

CERTIFICATION OFFICE FOR TRADE UNIONS  
AND EMPLOYERS' ASSOCIATIONS

Certification Office  
for Trade Unions and Employers' Associations

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# Annual Report of the Certification Officer 1979

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**CERTIFICATION OFFICE**  
**FOR TRADE UNIONS AND EMPLOYERS' ASSOCIATIONS**

**Annual Report**  
**of the Certification Officer**  
**1979**

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I have pleasure in sending you the report on my activities during 1979.

JOHN EDWARDS  
*Certification Officer*

14 April 1980

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## Introduction

This is the fourth report which I have submitted as Certification Officer. It covers my activities during the calendar year 1979.

Under the Trade Union and Labour Relations Act 1974 and the Employment Protection Act 1975, 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.

As in previous reports a chapter is devoted to each of these functions.

There were no changes in the functions or in the legislation during the year. However, the Government's Employment Bill, which was brought before Parliament in December 1979, provides for the reimbursement from public funds of expenditure incurred by trade unions in conducting secret ballots for certain purposes; and it proposes that the Certification Officer should be responsible for administering the scheme in accordance with regulations made by the Secretary of State for Employment.

The main activities of the Office during 1979 centred on trade union accounts and trade union political funds, both of which came into increasing prominence. The number of complaints received about alleged breaches of political fund rules was much larger than in previous years, though still very small in relation to total trade union membership. As expected, there were hardly any fresh applications for certificates of independence and this side of the work continued at a very low level.

During the year, it was necessary to hold formal hearings to deal with complaints by 3 trade union members under the Trade Union (Amalgamations, etc.) Act 1964 and by 4 trade union members under the Trade Union Act 1913. These were the first such hearings to take place since the powers to deal with complaints were transferred from the Chief Registrar of Friendly Societies to the Certification Officer in 1976. For reasons of space, the decisions have not been reproduced in full in this report, but they are summarised in the relevant chapters and copies of the decisions themselves are obtainable from the Certification Office.

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

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.

## 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, Vincent House Annexe, Hyde Place, London, SW1P 4NG, 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 1979

1.3 Copies of the lists at 31 December 1979 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 477 organisations, of which about 200 were affiliated directly or indirectly to the Trades Union Congress. The list of employers' associations comprised 191 organisations. Both appendices identify new additions to the lists during 1979. Appendix 1 also shows which trade unions held certificates of independence at 31 December 1979 and which were the subject of a refusal in force at that date under section 8 of the Employment Protection Act.

### Changes in the lists

1.4 Changes during 1979 are summarised in the table below.

	On lists at 31 December 1978	Changes between 1 January 1979 and 31 December 1979		On lists at 31 December 1979
		Additions	Removals	
Trade Unions	485	17	25	477
Employers' Associations	194	2	5	191

\*The Certification Officer (Amendment of Fees) Regulations 1979 (SI 1979 No. 1385).



the number of listed trade unions fell slightly during 1979. While the number of removals from the list shows little variation from year to year, new additions have fallen sharply since 1976, following the same trend as applications for certificates of independence. The number of additions during 1979 was little more than a quarter of the total for the period February to December 1976 and one-third of that for 1977.

1.6 Almost all the 17 additions were new organisations (including 8 staff associations) which had been formed since 1977. This is in marked contrast to the position in earlier years, when many long-established bodies were seeking formal status as trade unions for the first time as a preliminary to applying for a certificate of independence. Of the 25 trade unions removed from the list, 12 ceased to exist because of the transfer of their engagements to other unions.

1.7 In contrast to the fall in the number of listed unions, there was a small increase from about 70 to about 85 in the number of unlisted organisations known to the Office which probably satisfy the statutory definition of trade union. The increase consisted entirely of small organisations, including a number of staff associations, and was due mainly to the greater attention which the Office was able to give during the year to following up bodies which came to its notice and to establishing their status under the 1974 Act.

#### **Number of employers' associations**

1.8 The number of listed employers' associations fell very slightly during 1979. The larger number of unlisted organisations known to the Office likewise showed little change, but during the year the records covering such bodies were overhauled and as a result the corrected number of those which were thought to satisfy the statutory definition stood at about 290 at the end of 1979, compared with about 260 a year earlier.

#### **Liaison with the Department of Employment**

1.9 The Office has continued to co-operate closely with the Department in order to avoid duplication in the collection of information about trade unions and employers' associations and to reduce discrepancies in the statistics as far as possible. Consequently, in up-dating its Directory of Employers' Associations, Trade Unions, Joint Organisations etc. and in compiling the annual statistics of the numbers and membership of trade unions\*, the Department has been able to rely to an even greater extent on information collected by the Office and to reduce still further the extent of its own enquiries carried out for those purposes.

\*For the 1978 statistics see the Department of Employment Gazette for December 1979, pages 1241-1242.

## **Trade Union Independence**

### **The statutory provisions**

2.1 An independent trade union is defined in section 30(1) of the Trade Union and Labour Relations Act 1974 as:

“a trade union which—

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

2.2 The procedure for determining the independence of trade unions is laid down in section 8 of the Employment Protection Act 1975. The Certification Officer must keep a public record of all applications for certificates of independence and of all decisions reached. He may not take a decision on any application until at least one month after it has been entered in the record and must take into account any relevant information submitted by third parties. He is required to give his reasons for a refusal and the union concerned then has the right of appeal to the Employment Appeal Tribunal. The Certification Officer may withdraw a certificate at any time if he is of the opinion that the trade union in question is no longer independent; 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 The working methods and criteria used by the Office in considering applications for certificates of independence have been described in previous reports and they continued unchanged during 1979. As part of the monitoring process mentioned in last year's report, the Office carried out checks in a number of cases to find out whether unions which had undertaken to make certain changes when receiving certificates had actually done so. In most cases the results were satisfactory; the remainder are being followed up. About 100 unions were still covered by the monitoring arrangements at the end of the year.

### **Applications**

2.4 Only 6 applications for certificates were received during 1979, confirming the prediction made in last year's report that the main flow of applications was over and that this activity would in future make only small demands on the resources of the Office. There is no evidence to suggest any significant upturn.

2.5 Nine certificates were issued during the year, 4 of them to staff associations and 3 as a result of second applications. Seven applications were refused, of which 6 were from staff associations and two were second applications. All the refusals were based on the ground that the union was liable to employer interference within the meaning of part (b) of the definition of "independent trade union"; the specific reasons given were similar to those listed in previous reports. Twelve certificates were cancelled because the organisation concerned had ceased to exist or had ceased to be a trade union. Details are given in Appendix 3.

2.6 Cumulative totals from 1 February 1976 to 31 December 1979 are as follows:

Certificates issued	306
Applications refused	48
Applications withdrawn or lapsed	6
Applications under consideration at 31 December 1979	16
Total number of applications received (including references by ACAS)	376

Twenty-eight certificates had been cancelled because the organisation concerned had ceased to exist or had ceased to be a trade union.

### Appeals

2.7 There were no appeals outstanding at 31 December 1978. During 1979 one notice of appeal was given and this was awaiting hearing by the Employment Appeal Tribunal at the end of the year.

### Study of staff associations

2.8 During 1979 work continued within the Office on the analysis and collation of the information held about staff associations, much of which was collected in the course of certification surveys, the rest being publicly available from annual returns. The results of the study, which covers 88 staff associations, will be published separately as a supplement to this report.

## 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 The Act prescribes that annual returns must be submitted before 1 June in each year and cover the year ending with 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. Four such directions were issued during 1979.

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

#### **Public inspection of annual returns**

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

#### **The Accountancy Bodies' Guidance Statement**

3.8 The Guidance Statement on auditors' responsibilities under the 1974 Act which was referred to in last year's report was issued by the Councils of the Accountancy Bodies in August 1979. The purpose of the statement was "to assist members when reporting in accordance with the Trade Union and Labour Relations Act 1974 upon the financial statements of trade unions and employers' associations". Though written in terms of trade unions as defined in section 28 of the 1974 Act, the statement says that references to trade unions should, where appropriate, be interpreted as including employers' associations.

3.9 The statement covers the accounting and reporting responsibilities of trade unions, auditors' rights and responsibilities, special features of trade union audits and forms of audit report appropriate to different circumstances. In setting out the requirements of the 1974 Act, the statement emphasises that all union funds, however raised, must be accounted for to the Certification Officer by inclusion in an annual return. It makes an exception for funds which are not properly union funds, for example "monies collected on an *ad hoc* or informal basis for recreational, charitable or social purposes, which have no direct connection with the rules, objects and activities of the union or branch as such, and contributions to which are totally voluntary and are not a condition of union membership".

3.10 The statement makes it clear that the responsibility of the "primary auditor" (i.e. the auditor appointed by the union to audit its accounts) extends to branch funds and that when the figures included in respect of branches are material, he will need to consult the auditors of the branches so that he may be familiar with the auditing procedures and standards applied by the auditors of those branches. Moreover, the statement directs the attention of auditors to the need to identify all sources of union funds, including branch funds. It also emphasises the auditor's specific duty to carry out such investigations as will enable him to form an opinion as to whether the union, including its

branches, has complied with the requirements of section 10 of the 1974 Act; and if in his opinion the union has not done so, to state that fact in his report.

3.11 The Guidance Statement has been widely circulated and is to be supplemented later by a guideline on the operational aspects of trade union audits.

#### **Action taken by the Office**

3.12 As previous reports have made clear, the Office had been giving increasing attention to the problems dealt with in the Guidance Statement and had discussed them with a considerable number of unions. Last year's report said that while there was no evidence to suggest that the new requirements were causing problems for employers' associations, it was clear that they did raise considerable difficulties for some trade unions. It added that on the evidence then available it seemed that the extent of non-compliance with the Act among trade unions might well be substantial; and that the aim of the Office was to bring about a progressive improvement in accounting and auditing standards wherever it was needed.

3.13 Following the publication of the Guidance Statement, the action already in hand was continued and extended, with the main emphasis on the major unions listed in Appendix 4 (i.e. those with 100,000 members or more), which between them account for about 80 per cent of all trade union membership. The procedure adopted was first to scrutinise the annual return for 1978 to see whether any questions as to compliance with the 1974 Act were raised in the auditor's report, in the notes on accounting policies, or elsewhere in the return. If they were, the next step was usually to write to the union concerned drawing its attention to the requirements of the Act and to the specific respects in which the union might be failing to comply with them. The union was invited to consult its auditor and thereafter to attend a meeting, at which the auditor would also be present, in order to discuss any problems regarding compliance with the Act and how they might be solved.

3.14 Of the 30 unions listed in Appendix 4, 11 appeared to be complying with the Act. In the case of the other 19, there were one or more grounds for doubt as to their compliance. In 11 instances it seemed that branch transactions or branch balances or both had been omitted or were not fully covered in the union's accounts. In 12 instances the union's auditor did not appear to have been involved in the supervision of branch audits carried out locally by lay or professional auditors. The returns of 6 unions raised other questions which needed further enquiry.

3.15 By the end of the year the Office had taken up these matters with 10 of the 19 unions concerned and two others had themselves approached the Office about them. Agreement had been reached with 4 unions on the steps needed to bring about full compliance with the Act and further discussions were being arranged with several others.

3.16 As well as those of the 30 major unions dealt with in the preceding paragraphs, the returns of 26 out of 34 unions with more than 25,000 but less than 100,000 members were examined. Here again the two main problems

revealed were the omission or incomplete coverage of branch transactions or balances and the inadequate supervision of auditing arrangements at branch level. By the end of the year 9 of the unions had been approached and agreement on corrective action reached with 3 of them.

3.17 Recent experience has therefore confirmed that the two main problems are those already identified in previous reports and referred to in paragraph 3.14. It has also shown both of them to be prevalent among the major unions listed in Appendix 4. The full extent of the problems among medium sized unions is less clear and it should be easier to reach firm conclusions about this when the full impact of the Guidance Statement on auditors' practice has been felt. The same applies to smaller unions with less than 25,000 members to which lower priority has so far been given.

#### Trade union attitudes

3.18 The TUC was, like the Office, represented by an observer on the Working Party which prepared the Guidance Statement and it circulated the statement to affiliated unions soon after publication. In November 1979, the TUC arranged a meeting of union finance officers which was attended by representatives of 45 unions with a total membership of more than 8 million. The speakers included the Certification Officer and the Assistant Certification Officer as well as the chairman of the Working Party which prepared the Guidance Statement. Subsequently, the TUC circulated a report of the meeting recommending unions to introduce changes in their accounting arrangements where necessary in order to comply with the Act.

3.19 The response of individual unions to approaches made by the Office has been generally a positive one. Most union officials have shown themselves willing to tighten up their systems of financial control where necessary and some have welcomed the backing given by the Act to reforms which they themselves had been planning or had already put in hand. For its part, the Office has always recognised that some of the changes needed are bound to take time, particularly where rule amendments are involved. It has therefore emphasised that what is looked for is a firm commitment by the union to introduce the necessary changes, followed by steady progress towards full compliance within a reasonable period.

#### The next stage

3.20 Substantial progress was made during 1979 in establishing the extent of non-compliance with the Act, especially among the major unions, and in ensuring that a start was made on introducing the necessary changes. The impetus provided by the publication of the Guidance Statement and by the TUC's follow-up action has been extremely helpful. However, much still remains to be done, both in order to complete the coverage of large and medium sized unions and to ensure that changes already agreed are carried through. Closer attention will also need to be given to the returns of smaller unions and to other aspects of non-compliance. Finally, auditors' reports on the accounts included in 1979 returns will presumably show the effect of the Guidance Statement and may in consequence raise new questions as to compliance with the Act in some cases.

#### Returns for 1978

3.21 Up to 31 December 1979 a total of 802 returns for 1978 had been received as follows:

Listed Trade Unions	422
Unlisted Trade Unions	30
Listed Employers' Associations	164
Unlisted Employers' Associations	186

There were 63 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 1979. The Office is taking appropriate action to see that the Act is complied with.

#### Trade unions

3.22 Statistics about the membership and finances of trade unions derived from 1978 returns\* are given in Appendix 4, together with comparative totals for 1977. Separate figures are again shown for each union with over 100,000 members together with figures for other listed and unlisted unions. For the reasons explained in previous reports it may be difficult to correlate the figures given in the appendix for individual unions with those in their published accounts.

3.23 *Comparability with 1977 figures* The statistics in Appendix 4 are based on returns from 455 unions compared with 436 for 1977. All unions of substantial size are included in both sets of figures, which are therefore broadly comparable.

3.24 *Membership* The total membership of trade unions from which returns were received was about 13,054,000, which is about 335,000 more than the total for 1977. It is estimated that of the 1978 total rather less than 700,000 belonged to trade unions not affiliated, directly or indirectly, to the Trades Union Congress.

3.25 The total membership of the major unions shown in the appendix was about 10,598,000, an increase of about 292,000, compared with an increase of about 451,000 in 1977. The biggest increases in the membership of individual unions were as follows:

#### Increases in union membership

Union	Membership (000's)		
	1977	1978	Increase
Transport and General Workers Union	2,023	2,073	50
Royal College of Nursing	101	134	33
Association of Scientific Technical and Managerial Staffs	441	471	30
Amalgamated Union of Engineering Workers—Engineering Section	1,173	1,199	26
National Union of General and Municipal Workers	945	965	20
National and Local Government Officers Association	709	729	20
Union of Shop Distributive and Allied Workers	442	462	20

\*The figures take into account returns from 3 trade unions which were received after 31 December 1979.

3.26 *Income and expenditure* In 1978 the total income of trade unions was £197.7 million compared with £176.9 million in 1977. Income from members rose from £151.6 million to £171 million, reflecting both increased membership and higher subscription rates. Income from investments rose from £16.9 million to £17.6 million.

3.27 The table below shows that expenditure in 1978 was also considerably larger than in 1977. Payment of dispute benefit again rose sharply during the year, while that of unemployment benefit continued to fall.

Changes in expenditure

	1977 (£ million)	1978 (£ million)	Percentage change
Total expenditure	146.9	176.5	+20
including (a) total benefits to members	21.9	29.3	+34
including (i) unemployment benefit	0.6	0.4	-40
(ii) dispute benefit	4.3	9.1	+114
(b) administrative expenses and other outgoings	111.7	128.7	+15

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

3.29 The table below shows the average annual contribution and total income per member in 1978 together with average annual expenditure on benefits and administration and total expenditure per member. Similar figures are included for 1977.

	Average annual income per member		Average annual expenditure per member (a)				
	<i>Average contribution received</i>	<i>Total income</i>	<i>Unemployment benefit</i>	<i>Dispute benefit</i>	<i>All benefits</i>	<i>Administration expenses and other outgoings</i>	<i>Total expenditure</i>
1977	1192p	1391p	5p	34p	173p	878p	1155p
1978	1309p	1514p	3p	70p	224p	986p	1352p

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

3.30 *Funds* The figures given in Appendix 4 include both general funds and others where applicable e.g. contingency, superannuation and political funds\*. During 1978 the total funds of trade unions increased from £248.7 million to £270 million or by 9 per cent.

3.31 *Assets* At the end of 1978 gross assets of trade unions amounted to £292.9 million, of which £65.3 million were fixed assets and £169.8 million were investments. Compared with 1977 these figures represent increases in value of about 11 per cent on gross assets, 15 per cent on fixed assets and 8 per cent on investments.

#### Employers' associations

3.32 Statistics about the finances and membership of employers' associations derived from the 1978 returns† are given in Appendix 6, together with comparative totals for 1977. Separate figures are again given for each association (including some which are unlisted) whose return for 1978 showed its total income as more than £250,000. Aggregate figures are also given for other listed and unlisted employers' associations.

3.33 Like trade unions, employers' associations use a variety of ways of presenting information in their accounts and this may cause difficulty in correlating the figures in Appendix 6 with those in the published accounts. Moreover some of the associations which make returns to the Office have functions outside the field of industrial relations and in these cases the returns will relate to their activities as a whole and not merely to their industrial relations functions.

3.34 *Comparability with 1977 figures* The statistics in Appendix 6 are based on returns from 354 employers' associations compared with returns from 344 associations for 1977. The largest employers' associations, as measured by total income, are included in both sets of figures, which are therefore broadly comparable.

3.35 *Income and expenditure* In 1978 the total income of employers' associations was £46.2 million compared with £40.1 million in 1977. Income from members rose from £28.8 million to £32.1 million and income from investments from £1.7 million to £2.5 million. Total expenditure also increased from £37 million to £45 million.

3.36 *Funds* The figures given in the appendix include both general funds and, where applicable, funds maintained for specific purposes. According to the returns for 1978 the total funds of employers' associations increased during the year from £26.8 million to £28 million, or by about 4 per cent.

3.37 *Assets* At the end of 1978 gross assets of employers' associations amounted to £44.4 million, of which £13.3 million were fixed assets and £14.2 million were investments. Compared with 1977 these figures represent increases in value of about 13 per cent on gross assets, 5 per cent on fixed assets and 10 per cent on investments.

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

†The figures take into account returns from 4 employers' associations which were received after 31 December 1979.



## 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. A new scheme may not be introduced unless it is financed from a separate fund and this requirement applied to all existing schemes from 16 September 1979.

### Scope of the provisions

4.2 By the end of 1978, the number of schemes within the scope of the Act had fallen to 36 maintained by 28 unions; these were listed in Appendix 7 to the Annual Report for that year. During 1979 the number of schemes was further reduced by 5. Those maintained by the following unions were wound up:

Military and Orchestral Musical Instrument Makers Trade Society

†Tobacco Workers Union

The schemes maintained by the following unions were converted to the payment of single lump sum benefits only and were thus no longer within the scope of the Act:

National Union of Lock and Metal Workers

†Printing Trades Alliance (two schemes)

The revised figures for coverage of the provisions are therefore 31 schemes maintained by 25 unions, of which 9 schemes had been exempted from actuarial examination.

### Reports received

4.3 At the end of 1978 first actuarial reports had been received on all except two of the non-exempted schemes still in existence. Reports on both those schemes were received during 1979.

4.4 Four unions submitted second actuarial reports to the Office following re-examination of their schemes. One report due by virtue of a direction that it should be re-examined at an effective date not later than 31 March 1978 was made in respect of the Electrotypers and Stereotypers scheme maintained by the National Graphical Association. The other 3 were submitted by the following unions acting in accordance with previous actuarial recommendations:

Amalgamated Union of Engineering Workers—Engineering Section  
Association of Patternmakers and Allied Craftsmen

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

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

†Schemes exempted from actuarial examination.

### Reports due

4.5 At 31 December 1979 the second report due in accordance with the direction given that it should be re-examined at an effective date not later than 31 March 1978 had not been made in respect of the Litho Trade Group Printers scheme maintained by the National Graphical Association. The union stated that the delay had been caused by a computer malfunction and that it was hoped to submit it early in 1980.

### Separate funds

4.6 The 5 year period of grace allowed under the 1974 Act during which trade unions were required to establish separate funds for members' superannuation schemes expired on 15 September 1979. Of the 31 schemes remaining in existence, 21 had been separately funded by the due date and a further 5 by 31 December. Where the setting up of a separate fund by a single transfer of assets would have put excessive strain on the union's resources, agreement was usually reached on a substantial initial transfer followed by staged payments which would ensure that the fund reached an adequate level within a reasonable period.

4.7 There were 5 schemes for which separate funds had not been established by the end of the year. Two of these, which were exempt from actuarial examination, had already shrunk to such small proportions that the setting up of separate funds would serve no useful purpose; another was shortly to be converted to lump sum payments and would thus fall outside the scope of the 1974 Act. The funding of the two remaining 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 the year.

### Exemption from periodical re-examination

4.8 As has been pointed out in previous reports, the provision of superannuation benefits to members is a small and declining activity for trade unions and all the evidence suggests that the decline will continue. More than half the surviving schemes are closed to new members and some either have no contributors or limit the benefits for present contributors to lump sum payments on retirement. It can be expected that before long some schemes which are at present subject to actuarial report will reach a point where the cost of re-examination will be out of all proportion to the value of the benefits payable.

4.9 The First Annual Report drew attention to the fact that under Schedule 2 to the 1974 Act there is no power to exempt a scheme from periodical re-examination once it has been examined and reported on, even if circumstances have changed in such a way as to make such re-examination unnecessary. It was suggested that consideration should be given to amending the legislation so as to provide such a power when a suitable opportunity occurred.

4.10 The suggestion has been adopted in the Government's Employment Bill which was brought before Parliament in December 1979. The Bill would enable the Certification Officer to exempt a scheme from periodical re-examination if he is satisfied that such re-examination is unnecessary by reason of the small number of members covered or for any other special reason.

## 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.

### How the Certification Office can help

5.4 Last year's report mentioned the guide prepared by the Office which explains these procedures in greater detail for the benefit of union officials and others involved in handling mergers. There was a considerable demand for the guide and it appears to have met a real need. A revised edition was produced in December 1979; copies may be obtained, free of charge, from the Office.

5.5 The Office welcomes, and has continued to encourage, early contact with parties to mergers so that the statutory procedures can be completed smoothly and expeditiously. Initial drafts of the merger documents, together with copies of each organisation's existing rules and drafts of new rules, or rule

amendments, should normally be submitted to the Office at least eight weeks before the proposed date on which voting is to commence. Whenever possible, all relevant documents should be submitted together as this will save time and avoid unnecessary correspondence.

### Transfers of engagements

5.6 During 1979, the procedures laid down by the Act were used to effect 13 transfers of engagements of trade unions as follows:

#### Engagements transferred

<i>From</i>	<i>To</i>
Association of Licensed Aircraft Engineers	Transport and General Workers Union
National Union of Insurance Workers Refuge Section	Association of Scientific Technical and Managerial Staffs
Colonial Mutual Life Assurance Society Field Staff Association	
Management Association of Reckitt and Colman	
Clitheroe and District Weavers Winders and Warpers Association	Colne and Craven Textile Workers Association
South East Lancashire and Cheshire Weavers and Winders Association	Amalgamated Textile Workers Union (Southern Area)
Union of Jute Flax and Kindred Textile Operatives	National Union of Dyers Bleachers and Textile Workers
Coopers and Allied Workers Federation of Great Britain	National Union of General and Municipal Workers
Phoenix Staff Union	Banking Insurance and Finance Union
National Union of Wallcoverings Decorative and Allied Trades	National Graphical Association
British Aircraft Corporation (Military Aircraft Division) Professional Staff Association	Engineers and Managers Association
British Aerospace Staffs Association	
Laurence Scott and Electromotors Foremans Association	Electrical Electronic Telecommunication and Plumbing Union



5.7 One proposed transfer of engagements was not proceeded with following an adverse vote by the members of the transferor union.

5.8 The following transfers of engagements of employers' associations were effected:

**Engagements transferred**

<i>From</i>	<i>To</i>
National Federation of Vehicle Trades	Vehicle Builders and Repairers Association
Scottish National Vehicle Builders Association	

**Amalgamations**

5.9 There were no amalgamations during 1979. Two proposed amalgamations were not proceeded with following adverse votes by the members of unions concerned.

**Complaints**

5.10 The 1978 Report mentioned that a number of complaints had been received from members of the Association of Cinematograph Television and Allied Technicians (ACTT) about the conduct of the ballot to approve the instrument of amalgamation between that union and the Association of Broadcasting and Allied Staffs (ABS); and that complaints from 3 members remained unresolved at the end of 1978.

5.11 Since the complaints could not be resolved by other means, they were dealt with at a formal hearing held in February 1979 under section 6 of the 1964 Act. The complaints made by Mr. I. McLaren and Mr. S. A. Ognall that ACTT members who were in arrears with their subscriptions had voted in the ballot contrary to the union's rules were dismissed. The complaint by Mr. I. Latimer that the arrangements made for the conduct of the ballot by the union's General Council were not complied with was upheld in part; and an order—the first of its kind under the 1964 Act—was made that an application to register the instrument of amalgamation would not be entertained until ACTT had conducted a further ballot which complied with the provisions of sections 1 and 2 of the Act. The Certification Officer's decisions on the complaints are summarised in the following paragraphs.\*

5.12 *I. McLaren and S. A. Ognall and Association of Cinematograph Television and Allied Technicians* Section 1(2)(a) of the Act provides that in a vote on a resolution to approve an instrument of amalgamation (or transfer) "every member of the union must be entitled to vote on the resolution". Section 2(1) provides that section 1 applies notwithstanding anything in the rules of the

unions concerned, while section 2(2) states that unless the rules of a trade union expressly provide that it shall not apply, the committee of management or other governing body of the union has power, notwithstanding anything in the rules, to arrange for a vote on a resolution to approve an instrument of amalgamation (or transfer) in any manner that body thinks fit.

5.13 Mr. McLaren and Mr. Ognall (respectively chairman and shop steward of the union's Scottish Television Shop) complained that ACTT members who were in arrears with their subscriptions voted on the resolution to approve the instrument of amalgamation contrary to the union's rules.

5.14 In his decision the Certification Officer referred to two previous decisions of the Chief Registrar of Friendly Societies dealing with similar issues\* and adopted the following words used by the Chief Registrar in one of them:—

"I have no doubt that Parliament intended that every member with an interest in the union should have the right to cast his vote on such an important matter as an amalgamation or transfer of engagements".

5.15 The Certification Officer considered that the effect of section 2(1) was to ensure that the provisions of section 1 of the Act took precedence over the rules of unions and section 2(2) gave the union's committee of management a complete discretion to make such arrangements for voting as it thought fit, whatever the rules might prescribe for the conduct of the normal business of the union. It followed that in this case the General Council of the union was entitled to act in contravention of the union's rules in making its arrangements for voting and, more generally, that if the requirements of section 1 of the Act and the rules of a union were in opposition, its committee of management must act in contravention of the rules if the union was to comply with the provisions of section 1. The complaints were therefore dismissed.

5.16 *I. Latimer and Association of Cinematograph Television and Allied Technicians*. Where the governing body of a trade union which passes or purports to pass a resolution approving an instrument of amalgamation (or transfer) has used the powers given by section 2 of the 1964 Act to make arrangements as to the manner in which members are to vote on the resolution, a member has a right under section 4(1)(b) of the Act to complain to the Certification Officer that the manner in which the vote was taken was not in accordance with those arrangements.

5.17 Mr. Latimer (vice chairman of ACTT's Film Production Branch) complained under section 4(1) (b) on the following grounds:

- (a) that the governing body of the union (the General Council) having arranged that statements for and against the amalgamation and a financial statement should be sent to reach members by the beginning of the voting period, the union failed to send out the statements to reach all the members by that time;
- (b) that the financial statement was inadequate or inaccurate and therefore failed to meet the requirements of the General Council;
- (c) that a statement in support of amalgamation prepared by a joint committee consisting of members of both ACTT and ABS was

\**Johnston and Sabino and the Electrical Trades Union* (reported in Part 4 of the Chief Registrar's Report for 1968).

*Crook and the Amalgamated Society of Lithographic Printers and Auxiliaries thereto of Great Britain and Ireland* (reported in Part 4 of the Chief Registrar's Report for 1969).

\*Copies of the decisions themselves are obtainable from the Certification Office.

5.18 Dealing with the first ground of complaint, the Certification Officer said: "I consider the decisive factor to be the intention which the General Council, as the governing body of the Union, expressed at its meeting on 7 May. That intention was, on my view of the matter, that the ballot should take place on condition that the statements were published in the Journal and that the Journal was distributed so as to reach members by 1 June (later amended to 1 July). I accept Mr. Latimer's argument that the only rational conclusion to draw from this is that the General Council considered it to be highly important that the members should have the opportunity to read the statements before casting their votes.

"If the vote had produced a substantial majority in favour of amalgamation, and if it were clear that only a small number of members had been denied the opportunity to read the statements by the required date, the case would, of course, be different. But in fact the majority was small; the number of members denied that opportunity cannot be closely estimated but may well have been substantial; and it cannot be shown that the failure to get the statement to those members by 1 July had an insignificant influence on the voting."

This part of the complaint was therefore upheld.

5.19 The Certification Officer decided that Mr. Latimer's second ground of complaint was not justified; since no evidence had been given to suggest that the professional advice on which the financial statement had been prepared was other than competent the statement complied with the requirements of the General Council.

5.20 In dismissing the third ground of complaint, the Certification Officer pointed out that there was nothing in the Act to prevent a union from including literature advising members to vote one way or the other with the ballot paper; indeed it was common practice to do so. Moreover the inclusion of the statement in the ballot envelopes was mentioned by the General Secretary at the General Council's meeting on 7 May and, according to the minutes, excited no comment. In view of this it could not be held to involve a breach of the arrangements made by the Council.

5.21 In view of his findings on the first part of the complaint, the Certification Officer made an order that he would not entertain an application to register the instrument of amalgamation between ACTT and ABS until the former had conducted a further ballot on the resolution to approve the instrument of amalgamation which complied with the provisions of sections 1 and 2 of the 1964 Act. In accordance with the order a further ballot of ACTT members took place in September and October 1979 and resulted in the rejection of the resolution to approve the instrument of amalgamation.

#### **Changes of name**

5.22 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 1979, 12 changes of name were approved for trade unions. No changes of name were approved for 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 political objects 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 whole or part of any 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.

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

6.5 The 1978 Report showed 75 trade unions and 4 employers' associations as maintaining political funds at the end of that year. During 1979 one trade union with a political fund ceased to exist. Additionally it was found that one union with approved political fund rules had not established a political fund and that two employers' associations had brought their political funds to an end. No new funds were established during the year and the corrected figures at the end of 1979 were therefore 73 trade unions and two employers' associations.

### Political funds of trade unions

6.6 The figures in the following paragraphs and in Appendix 5 are based on returns for 1978 made by 72 trade unions which then maintained political funds.

6.7 Annual returns showed the total income of political funds as £4 million in 1978 compared with £3.4 million in 1977 and expenditure as £3.4 million compared with £2.5 million. Total funds at the end of 1978 were £4.5 million compared with £4.1 million at the end of 1977. Appendix 5 provides more detailed information and gives separate figures for each of the 36 unions which maintained a political fund of £10,000 or more at the end of 1978. It also gives aggregate figures for 36 other unions with political funds.

6.8 At 31 December 1978 these 72 trade unions had a total membership of about 9.9 million. The figures given in annual returns for that year and reproduced in Appendix 5 indicate that about 8.1 million members or 82 per cent of the total were contributing to the political funds. This percentage shows very little change compared with previous years.

6.9 As in previous years there were wide variations between individual unions in the proportion of members contributing. Of the 36 unions for which separate figures are shown in Appendix 5, the following 9 gave a figure of 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
- Union of Post Office Workers
- Union of Shop Distributive and Allied Workers
- National Union of General and Municipal Workers

The following 6 unions gave a figure of less than 50 per cent:\*

- Tobacco Workers Union
- National Union of Mineworkers (Durham Area)
- Society of Lithographic Artists Designers Engravers and Process-Workers
- Association of Scientific Technical and Managerial Staffs
- Society of Graphical and Allied Trades 1975
- Liverpool Victoria Section of the National Union of Insurance Workers

6.10 Increased interest in the exemption procedure was reflected in the demand for exemption notices, which are obtainable either from the union concerned or from the Certification Office. During 1979 the Office supplied 150 such notices to individual union members on request.

### Political funds of employers' associations

6.11 The total income of political funds maintained by employers' associations was £8,500 in 1978 compared with £13,800 in 1977; expenditure was £200 compared with £900. The funds totalled £168,000 at the end of 1978 compared with £160,000 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 5, Note (a)).

### Amendments to rules

6.12 Amendments to political fund rules require the Certification Officer's approval, which is given provided that the amendments have been endorsed by the members of the organisation concerned in accordance with its rules and satisfy the requirements of the 1913 Act. During 1979, 14 trade unions had amendments approved in this way. As in previous years, the purpose of most of the amendments was either to increase the level of contribution to the fund or to bring the rules into conformity with the revised model rules issued by the Office in 1977.

### Complaints

6.13 There was a sharp increase in the number of complaints by union members about alleged breaches of rule. During 1979, 105 new complaints were received, 76 of which came from members of the same union in one workplace. This compares with 12 complaints in 1978, 18 in 1977 and 3 between 31 October 1975 and 31 December 1976. There were also 11 complaints carried over from 1978.

6.14 Many of the new complaints were made on more than one ground; the most common was that an exemption notice had not been acknowledged or put into effect (94 complaints), closely followed by failure to refund the political contribution (83 complaints). Other grounds of complaint were as follows:

- Union operates a system under which political fund contributions are deducted from exempt members and subsequently refunded (5)

- Complainant unable to obtain exemption notice on request (4)

- Complainant placed at a disadvantage compared with contributing members (3)

- Exemption date postponed owing to union's delay in providing exemption notice (3)

- Expenditure of other than political fund monies on political objects (2)

- Exemption notice "to like effect" not accepted by union (1)

6.15 Eighty-two of the 105 complaints were made by members of the Transport and General Workers Union (including the 76 members already mentioned). Of the remaining 23, 5 were made by members of the National Union of General and Municipal Workers and two each by members of the Amalgamated Union of Engineering Workers—Engineering Section, the Amalgamated Union of Engineering Workers Foundry Section and the National Union of Public Employees. The rest were divided between 12 other unions with one complaint each.

6.16 During 1979, 100 complaints were resolved to the satisfaction of the complainant after the complaint had been forwarded to the union concerned and the latter had taken the necessary action to remedy it. Four complaints could not be resolved in this way and had to be dealt with at formal hearings under section 3 of the 1913 Act. These were the first such hearings to be held since the Office was set up in 1976. The Certification Officer's decisions are summarised in the following paragraphs.\*

\*Copies of the decisions themselves are obtainable from the Certification Office.



6.17 *E.M.L. Parkin and Association of Scientific Technical and Managerial Staffs* Mr. Parkin complained that as a member of the union exempt from contributing to the political fund he was, in breach of the rules, placed at a disability or disadvantage otherwise than in relation to the control or management of the political fund because at a meeting of his branch in February 1977 he was excluded from proposing an amendment to or voting on a motion proposed on the agenda of the 1977 Annual Delegate Conference; and also that, having established that he had been so excluded, he had in effect also been excluded from proposing amendments to or voting on a number of other motions proposed on the agendas of the 1977, 1978 and 1979 Conferences to which the same considerations applied.

6.18 Motions for debate at the union's Annual Delegate Conference were examined by the Standing Orders Committee which decided which motions related to the control or management of the political fund. Such motions were marked with a 'P' on a preliminary agenda which was then circulated to branches for possible amendment of the motions and for members to instruct their delegates as to how they should vote. Mr. Parkin alleged that the motions he complained about did not relate to the control or management of the fund and were therefore wrongly designated with a 'P'.

6.19 The Certification Officer found Mr. Parkin's complaint justified insofar as it concerned 39 motions on the 1977 Conference agenda but made no order for remedying the breach of the political fund rules. He considered that no useful purpose would be served by so doing because the breaches had occurred more than two years earlier and the union had already taken action to change the policy which had led to them.

6.20 The Certification Officer considered that that part of the complaint relating to the 1978 and 1979 Conferences was outside his jurisdiction because by then Mr. Parkin had ceased to be an exempt member. He thus enjoyed the right to propose amendments to and vote on 'P' motions and was not therefore placed at a disability or disadvantage. At the request of the parties, however, the Certification Officer included in his decision guidance about the correct interpretation of the words "control or management of the political fund" in the union's rules.

6.21 *B.P. McCarthy and Association of Professional Executive Clerical and Computer Staff (APEX)* Mr. McCarthy complained that the union had acted in breach of its political fund rules on the grounds summarised under the following headings:

*Procedural matters*

- (a) his notice of objection had not been acknowledged;
- (b) on admission to the union he had not been given a copy of the political fund rules;
- (c) a copy of the certificate of approval was not printed in the rules.

*Method of paying union contributions*

He was required to pay 5p of the political contribution and then obtain a refund of that amount.

*Separation of the union's general and political funds*

Certain income from investments was transferred from the union's general fund to its political fund.

6.22 As to procedural matters, the union admitted that it had acted in breach of its political fund rules regarding (a) and (b) and these parts of the complaint were found to be justified. As regards (c), although rule 86a required a copy of the certificate of approval to appear at the end of the rules there is no provision in the Act requiring this to be done and therefore no rule made pursuant to section 3 of the Act had in fact been breached. That part of the complaint was therefore held to be outside the Certification Officer's jurisdiction.

6.23 The Certification Officer found that Mr. McCarthy was aware that the union had received and acted upon his notice of objection to contribute to the fund and that he had obtained a copy of the rules. He considered that for practical purposes the breaches admitted at (a) and (b) had already been remedied and no useful purpose would therefore be served in making an order.

6.24 As regards the second ground of complaint, on joining the union in 1978 Mr. McCarthy had informed the union's local representative that he wished to contract out of contributing to the political fund and to pay his dues at branch meetings. He was told that contributions could only be paid through the check-off system. After some discussion during which he was told the political contribution was 1p a week, Mr. McCarthy agreed to pay his union contributions through the check-off and signed an authority to his employer to deduct his union contributions excluding the amount of the political contribution. He found later that the political contribution was in fact 18p per quarter and that although he was relieved from paying 13p he could recover the balance of 5p only by obtaining a refund from the union. The union explained the administrative difficulties involved in collecting contributions and in seeing that exempt members were properly treated. With few exceptions, employers were unwilling to vary the amount of deductions so as to enable exempt members to be fully and exactly relieved from paying the political contribution.

6.25 The Certification Officer said that the rules made it clear that exempt members could be required to pay only the amount of the non-political part of the overall contribution and the rules were broken if they had to pay more. He found this part of the complaint justified, agreeing with a previous decision of the Chief Registrar of Friendly Societies\* which said that an exempt member should not be compelled to pay the political contribution and then collect it back "when Parliament had affirmatively relieved him from the obligation to pay it".

6.26 During the hearing the union offered Mr. McCarthy, who was then chairman of his union branch, the choice of paying his dues at branch meetings. The Certification Officer considered that so long as Mr. McCarthy held that office it was not materially less convenient for him to pay his contributions at

\**Robinson and National Association of Colliery Overmen Deputies and Shotfirers* (reported in Part 4 of the Chief Registrar's Report for 1966).

branch meetings and that such an arrangement did not place him at a disability or disadvantage compared with other members. He accordingly made an order that the union must make arrangements to enable Mr. McCarthy, if he so wished, to pay his union contributions, less political contributions, at meetings of his branch.

6.27 The union argued that the third part of the complaint was outside the jurisdiction of the Certification Officer and additionally that the matter having been raised only two weeks before the hearing, it was unreasonable to expect the union to reply at the hearing; the proper course would have been for Mr. McCarthy to have first put his points to the union.

6.28 The Certification Officer found that this ground of complaint did fall within his jurisdiction, but agreed that the union should not be required to respond to it at such short notice. Mr. McCarthy accepted the suggestion that he should pursue this matter directly with the union on the understanding that he could return to this part of the complaint if he was dissatisfied with the outcome.

6.29 *D.J. Reeves and Transport and General Workers Union* Mr. Reeves complained on two principal grounds—first, that having contracted out of contributing to the union's political fund he was not exempted from paying the contribution but had to claim a refund; and second, that the union offered to refund the amount of the political contribution in advance, and in fact did so refund that amount. He contended that in both respects the union was in breach of its rules.

6.30 Having given notice, in December 1975, of his objection to contribute to the union's political fund, Mr. Reeves was due to be exempted with effect from 1 January 1976. Nevertheless, due to the attendant problems of the check-off system, he continued to pay the amount of the political contribution through the check-off; that amount was from time to time refunded to him in such a way that the refunds were partly in arrears and partly in advance.

6.31 The union explained its accounting procedures whereby all contributions were paid into the general fund; transfer of monies was made to the political fund only after the amount contributed to that fund had been calculated by reference to the number of exempt members involved. It also referred to the advantages and difficulties of the check-off system, including the reluctance of employers to vary the amounts deducted. The rules required exempt members to be "relieved from" payment of the political contribution and the union argued that relief could be given in accordance with the rules not only by the member not paying the full contribution, but also by the union paying refunds of the political part of that contribution to the member either in arrears or in advance; if, however, the refund were substantially delayed there would be a breach of rule because the member would be placed at a disability or disadvantage compared with other members.

6.32 Referring to refunds in arrears, the Certification Officer said that if a member made a payment and subsequently received a refund he was not being

relieved of payment within the ordinary meaning of the English language. He had taken this view in the McCarthy case following a previous decision of the Chief Registrar of Friendly Societies (see paragraphs 6.24–6.26 above). As regards refunds in advance, however, the union was on firmer ground because the member receiving such refunds is never out of pocket and has at no time paid more to the union than the rules oblige him to pay; in these circumstances the member is relieved from payment within the meaning of the rule. It had been made clear during the hearing that the union's accounting procedures ensured that no part of the contribution paid by exempt members went into the political fund and both payments and refunds affected the general fund only; had this not been the case the conclusion as to the propriety of making refunds in advance might well have been different.

6.33 The decision of the Certification Officer was that the complaint was justified in respect of refunds in arrears but that there was no breach of the rules in relation to refunds paid in advance. He made an order that the union must arrange that so long as Mr. Reeves remained an exempt member paying his union contributions by a system which did not enable him to be relieved from paying the political contribution, it would pay him the amount of the political contribution in advance.

6.34 Commenting on his decision the Certification Officer said that the issue raised by Mr. Reeves' complaint was an important one both for this union and for the trade union movement as a whole because of the widespread and increasing use of the check-off system. The problem was to reconcile that system with the requirements of an Act of Parliament drafted in the pre-computer age. He concluded his decision as follows:

"I realise that the conclusions I have reached in this case may raise problems for unions with political funds. However, I have to apply the law as it stands and as long as the Act remains in its present form those unions must arrange their affairs so as to comply with it".

6.35 Mr. Reeves appealed against the Certification Officer's decision and the union subsequently cross-appealed. The appeals were brought under section 5A of the 1913 Act and were awaiting hearing by the Employment Appeal Tribunal at the end of the year.

6.36 *J. G. Cleminson and Post Office Engineering Union*. Mr. Cleminson complained that the union had acted in breach of its political fund rules on the following grounds:

- (a) that for 12 years he was not relieved from payment of the political contribution;
- (b) that the system of paying exempt members refunds in advance in respect of the political contribution placed him at a disability or disadvantage because of its fallibility;
- (c) that payment of his contribution by cheque placed him at a disability or disadvantage because it was less convenient than check-off.



6.37 Mr. Cleminson contracted out of paying the political contribution in 1964. In 1966 the union concluded a check-off agreement with the Post Office. At the time the Post Office was not prepared to operate a system which would relieve the exempt members from paying the political contribution and the union arranged to make refunds in advance to those members. In 1977 Mr. Cleminson, who had agreed to pay his contribution by check-off, realised that he had never received any refund and asked the union for payment. This was then made in full for the period 1966-1977. He was separately refunded in advance in respect of the 1978 contributions. During 1978 Mr. Cleminson stopped paying by check-off and started to pay contributions by cheque to his branch at Reading. The reasons for the change in method were not clear but subsequently the chairman of the branch returned the cheques to Mr. Cleminson asking him to make payments to head office. A cheque was sent to the head office of the union by Mr. Cleminson covering his outstanding contributions less the amount of the political contribution. Mr. Cleminson made it clear at the hearing that in his view the payment of his union contribution less the political contribution through check-off would be the only satisfactory outcome.

6.38 The union did not dispute the facts regarding the first ground of complaint, which was accordingly found to be justified. However, the Certification Officer said that by refunding in full the monies due to Mr. Cleminson, the union had done all it could to remedy the breach and that no useful purpose would be served by making an order.

6.39 Commenting on the second ground, the Certification Officer said that the union's accounting procedures, like those of the Transport and General Workers Union, ensured that no part of the contributions of exempt members was paid into the political fund. The relevant passages in the rules were identical to those in the corresponding rules of the TGWU and the refunding in advance therefore amounted to relief from payment. He did not consider Mr. Cleminson had suffered any disadvantage or disability because of the possibility of the refunding system breaking down. Consequently this ground was not found to be justified.

6.40 With regard to the third ground, the Certification Officer said that the evidence given by the parties was inconclusive and accordingly it would not be right to make any finding.

6.41 During the hearing the General Treasurer of the union said that an agreement had recently been concluded with the Post Office which would make it possible for exempt members to pay contributions, net of any political contribution, by check-off. Welcoming this, the Certification Officer concluded his decision as follows:

"Such arrangements are advantageous both for unions and for their members; and while they may raise some difficulties for employers, these need not be insuperable, as the present case shows. Their wider introduction appears to offer the best solution to the problem, to which I have recently drawn attention in another decision, of reconciling the check-off system with the requirements of the Act. I hope that this possibility will receive increasing attention from both unions and employers".

## Appendix 1 (see paragraph 1.3)

### LIST OF TRADE UNIONS AT 31 DECEMBER 1979

#### Notes:

- Trade unions entered in the list during 1979 are shown in italics.  
 \*Denotes a trade union holding a certificate of independence at 31 December 1979.  
 †Denotes a trade union whose application for a certificate of independence was refused and which had not, at 31 December 1979, obtained a certificate as a result of a subsequent application.

#### England and Wales

- \*Abbey National Staff Association
- Accrington and 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 Society of Woolcomb Hackle and Gill Makers
- Amalgamated Tape Sizers Friendly Protection Society
- Amalgamated Textile Trades Union Wigan Chorley and Skelmersdale District
- \*Amalgamated Textile Warehousemen
- \*Amalgamated Textile Warehousemen (Bolton and District Branch)
- \*Amalgamated Textile Workers Union
- \*Amalgamated Textile Workers Union—Oldham AWA Division
- \*Amalgamated Textile Workers Union Rochdale Todmorden Heywood Bury
- \*Amalgamated Textile Workers Union (Southern Area)
- \*Amalgamated Textile Workers Union—Staff Section
- \*Amalgamated Union of Asphalt Workers
- Amalgamated Union of Block Printers of Great Britain and Ireland
- \*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 Majestys 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 London Transport Officers
- \*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 Operative Cotton Spinners of Haslingden and Surrounding Neighbourhood
- \*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 Association
  - 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
  - Britannia Airways Staff Association
- Britannic Assurance Chief Office Staff Association
- \*Britannic Field Staff Association
- \*British Actors Equity Association Incorporating the Variety Artistes Federation
- \*British Aerospace (Dynamics Group) Employees Association
- \*British Aircraft Corporation Limited Senior Staff Association
- \*British Air Line Pilots Association
- \*British Association of Colliery Management
- \*British Association of Occupational Therapists Limited
- \*British Cement Staffs Association
  - British Ceramic Research Association Staff Association
- \*British Dental Association
- \*British 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
- †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
  - Central Trustee Savings Bank 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 National Whitley Council-Staff Side
- \*Civil Service 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 Employee Organisations
- \*Confederation of Health Service Employees
- †Construction Industry Training Board Staff Association
- Corporation of London Staff Association
- \*COSESA
- \*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
- Economists Bookshop Staff Association*
- Electrical and Mechanical Instrument Makers Association
- \*Electrical Electronic Telecommunication and Plumbing Union
- \*EMI Electronics Limited Junior and Middle Management Staff Association
- Engineering Inspectors Association
- Engineering Officers Technical Association
- \*Engineers and Managers Association
- English China Clays Staff Association
- English Chiropodists Association
- †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
- General Dental Practitioners Association
- General Federation of Trade Unions
- General Telephone Systems Limited and Associated Companies Staff Association
- \*General Union of Associations of Loom Overlookers
- \*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 Building Society Staff Association*
- Halifax and District Carpet Power-Loom Tuners Association
- Halifax and District Powerloom Overlookers Society
- 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
- \*Huddersfield and District Healders and Twistors Trade and Friendly Society
- Hull Trawler Officers Guild
- \*Hyde and District Loom Overlookers 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  
†Kossett Staff 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  
Leisure and General Holdings Staff Association  
\*Liverpool Victoria Section of the National Union of Insurance Workers  
\*Lloyds Bank Group Staff Association  
Lloyds Register (UK) Staff Association  
Lloyds 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 (North Staffordshire Area)

National Association of Colliery Overmen Deputies and Shotfirers (North-umberland 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 (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 Liver and Composite Section  
\*National Union of Insurance Workers Royal London Section  
\*National Union of Journalists

- \*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 Coppersmiths and Heating and Domestic Engineers
- \*National Union of Social Workers
- \*National Union of Tailors and Garment Workers
- \*National Union of Teachers
- \*National Union of Textile and Allied Workers (Rochdale Districts)
- \*National Union of the Footwear Leather and Allied Trades
- \*National Westminster Staff Association
- \*National Woolsorters Society
- \*Nationwide Building Society 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
- Nelson Colne and District Tape Sizers Protective 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 Staff Association (NORSA)*
- \*Northern Textile and Allied Workers Union
- \*North Lancashire and Cumbria Textile Workers Association
- Nottingham and District Federation of Club Stewards
- Nottingham Dyers and Bleachers Association
- 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
- Preston and District Tape Sizers Association
- Pride of Golborne Miners Lodge Trade Union and Checkweigh Fund
- \*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 Flight Simulation Monthly 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*

- 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 S W Farmer Group of Companies
- Staff Association of the Printing and Publishing Industry Training Board
- Staffordshire Building Society Staff Association
- \*Star Aluminium Managerial Staff Association
- \*Steel Industry Management Association
- \*Sun Alliance and London Staff Association
- \*Sun Life Staff Association

- \*Telecommunications Staff Association
- \*Telephone Contract Officers Association
- †Tempered Group (Spring Division) 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 Construction Allied Trades and Technicians
- \*Union of County and District Secretaries
- \*Union of Post Office Workers
- \*Union of Shop Distributive and Allied Workers
- \*United Association of Power Loom Overlookers
- \*United Friendly Agents Association
- \*United Friendly Divisional and District Managers Association
- †United Friendly Head Office Management Association
- †United Friendly Insurance Co Ltd Assistant Managers Association
- \*United Kingdom Association of Professional Engineers
- \*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
- \*Yorkshire Society of Textile Craftsmen

## Scotland

- Aberdeen Trawl Officers Guild
- Association of Directors of Administration in Scotland
- \*Association of Lecturers in Colleges of Education in Scotland
- Association of Lecturers in Scottish Central Institutions

### *District Nursing Association*

- \*Educational Institute of Scotland

Glasgow and West of Scotland Power Loom Tenters Society

Honours Graduate Teachers Association

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

National Union of Mineworkers Group 2 Scottish Colliery Enginemen Boilermen and Tradesmens Association

Professional Staff Association of Scottish Woodland Owners Association (Commercial) Ltd

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 Union of Power Loom Overlookers  
 \*Scottish Prison Officers Association  
 \*Scottish Secondary Teachers Association

## Appendix 2 (see paragraph 1.3)

### LIST OF EMPLOYERS' ASSOCIATIONS AT 31 DECEMBER 1979

Note: Employers' associations entered in the list during 1979 are shown in italics.

#### England and Wales

Advertising Film and Videotape Producers Association  
 Apparel and Fashion Industrys 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  
 Association of Specialised Film Producers

Birmingham Horse and Motor Vehicle Owners Association  
 Birmingham Wholesale Fruit Flower and Potato Merchants Association  
 Blackburn District Textile Manufacturers Association  
 Bolton and District Textile Employers Association  
 British Amusement Catering Trades Association  
 British Association of Lithographic Plate Manufacturers  
 British 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 Paper Bag Federation  
 British Paper Box Association  
 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  
Employers Federation of Card Clothing Manufacturers  
Engineering and Shipbuilding Employers Association—Yorkshire and  
Humberside  
Engineering Employers Association of South Lancashire Cheshire and North  
Wales  
Engineering Employers East Anglian Association  
Engineering Employers Federation  
Engineering Employers London Association  
Engineering Employers Association of South Wales  
Engineering Employers Sheffield Association  
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  
Fibre Reclaimers Federation

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 District Scaling Employers 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  
Medway Shiprepairers Association  
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 Master Printers 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  
West Yorkshire and Lancashire Wool (and Allied) Textile Federation  
Wool (and Allied) Textile Employers Council  
Woollen and Worsted Trades Federation  
Woollen Yarn Spinners Federation

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 Coöperage Federation

Scottish and Northern Ireland Plumbing Employers Federation  
Scottish Association of Marine Electrical Contractors  
Scottish Daily Newspaper Society  
Scottish Decorators Federation  
Scottish East Coast Association of Shiprepairers and Shipbuilders  
Scottish Engineering Employers Association  
Scottish Glass Merchants and Glaziers Association  
Scottish Grocery Trade Employers Association  
Scottish House Furnishers Federation  
Scottish Lace and Window Furnishing Association  
Scottish Newspaper Proprietors Association  
Scottish Pharmaceutical Federation  
Scottish Timber Merchants and Sawmillers Association  
Scottish Woollen Trade Employers Association  
Society of Master Printers of Scotland



## Notes

- (a) 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.
- (b) 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.
- (c) 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.
- (d) 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.
- (e) The figures include debtors without making allowances for creditors.
- (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 National Union of Bank Employees.

(see paragraph 3.22)

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	Number of Members	INCOME			EXPENDITURE					TOTAL FUNDS		ASSETS		
		From Members (a) £000s	From Investments (b) £000s	Total Income (c) £000s	Unemployment Benefit (d) £000s	Dispute Benefit (e) £000s	Total Benefits to Members (f) £000s	Administration Expenses and Other Outgoings (g) £000s	Total Expenditure (h) £000s	Beginning of the Year (i) £000s	End of the Year (j) £000s	Fixed Assets (k) £000s	Investments (l) £000s	Gross Assets (m) £000s
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)
Unions each with 100,000 members or more:														
Transport and General Workers Union	2,072,818	20,308	2,635	22,987	—	3,031	6,240	14,326	22,306	(f) 35,527	36,208	13,507	19,640	38,073
Amalgamated Union of Engineering Workers	—	—	—	—	—	—	—	22	23	1	1	(g)	754	1,123
Constructional Section	35,235	622	79	720	—	5	85	509	615	1,001	1,106	263	754	1,123
Engineering Section	1,199,465	13,683	1,070	14,821	94	2,199	5,473	6,868	13,339	17,240	18,722	6,214	9,953	21,818
Foundry Section	58,728	646	96	742	8	183	325	541	895	1,151	998	87	819	1,078
Technical Administrative and Supervisory Section	200,954	2,705	103	2,817	—	142	234	2,021	2,382	1,881	2,316	1,128	1,025	2,465
National Union of General and Municipal Workers	964,836	12,947	1,193	14,264	—	405	2,201	9,547	12,508	17,150	18,906	5,484	6,220	18,942
National and Local Government Officers Association	729,405	9,831	382	11,421	—	1,399	1,683	5,596	11,414	(f) 11,590	11,597	5,914	6,069	13,531
National Union of Public Employees	712,392	7,880	855	8,736	—	23	600	5,347	6,581	7,738	9,893	2,260	9,290	11,837
Association of Scientific Technical and Managerial Staffs	471,000	6,143	28	6,220	7	133	327	4,503	5,404	2,472	3,288	1,674	123	3,934
Union of Shop Distributive and Allied Workers	462,178	4,671	451	5,298	6	2	268	3,978	4,494	4,441	5,245	672	2,798	5,353
Electrical Electronic Telecommunication and Plumbing Union	438,269	5,444	331	5,921	—	377	841	3,478	4,837	5,993	7,041	2,264	4,421	7,230
National Union of Mineworkers (h)	371,470	7,126	1,523	8,905	—	—	1,510	5,532	8,258	(f) 18,263	18,910	933	13,420	19,621
Union of Construction Allied Trades and Technicians	325,245	3,519	116	3,662	14	—	691	2,866	3,711	2,323	2,274	1,239	1,441	2,719
National Union of Teachers	293,378	2,693	399	3,157	—	—	90	2,061	2,638	6,078	6,597	784	5,517	6,758
Civil and Public Services Association	224,780	4,136	278	4,486	—	105	331	2,161	3,088	3,827	5,225	1,009	4,027	5,282
Confederation of Health Service Employees	215,246	2,579	65	2,657	—	2	88	1,786	1,967	1,727	2,417	811	1,416	2,495
Society of Graphical and Allied Trades 1975	201,665	3,013	38	3,538	66	40	467	2,856	3,423	2,853	2,968	1,587	509	3,071
Union of Post Office Workers	197,157	4,109	177	4,333	—	—	279	2,714	3,414	3,655	4,574	1,107	2,540	4,574
National Union of Railwaymen	171,411	3,519	998	4,523	(g)	(g)	856	2,390	3,399	15,470	16,594	512	15,241	16,781
Association of Professional Executive Clerical and Computer Staff (APEX)	152,543	2,054	148	2,371	—	115	140	1,494	1,843	2,601	3,129	658	1,674	3,381
National Association of Schoolmasters/Union of Women Teachers	140,701	1,436	84	1,613	—	—	139	980	1,255	(f) 1,293	1,651	358	332	1,819
Royal College of Nursing	134,389	1,168	—	1,168	—	—	9	1,159	1,168	—	—	—	—	1,041
Amalgamated Society of Boilermakers Shipwrights	131,099	1,602	276	1,878	—	18	148	1,298	1,778	3,165	3,265	536	2,585	3,654
Blacksmiths and Structural Workers	126,343	1,190	22	1,217	—	—	3	1,058	1,104	(f) 379	492	187	135	570
Banking Insurance and Finance Union (i)	121,404	2,591	25	2,636	—	69	330	2,079	2,581	(f) 2,789	2,844	1,961	348	3,144
Post Office Engineering Union	116,095	1,015	312	1,327	(g)	(g)	172	927	1,207	(f) 3,252	3,372	460	2,692	3,413
National Union of Tailors and Garment Workers	113,432	1,472	834	2,316	—	4	464	1,523	2,080	9,751	9,987	538	9,826	10,706
Iron and Steel Trades Confederation	109,904	2,214	767	3,502	—	246	846	1,618	2,547	9,975	10,930	334	9,175	11,006
National Graphical Association	106,903	2,400	78	2,561	—	—	88	1,832	1,977	2,307	2,891	1,268	900	3,247
Society of Civil and Public Servants	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Total of above unions with 100,000 members or more	10,598,445	132,716	13,363	149,797	195	8,498	24,928	93,070	132,271	195,915	213,441	53,749	133,890	228,676
Total of 366 other listed unions with less than 100,000 members	2,448,063	35,598	4,069	45,081	182	634	3,964	34,017	41,491	51,688	55,278	11,399	34,964	62,493
Total of listed unions	13,046,508	168,314	17,432	194,878	377	9,132	28,892	127,087	173,762	247,603	268,719	65,148	168,854	291,169
Trades Union Congress	—	2,394	123	2,525	—	—	359	1,369	2,435	899	989	52	838	1,430
Total of 29 other unlisted unions which have submitted returns	7,088	285	13	311	(g)	—	4	260	289	239	261	59	117	266
TOTAL of 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	292,865
TOTAL of all unions for 1977	12,718,911	151,637	16,935	176,931	624	4,277	21,912	111,734	146,909	215,192	245,214	56,821	157,358	263,801

## Notes

- (a) Some members included in these figures (e.g. 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

## Appendix 5

(see paragraph 6.6)

Unions each with a political fund of £10,000 or more:	Total Union Membership	Number of Members Contributing to the Political Fund	% of Total Membership Contributing to Political Fund	POLITICAL FUND			
				Income	Expenditure	Fund at Beginning of the Year	Fund at End of the Year
	(a) (1)	(2)	(3)	£000s (4)	£000s (5)	£000s (6)	£000s (7)
Transport and General Workers Union	2,072,818	2,012,543	97	584	428	876	1,032
National Union of Mineworkers	371,470	243,658	66	346	157	(b)561	750
National Union of Mineworkers (Durham Area)	42,965	16,837	39	42	44	225	223
Amalgamated Union of Engineering Workers							
Constructional Section	35,235	25,925	74	11	10	15	16
Engineering Section	1,199,465	986,618	82	459	407	308	360
Foundry Section	58,728	41,500	71	22	19	19	22
Technical Administrative and Supervisory Section	200,954	103,691	52	73	36	56	93
National Union of General and Municipal Workers	964,836	892,331	92	521	440	315	396
National Union of Railwaymen	171,411	164,406	96	145	111	194	228
National Union of Public Employees	712,392	700,763	98	596	699	315	212
Union of Shop Distributive and Allied Workers	462,178	428,129	93	171	136	172	207
Association of Professional Executive Clerical and Computer Staff (APEX)	152,543	108,598	71	86	75	124	135
Amalgamated Society of Boilermakers Shipwrights							
Blacksmiths and Structural Workers	131,099	83,762	64	70	55	93	108
National Union of Sheet Metal Workers Coppersmiths							
Heating and Domestic Engineers	74,116	59,632	80	31	2	71	100
Society of Graphical and Allied Trades 1975	201,665	49,972	25	28	22	(b)72	78
Post Office Engineering Union	121,404	86,201	71	78	64	52	66
Electrical Electronic Telecommunication and Plumbing Union	438,269	378,390	86	123	84	14	53
Union of Construction Allied Trades and Technicians	325,245	200,000	61	74	63	29	40
Union of Post Office Workers	197,157	186,738	95	88	66	18	40
Iron and Steel Trades Confederation	113,432	96,289	85	49	38	27	38
Amalgamated Textile Workers Union	39,864	34,262	86	13	14	(b)33	32
National Union of Dyers Bleachers and Textile Workers	58,803	58,605	100	29	20	23	32
Associated Society of Locomotive Engineers and Firemen	27,738	26,349	95	22	15	24	31
National Society of Metal Mechanics	50,494	37,429	74	13	5	19	27
Furniture Timber and Allied Trades Union	84,944	51,816	61	15	13	23	25
National Union of the Footwear Leather and Allied Trades	65,956	59,333	90	26	21	18	23
National Graphical Association	109,904	64,805	59	11	10	20	21
Association of Scientific Technical and Managerial Staffs	471,000	150,000	32	64	110	(b)62	16
Bakers Food and Allied Workers Union	54,912	37,847	69	16	11	10	15
National Association of Theatrical Television and Kine Employees	17,000	10,000	59	3	1	10	12
Tobacco Workers Union	20,107	9,887	49	5	3	10	12
Fire Brigades Union	39,097	24,888	64	11	8	8	11
Liverpool Victoria Section of the National Union of Insurance Workers	3,114	294	9	(c)	(c)	11	11
National Association of Colliery Overmen Deputies and Shotfireds	19,571	18,890	97	16	14	9	11
Society of Lithographic Artists Designers Engravers and Process-Workers	25,561	8,434	33	7	3	7	11
Transport Salaried Staffs Association	72,070	61,503	85	37	29	2	10
Total of above 36 unions	9,207,517	7,520,325	82	3,885	3,233	3,845	4,497
Total of 36 other unions with political funds	680,080	562,036	83	160	184	57	33
TOTAL of 72 unions with political funds for 1978	9,887,597	8,082,361	82	4,045	3,417	3,902	4,530
TOTAL of 73 unions with political funds for 1977	9,715,228	(b)7,920,524	81	3,392	2,460	3,176	4,108



**Notes**

- (a) Income from Investments includes interests on short term deposits.
- (b) 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.
- (c) The figures include debtors without making allowance for creditors.
- (d) Less than £500.

(see paragraph 3.32)

	INCOME				TOTAL FUNDS		ASSETS			Number of Members
	From Members	From Investments (a)	Total Income (b)	Total Expenditure (b)	Beginning of the Year	End of the Year	Fixed Assets	Investments	Gross Assets (c)	
Employers' associations each with over £250,000 Total Income:	£000s (1)	£000s (2)	£000s (3)	£000s (4)	£000s (5)	£000s (6)	£000s (7)	£000s (8)	£000s (9)	(10)
Engineering Employers Federation	1,492	264	1,824	1,606	3,390	3,608	118	3,308	4,135	18
West Midlands Engineering Employers Association	561	36	861	834	791	818	322	529	925	1,086
Engineering Employers London Association	606	41	747	728	294	313	66	211	413	838
Engineering Employers West of England Association	270	12	504	492	140	152	96	17	254	432
East Midlands Engineering Employers Association	201	11	335	338	186	183	138	50	225	576
Coventry and District Engineering Employers Association	188	18	331	273	206	264	185	—	454	110
Scottish Engineering Employers Association	280	17	318	300	156	174	—	147	204	405
10 Other Engineering Employers Associations in Great Britain	1,033	39	1,127	1,071	548	604	277	132	688	2,243
National Farmers Union	4,707	125	5,039	4,796	7,531	7,774	5,752	455	9,071	127,622
General Council of British Shipping } British Shipping Federation	1,602	9	4,249	4,422	1,283	1,110	872	17	1,492	240
National Federation of Building Trades Employers	3,199	265	3,639	3,660	1,938	1,917	679	1,620	2,882	10,176
Freight Transport Association	549	50	2,508	2,370	740	878	728	62	1,737	15,282
Test and County Cricket Board	—	27	1,835	1,835	—	—	—	—	348	19
British Printing Industries Federation	734	36	913	856	379	436	117	177	682	14
11 Constituent Associations in Great Britain	685	28	741	722	272	291	118	157	741	3,461
Chemical Industries Association Limited	1,225	81	1,530	1,543	84	71	55	—	484	339
Electrical Contractors Association	466	219	1,371	1,399	615	587	103	2,696	4,489	2,099
British Paper and Board Industry Federation Limited	765	33	868	863	149	154	79	111	408	112
Road Haulage Association Limited	574	45	857	849	560	568	382	213	1,045	15,286
Federation of Civil Engineering Contractors	764	29	846	842	201	205	42	100	416	550
Newspaper Society	610	37	707	668	146	185	47	82	362	293
Heating and Ventilating Contractors Association	354	137	680	631	163	212	108	213	610	1,074
Incorporated National Association of British and Irish Millers Limited	601	24	668	685	275	258	1	194	411	43
National Federation of Retail Newsagents	565	44	634	652	715	697	290	370	861	29,570
Federation of Master Builders	443	27	518	493	347	372	181	196	443	20,236
British Jewellery and Giftware Federation Limited	102	32	500	461	154	193	17	191	342	1,856
Newspaper Publishers Association Limited	473	1	474	471	22	25	36	6	97	10
Cement Makers Federation	428	18	445	484	68	29	7	—	258	6
Publishers Association	361	10	411	404	40	33	33	—	96	383
National Farmers Union of Scotland	377	11	388	291	89	186	25	55	215	18,261
Dairy Trade Federation	358	—	367	384	21	4	60	—	180	4,400
British Textiles Employers Association (Cotton Man-made and Allied Fibres)	315	6	351	310	39	80	11	5	93	240
Builders Merchants Federation	244	4	302	257	47	92	253	(d)	296	898
Showmens Guild of Great Britain	128	115	278	227	325	376	114	90	408	4,733
British Film Producers Association Limited	109	56	261	247	7	21	17	81	236	147
Paintmakers Association of Great Britain Limited	207	33	258	248	—	10	—	45	76	129
Total of above employers' associations	25,576	1,940	37,685	36,712	21,841	22,814	11,329	11,530	36,077	263,187
Total of 126 other listed employers' associations	3,536	359	4,588	4,484	2,326	2,430	879	1,606	4,170	47,997
Total of 172 other unlisted employers' associations	3,011	241	3,883	3,759	2,593	2,717	1,136	1,027	4,146	29,039
TOTAL of all employers' associations for 1978	32,123	2,540	46,156	44,955	26,760	27,961	13,344	14,163	44,393	340,223
TOTAL of all employers' associations for 1977	28,846	1,694	40,052	37,016	22,338	25,374	12,687	12,867	39,274	338,876

Unlisted employers' associations