

CERTIFICATION OFFICE FOR TRADE UNIONS
AND EMPLOYERS' ASSOCIATIONS

Certification Office
for Trade Unions and Employers' Associations

Vincent House Annexe
Hide Place
London SW1P 4NG

Annual Report of the Certification Officer 1978

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FOR TRADE UNIONS AND EMPLOYERS' ASSOCIATIONS

**Annual Report
of the Certification Officer
1978**

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First Published 1979

Rt. Hon. Albert Booth,
Secretary of State for Employment,
8, St. James's Square,
London, S.W.1.

J. E. Mortimer, Esq.,
Chairman,
Advisory, Conciliation and Arbitration Service,
Cleland House,
Page Street,
London, S.W.1.

I have pleasure in sending you the report on my activities during 1978.

JOHN EDWARDS
Certification Officer

10 April 1979

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Introduction

This is the third report which I have submitted as Certification Officer. It covers my activities during the calendar year 1978.

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 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 balance of the Office's activities shifted. During the first two years most of its resources were necessarily devoted to determining the independence of trade unions. By the end of 1978 it seemed that this work was almost complete, and so was the main part of that concerned with superannuation schemes.

On the other hand, increasing attention needed to be given to applying the accounting and auditing requirements of the 1974 Act. There was also a growth of public interest in the subject of trade union political funds, although the number of complaints received from union members about breaches of political fund rules remained small.

Mr. R. L. Foot and Mr. J. Craig, OBE, ws, continued to hold their appointments as Assistant Certification Officer and as Assistant Certification Officer for Scotland respectively.

During the year the Secretary of State for Employment made regulations* increasing the statutory fees to be paid for certain items of work undertaken by the Office, including applications for certificates of independence, registration of instruments of amalgamation or transfer, and approval of changes of name.

*The Certification Office (Amendment of Fees) Regulations 1978 (SI 1978 No. 1329).
The Trade Unions and Employers' Associations (Amalgamations, etc.) (Amendment) Regulations 1978 (SI 1978 No. 1344).

List 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, Hide 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 1978

1.3 Copies of the lists at 31 December 1978 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 485 organisations, of which about 200 were affiliated directly or indirectly to the Trades Union Congress. The list of employers' associations comprised 194 organisations. Both appendices identify new additions to the lists during 1978. Appendix 1 also shows which trade unions held certificates of independence at 31 December 1978 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 1978 are summarised in the table below.

	On lists at 31 December 1977	Changes between 1 January 1978 and 31 December 1978		On lists at 31 December 1978
		Additions	Removals	
Trade Unions	485	25	25	485
Employers' Associations	196	3	5	194

Number of trade unions

1.5 The number of listed trade unions showed net increases of 50 between 31 October 1975 and 31 December 1976 and of 28 during 1977. The 1978 figures show a change of trend, with additions and removals exactly balancing each other. Additions to the list were little more than half the number in 1977 and this decline is clearly connected with the further fall in the number of applications for certificates of independence.

1.6 About half the 25 trade unions added to the list during the year were organisations which came into existence during 1977 or 1978 (including 3 formed by amalgamations and one reconstituted from a previously existing body). Nine of the 25 were staff associations established at various dates since 1972. Twelve had applied for certificates of independence by the end of the year and 4 more had indicated an intention to do so. Of the 25 trade unions removed from the list, 10* ceased to exist because of the transfer of their engagements to other unions and 4* owing to amalgamations.

1.7 The number of unlisted organisations known to the Office which probably satisfy the statutory definition of trade union remained at about 70. Additional organisations come to notice from time to time, but for the reasons explained in previous reports the records kept by the Office are never likely to cover every single body which falls within the statutory definition. They do, however, cover all those of any substantial size or importance.

Number of employers' associations

1.8 The number of listed employers' associations has been declining slowly since 1974 and there was another small decrease during 1978. The larger number of unlisted organisations which were thought to satisfy the statutory definition of employers' association also showed a fall, from about 280 to about 260, again continuing the recent trend. This was due partly to dissolutions and mergers and partly to the deletion of further trade associations whose activities were found to lie wholly or mainly outside the field of industrial relations.

Liaison with the Department of Employment

1.9 Last year's report described the progress made in developing co-operation between the Department and the Office in order to avoid duplication and reduce discrepancies in the statistics as far as possible. These arrangements have continued to work well. Information collected by the Office provides the main basis for up-dating the Department's Directory of Employers' Associations, Trade Unions, Joint Organisations, etc., and for compiling its annual statistics of the numbers and membership of trade unions.

1.10 The 1977 statistics were prepared slightly later than in previous years and were published in the Department of Employment Gazette for January 1979†; the change of timing meant that fewer unions had still to send their

*These figures include 3 unions involved in mergers which were recorded in last year's report as carried out during 1977 but which took effect from 1 January 1978.

†See pages 26, 27 and 29.

returns to the Office when the statistics were compiled. Also the annual return form sent out to trade unions by the Office in 1978 was expanded to include particulars of overseas membership which had previously been collected separately by the Department. These changes made it possible for the number of enquiry forms addressed to trade unions by the Department in 1978 to be reduced by about one half compared with previous years.

Chapter 2

Trade Union Independence

The statutory provisions

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

“a trade union which—

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

2.2 The procedure for determining the independence of trade unions is laid down in section 8 of the Employment Protection Act 1975. The Certification Officer must keep a public record of all applications for certificates of independence and of all decisions reached. He may not take a decision on any application until at least one month after it has been entered in the record and must take into account any relevant information submitted by third parties. He is required to give his reasons for a refusal and the union concerned then has the right of appeal to the Employment Appeal Tribunal. The Certification Officer may withdraw a certificate at any time if he is of the opinion that the trade union in question is no longer independent; 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

2.3 The methods used by the Office in considering applications for certificates of independence continued unchanged during the year. Essentially they consist of a preliminary scrutiny of the applicant union's rules and finances followed, where necessary, by detailed investigations.

2.4 The 1977 Report mentioned two changes which had been introduced following representations by the Trades Union Congress: first, the transmission to objecting unions of any comments made on their objections by the applicant union; and second, the regular practice of discussing cases with objecting unions before decisions are reached. These arrangements continued during 1978, as did the holding of meetings with applicant unions to discuss changes which would either help to underline the union's independent status or, in a borderline case, determine whether or not the issue of a certificate would be justified.

2.5 The 1977 Report also referred to plans for monitoring the affairs of selected unions which have obtained certificates in order to assess their continued

the Court of Appeal at the end of the year. It was heard in October 1978 and the judgments given in the Court of Appeal are summarised in the following paragraphs.

2.15 After reciting the facts of the case, the Master of the Rolls said that the Certification Officer's appeal was on a question of law as to the true interpretation of the word "liable" in section 30(1) of the Trade Union and Labour Relations Act 1974. The Certification Officer had interpreted the words "liable to interference" as meaning "vulnerable to interference" or "exposed to the risk of interference" by the employer; Counsel for the Association had suggested that it meant "likely" or "not unlikely" to be subjected to interference by the employer. The Employment Appeal Tribunal had preferred the second interpretation and had said in their judgement:

"We feel that Mr. Irvine's approach is the better one and that the words must be construed as meaning that, in the circumstances and on the facts of each case, it is not unlikely that interference will take place and that, when it does, it is not unlikely to have the effect of some degree of control by the employer".

The Tribunal concluded that since there was no real likelihood of interference by the employer the Association should be given a certificate of independence.

2.16 Commenting on these interpretations, Lord Denning said:

"One has to envisage the possibility that there may be a difference of opinion in the future between the employer and the staff association . . . It may be a mere possibility. But when it arises, the questions have to be asked: What is the strength of the employers? What pressures could they bring to bear against the staff association? What facilities could they withdraw? The section contemplates that the Association may be liable to interference arising out of 'the provision of financial or material support or by any other means whatsoever'.

"The employers could take away the four facilities which the Certification Officer mentioned in his reasons . . . Those are pressures which the employers could bring to bear on their side. On the other side, this Association is rather weak. It has a narrow membership base. It has small financial resources. Weighing the two sides, one against the other, the Certification Officer came to the conclusion that the Association was liable to interference in this way: the Association was so weak that it was vulnerable, in that it was exposed to the risk of interference tending towards control by the employer.

"The Employment Appeal Tribunal reversed the Certification Officer. It seems to me that it misdirected itself. It concentrated too much on the 'likelihood of interference' whereas it should have had regard to the 'vulnerability to interference'. I would therefore allow the appeal and restore the decision of the Certification Officer".

Lord Denning pointed out that there was nothing to prevent the Staff Association from putting in a further application and seeking to show that

circumstances had changed so that it was no longer liable to interference by the employer.

2.17 Lord Justice Shaw, agreeing, said that he saw no warrant in the context of the legislation or in practical common sense for the limited construction suggested on behalf of the Association. He added:

"If adopted, it would impose upon the Certification Officer the need for an exercise in clairvoyance with much uncertainty developing in the outcome.

"If the facts present a possibility of interference tending towards control, and it is a possibility which cannot be dismissed as trivial or fanciful or illusory, then it can properly be asserted that the union is at risk of and therefore liable to such interference. The risk need be no more than one which is recognisable and capable in the ordinary course of human affairs of becoming an actuality".

2.18 Lord Justice Brandon, also agreeing, said that the Staff Association's contention was that the Certification Officer should not merely ask "Is the applicant Association exposed to risk of interference by the employer tending towards control?" If the answer to that question was in the affirmative, the Certification Officer should then ask and answer the further question "Is it unlikely or not unlikely that the risk concerned will materialise?" He went on:

"If that second question has to be asked and answered, the Certification Officer would have to investigate and form a view about the attitude and motivation of the employers both at the present time and in the foreseeable future. The result, as it seems to me, would be that the closer the relationship between the employers and the association the more likely that a finding of independence would be made. I cannot believe that this was the intention of the legislature in the second part of the definition of 'independent trade union' which it has given. The sole question, as I read that part of the definition, is whether vulnerability to the relevant kind of interference exists or not. If it does, then the union or staff association concerned is not independent. The further question whether it is likely or not unlikely that the employers will exploit such vulnerability is not relevant".

2.19 The Court therefore unanimously allowed the Certification Officer's appeal and restored his original decision to refuse a certificate of independence to the Association.

2.20 Commenting on the procedure adopted by the EAT in hearing appeals from the Certification Officer's decisions, all three judges agreed that in view of his judicial position it was undesirable for the Certification Officer to be called as a witness and cross-examined on the validity of the reasons for his decision as if he were a party to the proceedings. The Master of the Rolls suggested that the public interest could be safeguarded by the Treasury Solicitor who should be made a party and instruct counsel, calling "any evidence which he thinks will be of assistance to the Tribunal and putting forward any submissions which he thinks proper to be considered". The Certification Officer might sometimes be called as a witness to show what enquiries he had

made and what information he had before him, but should not be regarded as an opposing party.

General

2.21 During 1978 the controversy surrounding the subject of trade union independence continued to decline with the volume of new applications. The most important event was undoubtedly the Court of Appeal's decision summarised above, which must have a strong influence on the treatment of any future applications by staff associations, especially those with small membership and limited financial resources.

2.22 The First Annual Report mentioned that by the end of 1976 the Office had investigated a considerable number of staff associations in detail and amassed a great deal of information about them. Since then the volume of information has considerably increased and now covers some 80 staff associations or similar bodies. Steps are being taken within the Office to analyse and collate this information and to see what conclusions can usefully be drawn from it. It is hoped to publish the results in the Annual Report for 1979.

Chapter 3

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. Three such directions were issued during 1978.

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 all 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).

3.8 Some earlier returns and rules can also be inspected without notice at the Certification Office, while others are kept at the Public Record Office depository at Hayes but can be made available at the Certification Office provided that prior notice is given. The current charge for inspection at the Certification Office is 50p per organisation. All returns and rules of a date earlier than 1950 are held at the Public Record Office at Kew; requests for inspection of these documents and enquiries about inspection charges should be made direct to that Office. Further details are given in the table below.

Location of annual returns and rules

Period	Type	Location	Inspection applications to
1974-onwards	All trade unions and employers' associations	Certification Office	Certification Office
1960-1974	Existing trade unions and employers' associations	Certification Office	Certification Office
1950-1974	Trade unions and employers' associations which have ceased to exist	Public Record Office depository, Hayes, Middlesex.	Certification Office
1950-1959	Existing trade unions and employers' associations	Public Record Office depository, Hayes, Middlesex.	Certification Office
Prior to 1950	All trade unions and employers' associations	Public Record Office, Kew.	Public Record Office, Kew.

Effects of the legislation

3.9 Last year's report pointed out that the accounting and auditing standards contained in the 1974 Act are appreciably stricter than those required by the pre-1971 legislation. The standards were first introduced by the Industrial Relations Act 1971 and are broadly the same as those which apply to friendly societies and similar bodies under the Friendly and Industrial and Provident Societies Act 1968. The general object was to make more information available about the affairs of trade unions and employers' associations and to give their members greater protection against financial risk. The Industrial Relations Act applied the standards only to registered organisations, which meant that in practice almost all the major unions were excluded. However, as already mentioned, the 1974 Act has extended them to all trade unions and employers' associations whether listed or not.

3.10 The Office has no evidence to suggest that the new requirements are causing problems for employers' associations, many of which are incorporated under the Companies Acts and have long been accustomed to prepare their accounts in accordance with that legislation. On the other hand it is clear that they do raise considerable difficulties for some trade unions. The nature and extent of these difficulties are discussed below.

Problems for trade unions

3.11 The two main problems arise from the way in which the requirements of the Act cut across the autonomy traditionally enjoyed by the branches of some trade unions in financial as in other matters. The first concerns the coverage of branch accounts in annual returns. The duties imposed by sections 10 and 11 of the Act to keep proper accounting records, to maintain a satisfactory system of control and to submit an annual return relating to its affairs apply (with specified exceptions) to "every trade union". Although sections 10(4) and 11(8) make it possible for these duties to be carried out by individual branches or sections, responsibility for ensuring full compliance with the Act remains with the union's head office.

3.12 Moreover all union funds, however raised, must be included in the accounts submitted to the Certification Officer with the annual return of either the union or the branch. The only exceptions are funds which are not properly union funds, e.g. 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.

3.13 In a few cases where constituent parts of a union enjoy sufficient autonomy to be listed as unions in their own right it may be appropriate for each constituent to send a separate return containing its own accounts to the Certification Office. However, it is the normal practice for trade unions, like employers' associations, to make a single consolidated return. This makes it easier for the union collectively to fulfil its duties under the Act and to exercise control over the accounting responsibilities of its branches. It should also

ensure that, in accordance with the broad intentions of the Act, a complete record of the union's finances is publicly available in a concise form. But the return will serve these purposes only if it covers fully the funds and transactions of branches as well as those of the head office.

3.14 The second area of difficulty concerns auditing arrangements at branch level. The Act requires the accounts of all but the smallest unions to be professionally audited. The auditor appointed by the union for this purpose ("the primary auditor") must satisfy himself that the accounts of the union as a whole, including those of branches, are properly maintained and audited to the standards laid down by the Act.

3.15 For this purpose it is not necessary either for the primary auditor himself to undertake the audit of branch accounts or for all branch accounts to be professionally audited, although this is certainly desirable for large branches holding considerable funds. However, in order to discharge his responsibilities the primary auditor must satisfy himself that proper accounting and auditing procedures and standards have been applied at both branch and head office level. This means that branch audits may be carried out, according to circumstances, by lay or professional auditors under the guidance of the primary auditor, who may also make such sample checks of branch accounts as he thinks necessary to discharge his duties under the Act.

The Accountancy Bodies' Guidance Statement

3.16 The Working Party set up by the Accountancy Bodies to determine the accounting requirements of the 1974 Act and to consider their implications for auditors completed its work during 1978. At the end of the year a Guidance Statement prepared by the Working Party (which included observers from the Office and the TUC) was awaiting approval by the respective Councils and was expected to be published by mid-1979.

3.17 The statement will cover 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. It should help auditors to apply a consistent interpretation of the provisions of the 1974 Act and should also clarify the extent of the problems discussed above. However, its main effect is not likely to be seen before 1980 when auditors will be reporting on trade union accounts for the preceding year.

The extent of the problems

3.18 Meanwhile the Office, with the assistance of the Government Accountancy Service, has been continuing its own enquiries and discussions. During the past 3 years it has been in touch, formally or informally, with a considerable number of unions, including many of the major unions for which separate figures are given in Appendix 4. In a larger number of cases annual returns have been examined to try to establish how far the requirements of the 1974 Act are being observed at present.

3.19 The Act places squarely on auditors the responsibility for judging whether or not its provisions have been complied with, and if the auditor certifies that

they have, the Office must accept his opinion unless there is very strong evidence to the contrary. However, in the majority of cases examined by the Office some *prima facie* doubts about compliance with the Act were raised either by the auditor's report or by the notes on accounting policies or both. Sometimes the auditor states or implies that branch funds have been omitted altogether or partially estimated, and sometimes that they have been included but not verified, the second type of case being rather commoner than the first.

3.20 Often it is not clear whether a breach of the statutory requirements is involved and whether the auditor's remarks are intended as a formal qualification or simply as comments to explain or clarify the union's normal accounting practice. In several cases further enquiries have shown the latter to be the case. The Guidance Statement already referred to should help to resolve this kind of ambiguity.

3.21 It follows that at this stage no precise estimate can be made of the number of unions which are not complying with the Act. On present evidence, however, it seems that the extent of non-compliance may well be substantial, and it is clear that unions with a centralised system of financial control are likely to find compliance much easier than those with a decentralised system or relatively unsophisticated accounting methods.

The policy of the Office

3.22 The discussions which the Office has had so far indicate that unions in this second category will need to make considerable changes in their accounting and auditing arrangements and will incur some additional costs in doing so. The changes, which may include amendments to union rules, will inevitably take time. Recognising this, the Office will continue to devote its efforts to ensuring that the process of change is put in hand without delay and that thereafter steady progress is made towards full compliance. The aim is to bring about a progressive improvement in accounting and auditing standards wherever it is needed.

Returns for 1977

3.23 Up to 31 December 1978 a total of 777 returns for 1977 had been received as follows:

Listed Trade Unions	413
Unlisted Trade Unions	20
Listed Employers' Associations	171
Unlisted Employers' Associations	173

There were 52 listed trade unions and 21 listed employers' associations which had a statutory duty to render a return but had not done so by the end of 1978. The Office is taking appropriate action to see that the Act is complied with.

Trade Unions

3.24 Statistics about the membership and finances of trade unions derived from 1977 returns* are given in Appendix 4, together with comparative totals for

*The figures take into account returns from 3 trade unions which were received after 31 December 1978.

1976. 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.

3.25 Comparability with 1976 figures The statistics in Appendix 4 are based on returns from 436 unions compared with 484 for 1976. They incorporate for the first time figures from the annual return made by the Trades Union Congress, which according to legal advice received by the Office falls within the statutory definition of trade union. With this exception, all unions of substantial size are included in both sets of figures, which are therefore broadly comparable.

3.26 Membership The total membership of trade unions from which returns were received was about 12,719,000, which is about 586,000 more than the total for 1976. It is estimated that of the 1977 total rather less than 700,000 belonged to trade unions not affiliated, directly or indirectly, to the Trades Union Congress.

3.27 The total membership of the 26 largest unions shown in the appendix was about 10,306,000, an increase of about 451,000. The biggest increases in the membership of individual unions were as follows:

Increases in union membership

Union	Membership (000's)		Increase
	1976	1977	
Transport and General Workers Union	1,930	2,023	93
Association of Scientific Technical and Managerial Staffs	396	441	45
National Union of Public Employees	651	693	42
National Association of Schoolmasters/Union of Women Teachers	88	127	39
Union of Shop Distributive and Allied Workers	413	442	29
National Union of General and Municipal Workers	916	945	29
National and Local Government Officers Association	683	709	26
Amalgamated Union of Engineering Workers—Technical Administrative and Supervisory Section	162	183	21

3.28 Income and Expenditure In 1977 the total income of trade unions was £176.9 million compared with £151.5 million in 1976. Income from members

rose from £130.2 million to £151.6 million, reflecting both increased membership and higher subscription rates. Income from investments rose from £13.2 million to £16.9 million.

3.29 The table below shows that expenditure in 1977 was also considerably larger than in 1976. Payment of dispute benefit rose sharply during the year, while that of unemployment benefit fell.

Changes in expenditure

	£ million	Percentage change from 1976
Total expenditure in 1977	146.9	+18
including (a) total benefits to members	21.9	+20
including (i) unemployment benefit	0.6	-38
(ii) dispute benefit	4.3	+110
(b) administrative expenses and other outgoings	111.7	+19

3.30 As pointed out in last year's report, 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.

3.31 The table below shows the average annual contribution and total income per member in 1977, together with average annual expenditure on benefits and administration and total expenditure per member. Similar figures are included for 1976.

	Average Annual Income per Member		Average Annual Expenditure per Member (a)				
	Average contribution received	Total income	Unemployment benefit	Dispute benefit	All benefits	Administration expenses and other outgoings	Total expenditure
1976	1074p	1249p	8p	17p	151p	776p	1030p
1977	1192p	1391p	5p	34p	173p	878p	1155p

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

3.32 Funds The figures given in Appendix 4 include both general funds and others where applicable e.g. contingency, superannuation and political funds*. During 1977 the total funds of trade unions increased from £216.5 million to £245.2 million or by 13 per cent compared with 14 per cent in 1976.

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

3.33 *Assets* At the end of 1977 gross assets of trade unions amounted to £263.8 million, of which £56.8 million were fixed assets and £157.4 million were investments. Compared with 1976 these figures represent increases in value of about 13.4 per cent on gross assets, 12.5 per cent on fixed assets and 13.6 per cent on investments.

Employers' associations

3.34 Statistics about the finances and membership of employers' associations derived from the 1977 returns are given in Appendix 6, together with comparative totals for 1976. Separate figures are again given for each association (including some which are unlisted) whose return for 1977 showed its total income as more than £250,000. Aggregate figures are also given for other listed and unlisted employers' associations.

3.35 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.

3.36 *Comparability with 1976 figures* The statistics in Appendix 6 are based on returns from 344 employers' associations compared with returns from 413 associations for 1976. The largest employers' associations, as measured by total income, are included in both sets of figures, which are therefore broadly comparable.

3.37 *Income and expenditure* In 1977 the total income of employers' associations was £40.1 million compared with £38.9 million in 1976. Income from members rose from £28.2 million to £28.8 million and income from investments remained at £1.7 million. Total expenditure also increased from £36.6 million to £37 million.

3.38 *Funds* The figures given in the appendix include both general funds and, where applicable, funds maintained for specific purposes. According to the returns for 1977 the total funds of employers' associations increased during the year from £21.9 million to £25.4 million, or by about 12 per cent, which was the same as the percentage increase in 1976.

3.39 *Assets* At the end of 1977 gross assets of employers' associations amounted to £39.3 million, of which £12.7 million were fixed assets and £12.9 million were investments. Compared with 1976 these figures represent a decrease in value of about 6 per cent on gross assets, and increases of about 7 per cent on fixed assets and 12 per cent on investments.

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 will apply to all existing schemes from 16 September 1979.

Scope of the provisions

4.2 In the Annual Report for 1977 it was stated that 43 schemes maintained by 35 unions were considered to be within scope of the provisions. During 1978 it was established that 7 of these schemes, maintained by the following unions, had been wound up:

Amalgamated Society of Woolcomb Hackle and Gill Makers

†Chain Makers and Strikers Association

†Chorley and District Textile Warehousemen's Association

National Society of Operative Printers Graphical and Media Personnel

National Union of Mineworkers (Power Group Area)

Power Loom Carpet Weavers and Textile Workers Association

Preston and Districts Powerloom Overlookers Association

The revised figures for coverage of the provisions are therefore 36 schemes maintained by 28 unions, as listed in Appendix 7.

Exemptions

4.3 The discretion given by the 1974 Act to exempt schemes from the need for actuarial examination on account of their small size or for other special reasons was not exercised during 1978. Five of the 7 schemes referred to in paragraph 4.2 (the exceptions being those maintained by the Amalgamated Society of Woolcomb Hackle and Gill Makers and the Power Loom Carpet Weavers and Textile Workers Association) had previously been exempted. The revised figures for exempted schemes still in existence are therefore 12 schemes maintained by 11 unions, as shown in Appendix 7.

Reports received

4.4 At 31 December 1977 actuarial reports had been received on 19 schemes maintained by 14 unions and these unions were listed in the two previous annual reports. By 31 December 1978 the Office had received reports on 5 further schemes maintained by the following unions:

Amalgamated Society of Boilermakers Shipwrights Blacksmiths and Structural Workers

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

†Union ceased to exist.

Colne and District Textile Warehouse Association
National Union of Lock and Metal Workers
National Union of Railwaymen
Trade Society of Machine Calico Printers

At the end of the year, therefore, reports had been received on 22* of the 24 non-exempted schemes listed in Appendix 7.

Reports due

4.5 At 31 December 1978 the following two unions maintaining schemes considered to be within the scope of the statutory provisions had not submitted reports on them:

National Graphical Association (London Region—Electrotypers and Stereotypers)
National Union of Flint Glassworkers

It has been ascertained that both unions have appointed actuaries to examine their schemes and to prepare reports.

4.6 In addition, second reports were due to follow on 3 schemes maintained by the National Graphical Association which had been examined by a qualified actuary as they had effect at a date less than two years before the commencement of the statutory provisions; directions had been issued that two of these should be examined again at an effective date not later than 31 March 1978 and the third at an effective date not later than 31 March 1979. The Office has been informed by the Association that actuaries have been appointed to examine each of the schemes†.

Separate funds

4.7 The 1974 Act allowed trade unions 5 years in which to set up separate funds for members' schemes which were in operation before the Act took effect; this period of grace will expire on 16 September 1979. By 31 December 1978, the Office had received confirmation that 9 of the 22 schemes referred to in paragraph 4.4 were maintained under separate funding arrangements.

Main findings

4.8 It was remarked in last year's Annual Report that most actuarial reports showed relatively small numbers contributing and a generally low level of contributions and benefits. Examination of further reports has confirmed these conclusions.

4.9 The 22 schemes referred to in paragraph 4.4 include 8 with a contributing membership of over 50 per cent. However, the unions concerned are mostly

small. Taking all the unions which maintain schemes, the proportion of members contributing is less than 30 per cent. Contribution rates range from as little as 1p per week to 49p per week per member. Thirteen schemes have contribution rates of 10p per week or less. Benefits are correspondingly low and vary between about 11p and, exceptionally, £2.00 per week per member. Sixteen schemes pay weekly benefits of £1.00 or less.

4.10 It is clear that most members' superannuation schemes are now something of an anachronism and can no longer offer the level of benefit which they were originally intended to provide. The need for the schemes has been reduced by developments in the social security field and their value in real terms has been progressively eroded by inflation. In these circumstances many unions have been obliged to consider whether it is worthwhile continuing their schemes. Apart from schemes already wound up, 16 of those still in existence have been closed to new entrants and the future of several others is currently under consideration.

Future tasks

4.11 Now that almost all the first series of actuarial reports have been received and examined, with the assistance of the Government Actuary's Department, the main part of the work arising from the provisions of the 1974 Act has been completed. There remain 3 principal tasks for the Office—first, to follow up the recommendations made in the actuarial reports; second, to ensure that the statutory requirements about separate funding is complied with; and third, to see that such non-exempted schemes as remain in existence are re-examined at 5 yearly intervals (or more frequently if necessary) as laid down in the Act.

*This figure excludes the schemes formerly maintained by the Amalgamated Society of Woolcomb Hackle and Gill Makers and the Power Loom Carpet Weavers and Textile Workers Association, which had already been reported on but which have since been wound up.

†The report on one scheme has since been received.

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 The Certification Office has prepared a guide which explains these procedures in greater detail and is intended to assist union officials and others in complying with them. Copies of the guide may be obtained free of charge on application to the Office.

5.5 Although the Certification Officer and his staff cannot provide model documents or undertake initial drafting, they are ready to assist with advice on most aspects and the Office should be informed as soon as the parties are in a position to take practical steps towards a merger. An early approach, which can be quite informal and without commitment, helps to ensure that the statutory procedures are completed smoothly and expeditiously and to avoid last minute difficulties which may otherwise disrupt the timetable.

Transfers of engagements

5.6 During 1978, the procedures laid down by the Act were used to effect 9 transfers of engagements of trade unions as follows:

Engagements transferred	
From	To
National Association of Youth Hostel Wardens	Transport and General Workers Union
Staff Association for Royal Automobile Club Employees	
EMI Group Staff Association (Hayes Branch)	National Association of Executives Managers and Staffs
Excess Insurance Group Staff Association	Association of Scientific Technical and Managerial Staffs
National Union of Insurance Workers (Pearl Federation)	
AA Staff Association	Association of Professional Executive Clerical and Computer Staff (APEX)
Guardian Royal Exchange Staff Union	National Union of Bank Employees
National Union of Funeral Service Operatives	Furniture Timber and Allied Trades Union
National Union of Musical Instrument Makers	

Amalgamations

5.7 The procedures laid down by the Act were also used to effect the following amalgamation of trade unions:

Association of Assistant Mistresses
and
Incorporated Association of Assistant Masters in Secondary Schools
to form
The Assistant Masters and Mistresses Association.

5.8 The following amalgamation of employers' associations was effected:

East Midlands Organisation of Employers of Local Authorities Administrative Professional Technical and Clerical Employees
and
East Midlands Organisation of Employers of Local Authorities Manual Employees
to form
East Midlands Local Authorities Employers Organisation.

Complaints

5.9 During September and October 1978 a number of complaints were received from members of the Association of Cinematograph Television and Allied Technicians about the conduct of the ballot to approve the instrument of amalgamation between that union and the Association of Broadcasting and Allied Staffs. Some of the complaints were not received within the statutory time limit and others were withdrawn. At the end of the year complaints by 3 ACTT members remained unresolved. Two of these alleged that members of the union who were in arrears with their subscriptions had voted in the ballot contrary to the union's rules; the other alleged that arrangements made for the conduct of the ballot by the General Council of the union were not complied with.

Changes of name

5.10 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 1978 changes of name were approved for 5 trade unions and two employers' associations.

Political Funds

The statutory provisions

6.1 The Trade Union Act 1913, as amended, enables a trade union or an unincorporated employers' association (whether listed or not) to include the furtherance of political objects, as defined in the Act, among the objects of the organisation and to adopt political fund rules providing for the expenditure of funds on such objects. The proposal to do so must be endorsed by a simple majority in a ballot of the members held under rules approved by the Certification Officer, by whom the rules governing the political fund must also be approved.

6.2 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

6.3 The 1977 Report showed 79 trade unions and 4 employers' associations as maintaining political funds at the end of that year. During 1978 two trade unions with political funds ceased to exist and it was established that two others previously included in the figures were not in fact maintaining political funds. No new funds were set up in 1978 and the corrected figure at the end of 1978 was therefore 75.

Political funds of trade unions

6.4 The figures in the following paragraphs and in Appendix 5 are based on returns for 1977 made by 73 trade unions which maintain political funds, including all those with substantial membership.

6.5 The returns showed the total income of political funds as £3.4 million in 1977 compared with £2.9 million in 1976 and expenditure as £2.5 million compared with £2.3 million. The funds totalled £4.1 million at the end of 1977 compared with £3.2 million at the beginning of the year. More detailed information is published for the first time in Appendix 5. This gives separate figures for each of the 31 unions which maintained a political fund exceeding £10,000 at the end of 1977 as well as aggregate figures for 42 other unions with political funds.

6.6 At 31 December 1977 these 73 trade unions had a total of about 9.7 million members. According to figures given in the annual returns for that year and tabulated in Appendix 5, about 7.9 million members or 81 per cent of the total were contributing to the political funds. This is the same percentage as that shown by the 1976 and 1975 returns.

6.7 The aggregate figure conceals wide variations between individual unions. In the case of the 31 unions for which separate figures are given in Appendix 5, the proportion of members shown as contributing to the political fund ranged from nearly 100 per cent at one extreme to 10 per cent at the other. The following 9 unions gave a figure of more than 90 per cent:

National Union of Dyers Bleachers and Textile Workers
National Union of Public Employees
National Union of General and Municipal Workers
Transport and General Workers Union
Union of Post Office Workers
National Union of Railwaymen
Associated Society of Locomotive Engineers and Firemen
Union of Shop Distributive and Allied Workers
Confederation of Health Service Employees

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

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

Political funds of employers' associations

6.8 The total income of political funds maintained by employers' associations was £13,800 in 1977 compared with £6,000 in 1976 and expenditure was £900 in 1977 compared with £9,400. The funds totalled £160,000 at the end of 1977 compared with £147,000 at the beginning of the year.

Amendments to political fund rules

6.9 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 1978, 13 trade unions had amendments approved in this way. 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 political fund rules circulated by the Office in 1977.

Complaints

6.10 In 1978 a total of 12 members from 9 trade unions made complaints to the Certification Officer. The most common ground of complaint was that having opted out of paying political fund contributions the complainant had still been required to pay those contributions; in most of these cases a "check-off" system was in operation under which employers deduct union contributions (including political fund contributions) from wages and the political fund contribution is then repaid to exempt members. Some of the complaints were about the existence of these refunding arrangements which it was claimed contravened the union's

rules and the provisions of the 1913 Act. Others were about difficulties in getting acceptance or acknowledgement by the union of a notice seeking exemption. Two complainants claimed they had been placed at a disadvantage compared with other members of the union by reason of their being exempt from contributing to the political fund.

6.11 On receiving a complaint which falls within the scope of the 1913 Act, the Certification Officer forwards it to the union concerned and invites comments. In most cases this results in action by the union which satisfies the complainant. At the end of 1978, 4 of the complaints received during the year (together with 5 complaints received in 1977) had been resolved in this way and the others were being dealt with. It was not necessary to hold any formal hearings during the year.

Appendix 1 (see paragraph 1.3)

LIST OF TRADE UNIONS AT 31 DECEMBER 1978

Notes:

Trade unions entered in the list during 1978 are shown in *italics*

*Denotes a trade union holding a certificate of independence at 31 December 1978

†Denotes a trade union whose application for a certificate of independence was refused and which had not, at 31 December 1978, obtained a certificate as a result of a second 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 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 of Local Authorities

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 Foremen British Aircraft Corporation Limited (Filton Factory and Fairford)

*Association of Government Supervisors and Radio Officers

*Association of Her Majestys Inspectors of Taxes

Association of HSDE (Hatfield) Employees

*Association of Licensed Aircraft Engineers

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 University Clinical Academic Staff

*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

- *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
- Britannic Assurance Chief Office Staff Association
- *Britannic Field Staff Association
- *British Actors Equity Association Incorporating the Variety Artistes Federation
- British Aerospace Federation of Employee Associations
- *British Aerospace (Dynamics Group) Employees Association
- *British Aerospace Staffs Association
- *British Aircraft Corporation Limited Senior Staff Association
- *British Aircraft Corporation (Military Aircraft Division) Professional 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
- Clitheroe and District Weavers Winders and Warpers Association
- *Cloth Pressers Society
- Colman Association of Staff
- *Colne and Craven Textile Workers Association
- Colne and District Power Loom Overlookers Association
- *Colne and District Textile Warehouse Association
- *Colne District of the Amalgamated Association of Twisters and Drawers
- Colonial Mutual Life Assurance Society Field Staff Association
- †Commercial Bank of Australia (London) Staff Association
- †Commercial Cable Staffs 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
- Communications Division of the Foreign and Commonwealth Office Staff Association
- †Construction Industry Training Board Staff Association
- Corporation of London Staff Association
- *COSESA
- *Coventry Economic Building Society Staff Association
- †Credit Lyonnais UK Staff Association
- Cumberland Colliery Officials Association
- †Dean Clough Staff Association
- Derbyshire Building Society Staff Association
- Design Council Staff Association
- Dexion (Hourly Paid Staff) Union
- Diplomatic Service Association
- *Eagle Star Staff Association
- Electrical and Mechanical Instrument Makers Association
- *Electrical Electronic Telecommunication and Plumbing Union
- *EMI Electronics Limited Junior and Middle Management Staff Association
- Engineering Inspectors Association
- Engineering Officers Technical Association*

*Engineers and Managers Association
English China Clays Staff Association
 English Chiropodists Association
 †Executive and Management Association British Aircraft Corporation Limited
 Hurn

Federation of Cadbury Schweppes Representatives Associations
 Federation of Professional Officers Associations
 *Film Artistes Association
 *Fire Brigades Union
 Football League Secretaries and Managers 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 Ltd 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 and District Carpet Power-Loom Tuners Association
 Halifax and District Power Loom Managers and Overlookers Society
 Headmasters Conference
 *Health Visitors Association
 Hongkong Bank Group UK Staff Association
 Hopkinsons Senior Staff Association
 Hosiery and Textile Dyers and Auxiliary Association
 *Hospital Consultants and Specialists 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 Twisters Trade and Friendly Society
 Hull Trawler Officers Guild
 *Hyde and District Loom Overlookers Association

ICI Management Association
 *Imperial Group Staff Association
 *Imperial Supervisors Association (Imperial Tobacco Limited)
 *Incorporated Society of Authors
 *Inland Revenue Staff Federation
 *Institute of Journalists
 *Institution of Professional Civil Servants
 Inter Employees Association
 *Iron and Steel Trades Confederation

Jeyes Representatives Association
 Johnson Matthey Chemicals Royston Staff Society
 Johnson Matthey Headquarters Staff Society
 Joint Industry Board for the Electrical Contracting Industry
 †Jones and Shipman Administrative Staff Association
 *Junior Hospital Doctors Association

KDG Industries Staff Association
 †Kosset Staff Association

Laker Airways Flight Crew Association
 *Lancashire Box Packing Case and General Woodworkers Friendly Relief Sick
 Superannuation and Burial Society
 *Laurence Scott and Electromotors Foremans Association
 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 Salford and District Society of Brewers and General Coopers
 †Medical Insurance Agency Staff Association
 *Merchant Navy and Air Line Officers Association
 *Military and Orchestral Musical Instrument Makers Trade Society
 *Musicians Union

*NALGO Staff 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 (Northumberland Area)
 National Association of Colliery Overmen Deputies and Shotfirers North Western Area
 National Association of Colliery Overmen Deputies and Shotfirers (South Wales Area)
 National Association of Colliery Overmen Deputies and Shotfirers (Yorkshire Area)
 *National Association of Co-operative Officials
 *National Association of Executives Managers and Staffs
 *National Association of Fire Officers
 *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 Master Lettercarvers (Monumental and Architectural)
 *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 Bank Employees
 *National Union of Blastfurnacemen Ore Miners Coke Workers and Kindred Trades
 *National Union of Club Stewards and Hotel Managers
 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 Glassworkers
 *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 Refuge 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 Enginemen Group No 1 Area)
 National Union of Mineworkers (Durham Mechanics Group No 1 Area)
 National Union of Mineworkers (Kent Area)
 *National Union of Mineworkers (Leicester Area)
 National Union of Mineworkers (Midland Area)
 National Union of Mineworkers (North Stafford Federation Midland Area)
 National Union of Mineworkers (Northumberland Area)
 *National Union of Mineworkers (Northumberland Mechanics Group No 1 Area)
 National Union of Mineworkers (North Wales Area)
 *National Union of Mineworkers (North Western Area)
 National Union of Mineworkers (North 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 Union of Wallcoverings Decorative 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 Textile and Allied Workers Union
- *North Lancashire and Cumbria Textile Workers Association
- Nottingham and District Federation of Club Stewards
- Nottingham Dyers and Bleachers Association
- *Nursing Auxiliaries Association
- Oldham Association of Loom Overlookers
- *Oldham Provincial Union of Textile and Allied Workers
- Organisation of CPL Technicians
- *Pattern Weavers Society
- †Phoenix Staff Union
- †Playboy Staff Association
- *PMB Staff Association
- *Post Office Engineering Union
- *Post Office Management Staffs Association
- *Power Loom Carpet Weavers and Textile Workers Association
- 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
- *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
- RSPB Staff Association*
- *Secondary Heads Association*
- Schering Chemicals Representatives Association
- Schweppes Limited Representatives Association
- *Screw Nut Bolt and Rivet Trade Union
- *Sheffield Sawmakers Protection Society
- Sheffield Wool Shear Workers Trade Union
- *Skipton and District Power-Loom Overlookers Association
- †Société Générale Staff Association
- *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)
- *South-East Lancashire and Cheshire Weavers and Winders Association
- †Squibb UK Staff Association
- Stable Lads Association*
- †Staff Association of S W Farmer and Son Limited
- 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 Railway Signalmen
- *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
- *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

- *Coopers and Allied Workers Federation of Great Britain

- **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 Technicians
- *Scottish Prison Officers Association
- *Scottish Secondary Teachers Association

- *Union of Jute Flax and Kindred Textile Operatives

Appendix 2 (see paragraph 1.3)

LIST OF EMPLOYERS' ASSOCIATIONS AT 31 DECEMBER 1978

Note: Employers' associations entered in the list during 1978 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 Animated Film 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
Liverpool Lighter and Barge Owners 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
Mersey Ship Repairers 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

National Association of Glove Manufacturers
National Association of Master Bakers Confectioners and Caterers
National Association of Plumbing Heating and Mechanical 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 Shopkeepers 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

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

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

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
Engineering Employers Aberdeen and District Association

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

Glasgow and District Retail Fleshers Association

Hawick Knitwear Manufacturers Association
Hebridean Spinners Advisory Committee

Malt Distillers Association of Scotland

National Cooperage Federation

Scottish and Northern Ireland Plumbing Employers Federation
Scottish Association of Marine Electrical Contractors
Scottish Daily Newspaper Society
Scottish Decorators Federation
Scottish 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

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.

Summary of Statistics—Trade Unions
(see paragraph 3.24)

Appendix 4

	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
Unions each with 100,000 members or more:	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
Transport and General Workers Union	2,022,738	19,371	2,273	21,673	—	765	3,736	13,580	18,132	(f)32,194	35,735	10,239	23,362	37,126
Amalgamated Union of Engineering Workers	—	—	—	28	—	—	—	18	23	18	23	—	—	31
Constructional Section	33,689	541	62	671	—	6	74	464	554	884	1,001	246	674	1,001
Engineering Section	1,173,000	12,784	855	13,963	125	1,284	4,290	6,243	11,294	14,571	17,240	6,149	8,186	20,219
Foundry Section	58,888	628	106	734	7	36	162	487	679	1,096	1,151	80	929	1,181
Technical Administrative and Supervisory Section	183,492	2,192	86	2,303	—	120	247	1,877	2,200	(f)1,778	1,881	1,053	729	2,050
National Union of General and Municipal Workers	945,324	10,748	1,139	11,982	—	159	1,663	8,702	10,847	16,015	17,150	4,726	5,228	17,184
National and Local Government Officers Association	709,331	9,376	372	11,279	—	141	666	4,699	8,612	8,755	11,422	5,212	6,714	13,390
National Union of Public Employees	693,097	6,416	669	7,504	—	30	377	4,264	4,968	5,202	7,738	1,790	6,879	9,113
Union of Shop Distributive and Allied Workers	441,539	3,966	371	4,578	8	10	284	3,130	3,800	3,663	4,441	442	2,759	4,487
Association of Scientific Technical and Managerial Staffs	441,000	5,560	11	5,881	9	168	291	3,990	4,662	(f) 1,253	2,472	1,480	101	3,138
Electrical Electronic Telecommunication and Plumbing Union	432,628	3,786	360	4,271	—	199	531	2,869	4,037	5,759	5,993	1,901	4,057	6,302
National Union of Mineworkers (h)	370,194	6,204	1,365	7,619	(g)	—	852	5,001	6,079	16,396	17,936	890	13,451	18,858
Union of Construction Allied Trades and Technicians	305,727	3,399	109	3,551	23	—	680	2,616	3,425	2,197	2,323	1,224	1,357	2,638
National Union of Teachers	296,092	2,479	367	3,009	—	—	91	1,820	2,303	5,372	6,078	513	5,440	6,224
Civil and Public Services Association	226,495	3,776	236	4,065	—	642	939	1,977	3,214	2,976	3,827	778	2,921	3,933
Confederation of Health Service Employees	211,636	1,983	45	2,115	—	2	68	1,372	1,527	1,139	1,727	736	938	1,789
Society of Graphical and Allied Trades 1975	198,182	2,564	78	3,166	56	4	407	2,398	2,878	2,565	2,853	1,730	205	2,929
Union of Post Office Workers	197,247	3,849	108	3,978	—	26	276	2,522	3,232	2,909	3,655	1,111	1,900	3,655
National Union of Railwaymen	171,825	3,334	2,655	5,274	(g)	(g)	596	2,227	3,065	13,261	15,470	526	14,541	15,677
Association of Professional Executive Clerical and Computer Staff	146,385	1,836	120	2,102	—	121	193	1,309	1,658	2,157	2,601	590	1,331	2,854
Amalgamated Society of Boilermakers Shipwrights Blacksmiths and Structural Workers	129,956	1,483	252	1,772	—	36	176	1,195	1,596	2,989	3,165	516	2,424	3,413
National Association of Schoolmasters/Union of Women Teachers	127,056	1,087	77	1,251	—	—	49	914	1,072	1,108	1,287	243	246	1,418
Post Office Engineering Union	122,564	2,113	25	2,178	—	—	243	1,704	2,132	2,647	2,693	1,899	490	2,983
National Union of Tailors and Garment Workers	117,840	840	300	1,146	(g)	(g)	99	839	1,000	3,106	3,252	440	2,654	3,337
Iron and Steel Trades Confederation	117,401	1,542	728	2,277	(g)	5	478	1,341	1,900	9,374	9,751	448	9,396	10,230
National Union of Bank Employees	116,739	965	20	991	—	—	5	880	913	257	335	169	82	417
National Graphical Association	109,438	1,990	706	2,786	210	103	889	1,390	2,327	9,516	9,975	339	8,450	10,040
Society of Civil and Public Servants	105,320	2,381	71	2,513	—	—	54	1,559	1,662	1,456	2,307	1,091	636	2,732
Royal College of Nursing	101,210	774	—	774	—	—	18	756	774	—	—	—	—	927
Total of above unions with 100,000 members or more	10,306,033	117,967	13,566	135,434	438	3,857	18,434	82,143	110,565	170,613	195,482	46,561	126,080	209,276
Total of 356 other listed unions with less than 100,000 members	2,405,006	31,422	3,298	39,094	185	420	3,208	28,315	34,126	43,651	48,619	10,171	30,520	53,048
Total of listed unions	12,711,039	149,389	16,864	174,528	623	4,277	21,642	110,458	144,691	214,264	244,101	56,732	156,600	262,324
Trades Union Congress	—	2,017	59	2,151	—	—	625	1,072	1,992	740	899	35	633	1,233
Total of 20 other unlisted unions which have submitted returns	7,872	231	12	252	1	(g)	5	204	226	188	214	54	125	244
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
TOTAL of all unions for 1986	12,132,773	130,243	13,184	151,501	999	2,039	18,254	94,194	125,001	189,959	216,459	50,515	138,563	232,636

Appendix 4

Appendix 5

Political Funds of Trade Unions

Notes

- (a) Some members included in these figures (e.g. retired members) may be exempt from paying union contributions.
- (b) Less than £500.

Political Funds of Trade Unions

(see paragraph 6.4)

Appendix 5

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 year	Fund at end of year
	(a) (1)	(2)	(3)	£000s (4)	£000s (5)	£000s (6)	£000s (7)
Transport and General Workers Union	2,022,738	1,962,615	97	572	356	660	876
National Union of Mineworkers	370,194	250,293	68	320	176	652	796
National Union of Mineworkers (Durham Area)	44,102	17,661	40	35	35	225	225
Amalgamated Union of Engineering Workers							
Constructional Section	33,689	24,533	73	10	4	9	15
Engineering Section	1,173,000	875,314	75	368	266	206	308
Foundry Section	58,888	42,000	71	21	22	20	19
Technical Administrative and Supervisory Section	183,492	85,736	47	50	28	34	56
National Union of General and Municipal Workers	945,324	926,110	98	327	255	243	315
National Union of Public Employees	693,097	682,817	98	476	378	217	315
National Union of Railwaymen	171,825	164,059	95	109	93	178	194
Union of Shop Distributive and Allied Workers	441,539	402,223	91	147	115	140	172
Association of Professional Executive Clerical and Computer Staff	146,385	108,794	74	68	48	104	124
Amalgamated Society of Boilermakers Shipwrights Blacksmiths and Structural Workers	129,956	81,710	63	66	24	51	93
Society of Graphical and Allied Trades 1975	198,182	49,203	25	27	17	61	71
National Union of Sheet Metal Workers Coppermiths Heating and Domestic Engineers	74,004	60,157	81	31	6	46	71
Association of Scientific Technical and Managerial Staffs	441,000	147,000	33	60	45	42	57
Post Office Engineering Union	122,564	88,642	72	78	71	45	52
Union of Construction Allied Trades and Technicians	305,727	200,000	65	64	56	21	29
Iron and Steel Trades Confederation	117,401	101,102	86	49	36	14	27
Associated Society of Locomotive Engineers and Firemen	27,681	26,388	95	20	13	17	24
Amalgamated Textile Workers Union	41,624	36,653	88	11	11	24	24
National Union of Dyers Bleachers and Textile Workers	61,416	61,247	100	23	14	14	23
Furniture Timber and Allied Trades Union	84,304	51,425	61	18	12	17	23
National Graphical Association	109,438	48,724	45	11	11	20	20
National Society of Metal Mechanics	50,255	40,896	81	14	4	9	19
Union of Post Office Workers	197,247	186,683	95	84	67	1	18
National Union of the Footwear Leather and Allied Trades	68,149	61,252	90	21	18	15	18
Electrical Electronic Telecommunication and Plumbing Union	432,628	364,881	84	80	74	8	14
Confederation of Health Service Employees	211,636	193,622	91	39	37	10	12
Liverpool Victoria Section of the National Union of Insurance Workers	3,241	315	10	(b)	(b)	11	11
Bakers Food and Allied Workers Union	57,321	38,720	68	16	10	4	10
Total of above unions	9,018,047	7,374,845	82	3,215	2,302	3,118	4,031
Total of 42 other unions with political funds	697,181	539,749	77	177	158	58	77
TOTAL of unions with political funds for 1977	9,715,228	7,914,594	81	3,392	2,460	3,176	4,108

Notes

- (a) Income from Investments includes interest 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) This figure has been adjusted to take account of later information.
- (e) These figures have been re-calculated.

Summary of Statistics—Employers' Associations
(See paragraph 3.34)

Appendix 6

	INCOME			Total Expenditure (b)	TOTAL FUNDS		ASSETS			Number of Members
	From Members	From Investments (a)	Total Income (b)		Beginning of the Year	End of the Year	Fixed Assets	Investments	Gross Assets	
	£000s (1)	£000s (2)	£000s (3)	£000s (4)	£000s (5)	£000s (6)	£000s (7)	£000s (8)	£000s (c) (9)	(10)
Employers' associations each with over £250,000 Total Income:										
Engineering Employers Federation	1,336	220	1,649	1,410	3,151	3,390	105	2,980	3,701	20
West Midlands Engineering Employers Association	496	37	788	719	722	791	322	552	941	1,036
Engineering Employers London Association	549	39	654	595	235	294	65	205	369	817
Engineering Employers West of England Association	262	10	475	446	111	140	100	17	220	427
East Midlands Engineering Employers Association	178	8	310	286	162	186	148	27	230	529
Scottish Engineering Employers Association	250	16	293	273	136	156	—	132	177	405
Coventry and District Engineering Employers Association	169	16	258	222	170	206	160	—	454	104
11 Other Engineering Employers Associations in Great Britain	907	37	1,003	934	491	560	222	115	719	2,142
*National Farmers Union	4,701	133	4,940	4,271	6,861	7,530	5,695	419	8,727	126,740
*General Council of British Shipping } British Shipping Federation	1,618	40	4,665	4,180	798	1,283	886	115	1,653	248
National Federation of Building Trades Employers	2,844	149	3,237	3,061	1,762	1,938	697	1,743	2,962	10,767
*Freight Transport Association	461	33	2,014	1,793	519	740	621	62	1,385	14,726
*Chemical Industries Association Limited	1,092	30	1,364	1,331	51	84	20	—	471	306
British Printing Industries Federation	460	21	636	608	351	379	96	174	504	3,727
11 Constituent Associations in Great Britain	685	21	738	708	239	269	63	148	384	3,487
Electrical Contractors Association	421	144	1,322	1,153	446	615	103	2,080	3,612	2,151
*Road Haulage Association Limited	509	30	830	733	463	560	336	208	934	15,714
*Incorporated National Association of British and Irish Millers	607	21	825	814	264	275	1	305	503	43
Federation of Civil Engineering Contractors	682	20	736	626	91	201	42	100	381	580
British Paper and Board Industry Federation	627	34	722	700	127	149	67	93	357	110
National Federation of Retail Newsagents	542	42	601	533	647	715	283	345	823	29,829
Newspaper Society	538	35	599	557	(d) 104	146	28	82	263	285
Heating and Ventilating Contractors Association	321	119	547	538	154	163	97	314	563	1,048
Newspaper Publishers Association Limited	425	1	428	411	5	22	39	10	125	10
*Cement Makers Federation	416	12	427	427	68	68	3	—	24	6
Federation of Master Builders	342	24	411	403	339	347	121	216	405	19,874
*Publishers Association	295	6	339	329	—50	—40	24	29	53	373
*Dairy Trade Federation	340	—	351	340	10	21	76	—	164	4,400
*British Rubber Manufacturers Association Limited	281	11	295	296	62	61	45	9	220	115
*National Farmers Union of Scotland	246	8	256	276	109	89	25	55	116	19,121
Total of above employers' associations	22,600	1,317	31,713	28,973	18,598	21,338	10,490	10,535	31,440	259,140
Total of 132 other listed employers' associations	3,608	187	4,881	4,682	2,580	2,779	919	1,326	3,941	54,464
Total of 161 other unlisted employers' associations	2,638	190	3,458	3,361	1,160	1,257	1,278	1,006	3,893	25,272
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
TOTAL of all employers' associations for 1976(e)	28,184	1,701	38,947	36,625	19,536	21,858	11,832	11,356	41,812	359,104

*Unlisted employers' associations

TRADE UNIONS MAINTAINING MEMBERS' SUPERANNUATION
SCHEMES AT 31 DECEMBER 1978

Note: *Denotes unions maintaining schemes exempted from the need for actuarial examination

Amalgamated Society of Boilermakers Shipwrights Blacksmiths and
Structural Workers

Amalgamated Society of Wire Drawers and Kindred Workers

Amalgamated Union of Engineering Workers—Engineering Section

Associated Society of Locomotive Engineers and Firemen

Association of Patternmakers and Allied Craftsmen

Bradford and District Power Loom Overlookers Society

Colne and District Textile Warehouse Association

*Halifax and District Carpet Power-Loom Tuners Association

*Haslingden and District Power-Loom Overlookers Society

*Iron and Steel Trades Confederation

Military and Orchestral Musical Instrument Makers Trade Society

National Graphical Association (6 schemes)

*National Union of Domestic Appliance and General Metal Workers

National Union of Flint Glassworkers

National Union of Hosiery and Knitwear Workers

National Union of Lock and Metal Workers

*National Union of Mineworkers

*National Union of Mineworkers (North Stafford Federation Midland
Area)

*National Union of Mineworkers (Yorkshire Area)

National Union of Railwaymen

*National Union of Seamen

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

*Printing Trades Alliance (3 schemes, two of which have been exempted)

Society of Lithographic Artists Designers Engravers and Process-Workers
(two schemes)

*Tobacco Workers Union

Trade Society of Machine Calico Printers

*Transport and General Workers Union

Union of Construction Allied Trades and Technicians