	150,611	2,413	234	2,906	—	664	69	1,803	2,185	3,129	3,850	779	2,243	1,104	4,126
Banking Insurance and Finance Union	131,774	1,524	41	1,598	—	1	16	1,315	1,384	492	706	238	241	300	779
Amalgamated Society of Boilermakers Shipwrights	129,712	1,823	308	2,137	—	91	276	1,551	1,926	3,265	3,476	557	2,584	785	3,925
Blacksmiths and Structural Workers	125,723	2,932	52	2,986	—	12	341	2,271	2,933	2,844	2,897	1,938	381	921	3,241
Post Office Engineering Union	117,362	1,286	346	1,683	(g)	(g)	154	1,136	1,376	3,372	3,679	500	3,004	234	3,738
National Union of Tailors and Garment Workers	111,541	2,496	837	3,434	72	611	1,193	1,725	3,069	10,930	11,295	349	9,452	1,564	11,365
National Graphical Association	110,276	1,900	951	3,099	(g)	—	487	1,861	2,463	9,987	10,623	556	10,105	867	11,528
Iron and Steel Trades Confederation	107,957	3,705	168	3,932	—	801	905	2,489	3,458	(f) 2,943	3,417	1,367	970	1,440	3,776
Society of Civil and Public Servants	102,142	2,679	166	2,917	—	157	168	2,300	2,508	1,918	2,327	371	773	1,358	2,502
Total of above unions with 100,000 members or more	10,842,038	153,616	16,863	178,607	240	11,862	29,004	115,323	162,194	217,892	234,305	62,784	136,732	48,151	247,667
Total of 371 other listed unions with less than 100,000 members	2,355,844	41,105	5,541	52,337	274	606	4,424	39,329	46,576	53,731	59,492	13,693	34,906	22,201	70,800
Total of listed unions	13,197,882	194,721	22,404	230,944	514	12,468	33,428	154,652	208,770	271,623	293,797	76,477	171,638	70,352	318,467
Trades Union Congress	—	2,855	217	3,086	—	—	653	1,572	3,136	989	939	66	657	532	1,255
Total of 43 other unlisted unions which have submitted returns	14,472	449	40	613	(g)	(g)	7	539	577	456	492	123	268	163	554
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
TOTAL for all unions for 1978	13,053,596	170,993	17,568	197,714	377	9,132	29,255	128,716	176,486	248,741	269,969	65,259	169,809	57,797	292,865

Changes in Trade Union Membership 1974-1979

Trade Union (a)	Membership at 31 December		Change (000s)	Percent- age Change
	1974 (000s)	1979 (000s)		
Transport and General Workers Union	1,857	2,086	+ 229	+ 12
Amalgamated Union of Engineering Workers				
Constructional Section	27	36	+ 9	+ 33
Engineering Section	1,199	1,218	+ 19	+ 2
Foundry Section	62	56	- 6	- 10
Technical Administrative and Supervisory Section	128	200	+ 72	+ 56
National Union of General and Municipal Workers	884	967	+ 83	+ 9
National and Local Government Officers Association	542	753	+ 211	+ 39
National Union of Public Employees	508	692	+ 184	+ 36
Association of Scientific Technical and Managerial Staffs	332	491	+ 159	+ 48
Union of Shop Distributive and Allied Workers	353	470	+ 117	+ 33
Electrical Electronic Telecommunication and Plumbing Union	421	444	+ 23	+ 5
National Union of Mineworkers	376	372	- 4	- 1
Union of Construction Allied Trades and Technicians	261	349	+ 88	+ 34
National Union of Teachers	267	291	+ 24	+ 9
Civil and Public Services Association	215	224	+ 9	+ 4
Confederation of Health Service Employees	143	213	+ 70	+ 49
Society of Graphical and Allied Trades 1975	(b) 190	206	+ 16	+ 8
Union of Communication Workers	190	203	+ 13	+ 7
National Union of Railwaymen	173	170	- 3	- 2
Royal College of Nursing	(c) 101	162	+ 61	+ 60
National Association of Schoolmasters/ Union of Women Teachers	59	152	+ 93	+ 158
Association of Professional Executive Clerical and Computer Staff (APEX)	138	151	+ 13	+ 9
Banking Insurance and Finance Union	100	132	+ 32	+ 32
Amalgamated Society of Boilermakers Shipwrights Blacksmiths and Structural Workers	130	130	nil	nil
Post Office Engineering Union	126	126	nil	nil
National Union of Tailors and Garment Workers	116	117	+ 1	+ 1
National Graphical Association	109	112	+ 3	+ 3
Iron and Steel Trades Confederation	120	110	+ 10	+ 8
Society of Civil and Public Servants	74	108	+ 34	+ 46
Institution of Professional Civil Servants	101	102	+ 1	+ 1
TOTAL of all unions	11,044	13,212	+ 2,168	+ 20

Notes

- (a) Unions which changed their names since 31 December 1974 are shown under the names now in use.
- (b) This figure relates to 31 December 1975.
- (c) This figure relates to 31 March 1978.

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)

Appendix 6

Unions each with a political fund of £10,000 or more:	Total Union Membership (a) (1)	Number of Members Contributing to the Political Fund (2)	% of Total Membership Contributing to Political Fund (3)	POLITICAL FUND			
				Income £000s (4)	Expenditure £000s (5)	Fund at Beginning of the Year £000s (6)	Fund at End of the Year £000s (7)
Transport and General Workers Union	2,086,281	2,024,749	97	620	812	1,032	840
National Union of Mineworkers	372,122	244,304	66	465	395	750	820
National Union of Mineworkers (Durham Area)	42,218	16,759	40	34	30	223	227
Amalgamated Union of Engineering Workers							
Constructional Section	36,073	26,320	73	12	8	16	20
Engineering Section	1,217,760	1,010,335	83	491	488	360	363
Foundry Section	55,720	41,677	75	21	29	22	14
Technical Administrative and Supervisory Section	200,054	98,750	49	98	85	110	123
National Union of General and Municipal Workers	967,153	897,396	93	627	522	396	501
National Union of Public Employees	691,770	678,197	98	657	719	(b) 301	239
National Union of Railwaymen	170,294	163,875	96	179	205	(b) 230	204
Union of Shop Distributive and Allied Workers	470,017	436,445	93	211	284	207	134
Amalgamated Society of Boilermakers Shipwrights Blacksmiths and Structural Workers	129,712	78,859	61	70	48	108	130
Association of Professional Executive Clerical and Computer Staff (APEX)	150,611	117,458	73	96	114	135	117
National Union of Sheet Metal Workers Coppersmiths Heating and Domestic Engineers	73,482	56,765	77	31	71	100	60
Post Office Engineering Union	125,723	89,567	71	82	95	66	53
Society of Graphical and Allied Trades 1975	205,784	50,700	25	30	58	78	50
National Union of Dyers Bleachers and Textile Workers	56,843	56,669	100	39	28	32	43
Union of Construction Allied Trades and Technicians	348,875	200,000	57	104	107	40	37
Amalgamated Textile Workers Union	38,362	32,595	85	16	18	32	30
Furniture Timber and Allied Trades Union	85,036	51,872	61	16	12	25	29
Electrical Electronic Telecommunication and Plumbing Union	443,621	380,770	86	121	150	53	24
Associated Society of Locomotive Engineers and Firemen	27,478	26,001	95	25	34	31	22
Iron and Steel Trades Confederation	110,276	95,617	87	45	64	38	19
National Graphical Association	111,541	50,949	46	12	18	21	15
National Association of Theatrical Television and Kine Employees	64,744	58,034	90	25	34	23	14
National Union of the Footwear Leather and Allied Trades	18,000	12,500	69	3	1	12	14
National Association of Colliery Overmen Deputies and Shotfirers	19,146	18,648	97	18	16	11	13
Confederation of Health Service Employees	212,930	195,151	92	91	83	4	12
Fire Brigades Union	41,533	26,100	63	13	13	11	11
National Union of Tailors and Garment Workers	117,362	106,083	90	52	26	—15	11
Liverpool Victoria Section of the National Union of Insurance Workers	2,985	221	7	(c)	(c)	11	11
Tobacco Workers Union	19,685	10,116	51	6	8	12	10
Total of above 32 unions	8,713,191	7,353,482	84	4,310	4,575	4,475	4,210
Total of 39 other unions with political funds	1,229,773	746,814	61	358	467	138	29
TOTAL of 71 unions with political funds for 1979	9,942,964	8,100,296	81	4,668	5,042	4,613	4,239
TOTAL of 72 unions with political funds for 1978	9,887,597	8,082,361	82	4,045	3,417	3,902	4,530

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.

Summary of Statistics—Employers' Associations
(see paragraph 3.25)

Appendix 7

	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	1,650	357	2,166	1,904	3,608	3,870	140	3,948	487	4,575	18
West Midlands Engineering Employers Association	664	38	984	984	818	818	334	511	85	930	1,210
Engineering Employers London Association	665	61	846	809	313	350	81	238	103	422	850
Engineering Employers West of England Association	323	19	568	558	152	162	128	17	99	244	454
13 other Engineering Employers Associations in Great Britain	1,913	160	2,481	2,303	1,236	1,414	754	311	1,091	2,156	3,369
*National Farmers Union	5,224	217	5,596	5,337	7,774	8,033	5,856	1,077	2,185	9,118	125,856
*General Council of British Shipping } British Shipping Federation }	1,402	16	4,581	4,603	1,110	1,088	743	15	1,255	2,013	229
National Federation of Building Trades Employers	3,321	280	3,799	3,766	1,917	1,950	906	1,264	698	2,868	10,146
*Freight Transport Association Limited	660	97	2,893	2,802	878	969	972	141	1,116	2,229	15,890
*Chemical Industries Association Limited	1,468	103	2,115	2,186	71	(d)	85	—	335	420	339
Test and County Cricket Board	—	27	2,044	2,044	—	—	—	—	289	289	19
British Printing Industries Federation	738	58	960	977	436	419	110	176	262	548	14
10 Constituent Associations in Great Britain	784	57	862	831	228	259	300	83	160	543	3,164
Electrical Contractors Association	393	379	1,729	1,743	(e) 602	588	154	4,706	1,183	6,043	2,193
Federation of Civil Engineering Contractors	787	47	1,135	910	205	430	111	198	239	588	518
*Road Haulage Association Limited	736	73	1,089	1,047	568	610	413	198	544	1,155	15,045
British Paper and Board Industry Federation Limited	865	56	993	997	154	150	85	111	288	484	109
National Federation of Retail Newsagents	747	53	824	741	697	780	280	382	335	997	28,367
Newspaper Society	692	66	818	789	185	214	58	82	27	415	293
Heating and Ventilating Contractors Association	432	115	756	756	212	212	108	315	183	606	1,185
*Incorporated National Association of British and Irish Millers Limited	587	22	669	731	258	196	5	47	255	307	46
*Dairy Trade Federation	459	—	666	625	4	45	62	—	136	198	4,400
*British Jewellery and Giftware Federation Limited	126	79	662	614	193	241	16	261	173	450	2,035
Federation of Master Builders	574	43	650	554	372	468	184	276	121	581	20,328
*Publishers Association	462	24	584	554	(e) -21	9	51	—	119	170	257
Newspaper Publishers Association Limited	539	1	540	534	25	31	37	6	43	86	10
Total of above employers' associations	26,211	2,448	41,010	39,699	21,995	23,306	11,973	14,363	12,059	38,395	236,344
Total of 128 other listed employers' associations	5,133	540	6,999	6,564	3,195	3,630	1,434	1,822	2,490	5,746	56,010
Total of 187 other unlisted employers' associations	5,858	521	7,595	7,168	3,351	3,778	21	41	623	685	749
TOTAL of all employers' associations for 1979	37,202	3,509	55,604	53,431	28,541	30,714	13,428	16,226	15,172	44,826	293,103
TOTAL of all employers' associations for 1978	32,123	2,540	46,156	44,955	26,760	27,961	13,344	14,163	16,886	44,393	340,223

*Unlisted employers' associations